



## HUMAN RESOURCES POLICY

We believe that our greatest power is our human resources in order to reach our strategic goal and manage growth in constantly changing competitive conditions. In our working life relationships; We believe that WORK PEACE, created by an atmosphere of respect, understanding and trust, affects the devotion and success of our employees in working life and we make great efforts in this regard.

Modern slavery (ie slavery, servitude, forced or compulsory labor and human trafficking) is one of the main rules prohibited in all CSP locations. No one can be employed at CSP locations without insurance and free of charge..

The minimum age scale of CSP employees can never go beyond the laws of the country where the facility is established. Necessary legal information is followed and / or followed up by the senior management. Child labor is prohibited in all CSP locations.

Working hours of CSP employees cannot exceed the maximum working hours set by law by the local government..

With the awareness of our social responsibility; religion, language, race, gender, marital status, physical disability, region, etc. in the selection of human resources that our company needs without discrimination;

- ✓ Having knowledge and skills in competencies that meet the requirements of the position,
- ✓ High development potential,
- ✓ Adopt and keep alive the values of our group and care about ethical values,
- ✓ Over 18 years old

We carry out recruitment processes by considering the principle of equal opportunity among candidates.

Thanks to the training and competency management systems that increase the personal and professional competencies of our employees, we realize effective and career management with vertical and horizontal job changes.

We attach importance to training and development activities that increase technical and behavioral competencies, and allocate resources to prepare employees for their future roles.

In line with the globalization vision of our company that is constantly growing and developing, our priority is our internal resources, that is, our company employees, in order to meet the human resources needs in different countries, locations and positions.

We direct the performance evaluation process with fairly transparent, concrete and measurable criteria in order to provide resources for the career plans of our employees and to reveal development opportunities.

We determine our wage policy in line with the competencies, performance, economic data and sectoral trends of our employees.

We apply a recognition & appreciation system in order to share and reward the achievements of our employees in all kinds of value added activities.

We respect the cultural diversity of our human resources and stakeholders in all countries where we operate and adhere to IFC performance standards in all our practices.

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