

## **YAŞAR GROUP**

### **BASIC HUMAN RESOURCES POLICY**

- Business economy criteria determine personnel positions within the Company.
- Internal and external training programs are implemented within the plan's framework determined at all levels to ensure continuous personnel development.
- Equality of opportunity is observed among employees in promotions and appointments within the organization.
- By applying development plans, the career planning system provides the broadest possible opportunities for promotion to personnel of potential.
- Job descriptions and performance standards are documented for each position from top to bottom.
- Within the Occupational Health and Safety Regulation framework, the Company fulfills legal requirements to prevent occupational safety risks, protect employee health, and manage its activities with a risk-based preventive approach.
- The Company's management style is defined as "to maintain our existence as a company that acts under the law and ethical rules, and that adopts the total quality philosophy and participatory management style."
- The Company works under the principle of equal rights for its employees without discrimination based on language, race, color, gender, political and philosophical opinion, religion, sect, and similar factors. All necessary measures are taken to protect these fundamental constitutional rights.