

KARSAN OTOMOTİV SANAYİİ VE TİCARET A.Ş.
HUMAN RESOURCES POLICY

OUR HUMAN RESOURCES POLICY

Armed with the "Human-Oriented Approach" principle at every stage of production and management, and aiming to grow with its employees and all other stakeholders, our company is committed to

- ensuring that staffing needs are met in line with current and future staffing plans,
- taking as reference Karsan's values and principles when making new staff decisions, using techniques such as competency based interview, technical interview, foreign language test, personality inventory, reference check, to put the best candidates on the job,
- not discriminating against people in any way (religion, language, race, gender) with employment decisions, promotions and contract terminations, to employing staff on the basis of their qualifications and merits and being just with its wage, side benefit and promotion policy,
- respecting the rights of workers to join trade unions and bargain collectively,
- not employing workers under the age of 18, acting in accordance with the procedures around employing young workers, not allowing forced or involuntary work,
- complying with the daily and weekly working hours and rest times stipulated by the law and the collective agreement,
- creating a transparent workplace where meaningful conversation take place, fostering a work environment that supports teamwork, employee engagement and collaboration,
- investing in its human resources and monitoring their progress, with practices based on continuous professional development in line with the company's strategy and objectives,
- assessing staff performance with a systematic and objective approach and creating an environment that promotes the sharing of constructive feedback,
- creating an environment where employees can develop themselves and determine their career goals in line with company requirements,
- operating a fair wage and award and recognition policy with systematic and objective approaches,
- measuring employee satisfaction levels, continuously helping staff develop their skills/competencies according to the company's expectations and creating a working environment where staff motivation is kept high,
- initiating innovative approaches, creating new systems and monitoring their efficiency, with a solution and results-oriented approach to human resource management,
- complying with applicable national legislation, standards published by the International Labor Organization (ILO), the Universal Declaration of Human Rights and United Nations Conventions, ensuring continuity of such compliance and continuously improving company practices,

which it believes are the underlying principles of HR management. These principles apply to all HR processes.