

HUMAN RESOURCES POLICY

We appreciate and commit as human resources policy:

1. To have modern management system by employing qualified personnel,
2. With this context, equal opportunities are given for all candidates who desire to work within our company's organization, to implement selection and placement processes with understanding of Correct Person for Correct Work without making any language, religion, race, gender, political idea, philosophical belief, religion, sectarian discrimination.
3. To approach and evaluate the women candidates with positive discrimination principle in the event that there is equality in competency and adequacy for candidates who were determined for positions,
4. To form career management system which will maintain continuous improvement of personnel within organization, make them ready for responsibilities over the positions, ensures evaluation of our employees in all stage who are willing to get responsibility with most effective manner,
5. To consider objectivity, equality, transparency as principle in career planning of employees.
6. To prevent discrimination, employing by force at work, to treat fairly,
7. Not employing children who are not at full age,
8. To provide suitable environment for pregnant and nursing women and for disabled personnel, to maintain flexibility in working hours accordingly with needs,
9. To provide environment according to work they do,
10. To take recommendations and complaints of employee by personnel satisfaction survey form which will be made at least once a year and through employee wishes and compliant mechanism which is available all the time, to solve problems within framework of ethics,
11. To be participative, to give value to creativity and to be different,
12. To respect right of our personnel to participate, not to participate or form syndicate without having reprisal, threat or assault fear, to form constructive dialogue with representatives of our employees who are represented by syndicate which is recognized by laws.
13. To promote professional development of our employees, to improve and develop employment power and quality by in house training,
14. To develop performance management system which will provide opportunity for seeing results of their own works and evaluate their individual success.
15. To make analysis for evaluating information concerning with requirements of employees accordingly with present conditions, scope of works which are realized in organization, to prepare terms of reference according to changing conditions,
16. To meet social and cultural requirements of employees and to provide formation of Institution culture and awareness,
17. To have a zero-tolerance approach to human trafficking in all our business activities and relationships, and to ensure and conduct related controls,
18. To be transparent against all our shareholders in all our human resources practices,
19. To provide employment which is respectful against human and environment for protecting our natural environment,
20. To improve our policy according to changes which are human oriented and has universal feature,
21. To monitor our subcontractors to ensure that they comply with this Policy.


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CEO