



PAMYAĞ HUMAN RESOURCES POLICY

Our Human Resources Policy defines the practices related to the recruitment, training and development, performance evaluations, and overall working conditions of our employees. Our goal is to provide a fair, equal, and supportive working environment for all our employees.

- We are committed to being fair, transparent, and objective in our recruitment processes. All candidates are evaluated based on their qualifications and experience.
- We offer regular training and development programs to support the professional growth of our employees. These programs aim to enhance employees' skills and support them in achieving their career goals.
- We regularly evaluate the performance of our employees. Performance evaluations are based on criteria such as goal achievement, job quality, and collaboration. These evaluations are used to identify employees' strengths and areas for improvement.
- We apply fair and competitive compensation policies for our employees. In addition, we provide health insurance, retirement plans, annual leave, and other benefits. All compensation and benefits are regularly reviewed based on market changes and the company's performance.
- We aim to create a positive and respectful working environment. We encourage communication and collaboration among employees. We clearly define the rights and responsibilities of employees and ensure that any conflicts are resolved peacefully.

CHAIRMAN OF THE BOARD