



HUMAN RESOURCES POLICY

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The purpose of the Human Resources Policy is to plan and effectively implement human resources management activities in accordance with the vision, mission, core values, and strategies of Işıklar Construction Materials Inc.

Our core principles in our Human Resources practices are:

Ensuring the tracking and development of individual growth through the performance management system,

Creating an environment and opportunities to utilize employees' potential, skills, and knowledge, and enhancing these through training,

Providing a safe work environment that ensures employees' commitment to the company, productivity, motivation, and happiness—as a demonstration of our commitment to people—and fostering a family-like atmosphere,

Developing employees from within the company to fill future positions and management roles,

Ensuring the principle of equal opportunity is upheld in hiring and HR practices, and avoiding discrimination based on religion, language, race, or gender,

Establishing an open communication environment and maintaining a transparent and open management policy in our interactions with employees,

Gathering feedback from employees through surveys and similar methods to guide future initiatives,

Creating an environment that supports teamwork and ensures its continuity,

Meeting employees' social and cultural needs to foster the development of 'Organizational Culture and Awareness,'

Keeping employees continuously motivated through a recognition and rewards system,

Protecting and enhancing all employees' rights and benefits.

GENERAL MANAGER