

HUMAN RESOURCES POLICY

Our company, which acts with the principle of "Human-Oriented Approach" at every stage of production and management, aims to grow further together with its employees and all other stakeholders;

- To ensure that the workforce needs are met in line with the current and future human resource planning,
- To employ Karsan company with values and competencies by using techniques such as competency-based interviews, technical interviews, foreign language exams, personality inventory that will help to select the most accurate and most suitable candidate for the job,
- Not to discriminate based on religion, language, race, gender or any other protected characteristic in recruitment, promotion or termination decisions; to make employment decisions based on individuals' qualifications and ability to perform the job; and to apply compensation and benefits practices in accordance with these principles,
- To respect the right of workers to be a member of a union and to bargain collectively,
- To create a transparent and reliable communication environment where teamwork is supported, participation and corporate awareness are ensured,
- To invest in human resources and monitor development with practices based on continuous development in line with the company's strategies and goals,
- To ensure that employee performance is evaluated through systematic and objective approaches and to foster an environment that encourages feedback,
- To provide employees with an environment where they can develop themselves and enable them to determine their career goals in line with the needs of the company,
- To implement compensation and reward practices using systematic and objective approaches,
- To measure employee satisfaction levels, to continuously improve and enhance them in line with the Company's expectations, and to create a preferred work environment by implementing practices aimed at increasing employee motivation,
- To initiate innovative applications, create and follow up systems with a solution and result-oriented approach in HR Management,

have been established as the fundamental principles of Human Resources Management.

These principles are applied in all processes of HR management.

Utku AYYARKIN
CEO