

HUMAN RESOURCES POLICY

We believe that our biggest power is our human resources to achieve our strategic targets and to manage the growth within continuously changing competitive conditions. In our business life relations; we believe that WORK PEACE created by respect, understanding and confidence atmosphere affects the sincere loyalty and working life success of our employees and we show superior effort with respect this matter.

With our Human Resources Management Processes; we target to employ human resource which are open to innovations and change, dynamic, and which targets to develop themselves continuously and care about ethical values; we aim to keep employee satisfaction and motivation high.

With the awareness of our social responsibility, in selecting human resource which our corporate need; without any discrimination made on the basis of religion, language, race, sex, marital status, physical disability, region and etc., we **recruit** staff;

- who has knowledge and skills meeting the requirements of the position,
- who has high development potential,
- who will adopt and sustain our corporate values and who cares the ethical values,
- Among the candidates over age of 18.

In harmony with globalization vision of our group, which continuously grows and develops, in order to meet the human resources needs for different countries, locations and positions, we give priority to our internal human resources, our company employees.

Thanks to management systems which increase personal and occupational competences, we perform efficient **Career Management** with assignment changes made in vertical and horizontal direction.

We manage the **Performance Evaluation** process with fair, transparent, solid and measurable criterias in order to provide source for our employees career plans and to create development opportunity for them.

We determine our **Salary Policy** in line with our employees competencies and performance, economical data and sectoral trends.

We apply **Recognition & Rewarding** system to share and appreciate the success they perform in every activity that provide added value.

We comply with IFC standarts in all our activities.