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# **GLOBAL HUMAN RESOURCES POLICY**

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**KAZANCI HOLDİNG**

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## INTRODUCTION

We know the importance of a consistent, effective and transparent communication model to achieve global success in line with our organizational goals. Therefore, we have established a comprehensive Global Human Resources Policy to communicate with all our stakeholders in an open, transparent and reliable manner. We have created this Global Human Resources Policy in line with our company's vision, mission, strategy and ethical values, and we conduct all our processes in the light of this policy.

### 1. PURPOSE

With this policy, we define the approach, standards and basic principles to establish agile and learning global organizational structures, to acquire, develop and retain talent in line with our company strategies.

### 2. SCOPE

This policy covers employees in all countries where the Our Company operates.

### 3. MAIN PRINCIPLES

- Our Company formulates its Human Resources policy in line with its vision, mission, strategy and ethical values.
- Our main objective with the Global Human Resources Policy, which is based on the “value and respect for people” approach, is to establish agile and learning global organizational structures, to acquire, develop and retain talents, based on the total welfare of our employees in line with our company strategies..
- Strengthening employee satisfaction and employee loyalty are constant elements of our company's Global Human Resources Policy. Accordingly, as a company, we develop and implement the necessary policies to strengthen employee loyalty.

- We aim to provide equal opportunity to our employees in all processes and practices related to Human Resources.
- We act in an equal manner and do not tolerate discrimination based on gender, language, religion, race, ethnic origin, sexual orientation, nationality, age, marital status, trade union membership, political opinion and similar issues.
- We adopt universally accepted human rights principles and stand against child labor and forced labor.
- As a company, we are committed to the following principles and values in Human Resources Management:
  - Respect and trust
  - Togetherness
  - Courage
  - Agility
  - Competitiveness
  - Entrepreneurship
  - Sustainable success
- In addition to the basic principles and values stated above, we prioritize the following principles and values in the implementation of the Global Human Resources Policy:
  - Being fair and ethical
  - Being transparent
  - Being employee orientated
  - Diversity, equality and inclusion

## 4. COMMITMENTS

- To create an environment of trust where our employees feel respected, supported and valued,
- To manage the processes of our employees transparently depending on their qualifications, experience and performance while conducting our approach towards our employees with the principle of the right person for the right job,
- To respect diversity as an important element of organisational structure,
- To ensure that generation differences are managed in the best way and making this its strongest aspect,
- To create structures that will keep the health, safety and welfare of our employees at the highest level,

- To give importance to the opinions of our employees and to implement their feedbacks,
- To create performance-oriented structures that will increase organizational efficiency and agility,
- Rewarding high performance in the organization and implementing career plans that will pave the way for potential,
- To build working models suitable for the future of work,
- To raise the leaders of the future by continuously supporting the development of our employees,
- we are committed.

**Our Corporate Governance Policies are one of the cornerstones of our strategy and an integral part of our business culture.**



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