

## **TATLIPINAR ENERGY PRODUCTION INC.**

### **HUMAN RESOURCES POLICIES**

Tatlıpınar Energy Production Inc. As (“Tatlıpınar Enerji”), we believe that one of the most important values of the future is energy and human resources. We are a large family consisting of people who embrace this concept as an expression of the idea of looking to the future in unity and solidarity, who can integrate their own future with the future of the institution they work for, and who create value with every work they do. Our most valuable capital is our human resources.

We create our Human Resources policy and processes with this understanding. By always following our development-oriented main corporate policy, we strive to create a successful workforce with high potential, passion and commitment.

#### **In this direction;**

- We expect our employees and other business partners at Tatlıpınar Enerji and all its subsidiary companies to act in accordance with the human rights policy.
- We comply with national and international laws, regulations and all legal processes regarding Human Rights.
- We protect and develop all personnel rights of the personnel.
- We offer equal career opportunities for men and women among our employees, regardless of religion, language, race or color.
- We evaluate our employee team not for the vacant position during the employment process, but for long-term company goals.
- We attach importance to Occupational Health and Safety. We constantly provide occupational safety training to all our employees.
- We care that our employees benefit equally from remuneration, performance evaluation, training and career opportunities.
- In our selection and recruitment processes, we act equally in order to find the right person for the right job, without discrimination, and we recruit people according to their education, experience, competence, career goals and expectations, and the characteristics required by the position.
- We try to ensure justice with the wage scale created in accordance with the levels of the positions as a result of job and market evaluations.
- We offer training opportunities that support the professional and individual development of our staff.
- To help them develop their careers; We support our employees by taking into account their every need and prepare them for the future.
- We provide physical, ergonomic, hygienic and safe working conditions for the active productivity and happiness of our employees.
- We care about the expectations and predictions of our employees and strive to fulfill them.
- We create mechanisms for resolving employee problems and related complaints and determine dispute resolution processes.