

## GÜLSAN HOLDING HUMAN RESOURCES POLICY

**Gülsan Holding** has established itself as a leader in the sector through its innovative practices and core principles, ranking among the top companies in the industry. We emphasize the importance of people and sustainability to maintain our principles and ensure the continuity of our success. To foster growth and collaboration with our employees, who are our most important stakeholders, we provide a high-standard working environment that is peaceful, fair, comfortable, and safe. In alignment with our principles, we commit to the following objectives through the **Gülsan Holding Human Resources Policy**:

1. We prioritize employee satisfaction, happiness, and loyalty.
2. We support transparent and secure communication in employee-management relations by establishing and maintaining effective communication channels.
3. We value feedback for employee and company development and conduct regular performance and feedback meetings.
4. We emphasize the professional and technical competence of our employees, providing financial and moral support to ensure they have the necessary equipment, resources, and up-to-date knowledge.
5. We focus on the personal development of our employees and contribute to their growth in this area.
6. We implement a backup policy for critical positions to ensure business continuity and maintain quality standards.
7. We support gender equality and implement practices that promote it.
8. We raise awareness among our employees, encouraging and guiding them with our ethical policies and principles to uphold our company values, culture, and principles.
9. We enforce a policy of equal pay for equal work. We base our compensation, promotion, and appointment criteria on principles of competence, experience, training, and performance evaluation. We appoint and promote employees based on their business ability, education level, professional competence, job requirements, and merit, without discrimination based on race, colour, language, religion, ethnic or national origin, political opinion, marital status, age, pregnancy, sexual orientation, country of origin, or gender.
10. We provide wages aligned with employees' living standards and enhance their welfare and social opportunities through various benefits.
11. We organize social, cultural, and artistic activities and events for our employees.
12. We respect our employees' work-life balance and maintain the confidentiality of their private lives. We implement necessary measures to safeguard the data of employees, customers, and third parties. In this context, we take and implement the necessary measures in accordance with the basic principles outlined in **the Gülsan Holding A.Ş. General Clarification Text on the Protection and Processing of Personal Data and our Information Security Procedures**.
13. We treat all our stakeholders with respect and responsibility, adhering to human rights principles. We prioritize the United Nations "Principles of Business and Human Rights" guide in our operations. As outlined in our Human Rights Policy, we do not tolerate discrimination among employees. We are committed to protecting our employees from mobbing (physical and mental mistreatment), harassment, abuse, and humiliation.
14. We share our **Human Resources Policy** on our website to inform, raise awareness, and engage all our stakeholders
15. While all employees contribute to the effective implementation of our **Human Resources Policy**, the responsibility rests with the **Sustainability Committee**. We commit to reviewing our policy at least annually and making necessary updates and developments as needed.
16. This policy has been enacted with the approval of the Board of Directors.

**Chairperson of the Board of Directors**

*Mustafa TOPÇUOĞLU*

25.09.2023