



HUMAN RESOURCES POLICY

In order to provide a sustainable working environment that respects human rights, we commit that,

Ethical Recruitment: Adhering to ethical recruitment principles in accordance with the UN Guiding Principles on Business and Human Rights, treating potential employees with dignity and respect, and managing our recruitment processes in accordance with our legislation and standards,

Prevention of Discrimination: Not to discriminate on the grounds of language, religion, race, nationality, gender, social class, marital status, pregnancy, physical disability, and based on the ability to do business while employing our employees,

Prevention of Child and Youth Labour: Not supporting or allowing child and youth labor and acting in accordance with the regulations,

Freedom of Job Choice: Not to ask any of our employees to submit their identity documents, passports, work permits as a prerequisite for employment, and that each of our employees has the freedom to terminate their employment contract within reasonable periods,

Prevention of Forced and Compulsory Labor: To employ all of our employees voluntarily in appropriate positions and under equal conditions, not to employ them under pressure or based on debt,

Working Hours and Compensation: To comply with the legal regulations, practices and the provisions of the collective bargaining agreement, if any, to ensure regular rest and leave use for a fair and efficient working environment,

Wages and Social Rights: To provide all our employees with wages and social rights determined within the framework of the law,

Gender equality: To be committed to gender equality, to promote women's rights for a just society, that our equal employees have the right to benefit from the same opportunities, skills and knowledge,

Diversity, Inclusion and Equal Opportunities: We are productive, innovative, creative and competitive with diversity, objective decisions are taken in the processes of employee selection, development and promotion according to the knowledge, skills and competencies required by the job, and to provide an inclusive working environment where each of our employees is valued for their contributions,

Prevention of Maltreatment and Harassment: By treating all our employees with respect, not to engage in dishonorable, ill-treatment and harassment,

Representation, Freedom of Association and Collective Bargaining: Respecting the rights and freedoms of representation, association and collective bargaining without giving place to pressure, intimidation or harassment in order to protect and develop the social and economic rights and interests of our employees,

Ensuring Occupational Health and Safety: To fulfill the legal requirements, to take all kinds of protective and preventive measures to prevent incidents and accidents, to provide a well-equipped and hygienic working environment for our employees.

General Manager
Süleyman Gökoğlu