

Human Resources Policy

Our human resources policy is based on the principles of respect for human knowledge, objective evaluation, equal opportunity, employee participation, encouragement of development, continuous education, competency and performance-based progress. The recruitment and promotion decisions are made based on the principle of equal opportunity according to the individual performance, knowledge, and experience. No complaint of discrimination has been received to date. The company management considers the equal opportunity principle as one of the most important subject matters. The people and organizational transformation department is in charge of establishing and running systems in relation to performance and career management practices; planning, conducting, and measuring the training and development activities; carrying out the recruitment process; managing the compensation system; and improving the employee satisfaction. The job descriptions and breakdown, and the performance and compensation criteria are announced to employees based on the company's human resource policies. The employee relationships are represented at the board level. In addition, People and Organizational Transformation department addresses, evaluates and resolves the requests and problems of all employees in relation to their professional, personal, career and training needs.

The representatives in charge of employee affairs are: Nebahat Kesgin, Group Director, People and Organizational Transformation.