

## HUMAN RESOURCES OUR POLICY

As Erkurt Holding and its subsidiaries, we act with the vision of being a workplace preferred by talents with a global perspective in all geographies we exist and in all areas we operate. Having Business Ethics, being a Leader and Competent is a must for each member of Erkurt Family.

Our mission is to provide fair and reliable working environments and opportunities, to develop leading and competent human resources with business ethics and to maximise employee added value.

In this direction,

- We do not compromise compliance with the laws on human rights and working environment under any circumstances. We set our priorities within the framework of our value of "respect" and accept the principles of the United Nations Global Compact on human resources and working environment as a guide for all our activities, goals and stakeholder relations.
- We carefully protect all personal data of our employees and employee candidates and store them within the scope of the Personal Data Protection Law No. 6698 (KVKK). We carry out our activities within the framework of information security principles.
- In our selection and placement activities, we provide equal opportunity to all our candidates; we provide an open and transparent communication at every stage of the process that will subject our candidates to fair and objective evaluation.
- We adopt continuous learning as a principle and offer training and development opportunities to our employees at all levels.
- Within the scope of our talent management system practices, we harmonise our company strategies with our talents and guide all our employees who take responsibility for their professional development in their career development journey.
- With our performance management system practices, we ensure target dissemination in line with our strategic priorities and aim to create a high performance culture.
- With our occupational health and safety practices, we support our employees to be in physical and mental well-being.
- We endeavour to make our differences our strength that will make us unique.
- We follow consistent, open communication strategies to ensure sustainable employee satisfaction.
- We maintain our "People First" focus and aim to build trust with all our stakeholders through our strategic and agile human resources practices.