

At its meeting held on the date of **17.02.2015** Corporate Governance Committee has reviewed the compliance of our Company with the Corporate Governance Policies, and submitted to the approval of the Board of Directors below revisions it made in our current Disclosure Policy, Profit Distribution Policy, Senior Executives Pricing Codes Policy, Donation and Grants Policy, Wage and Indemnity Policy, Share Buyback Policy, Corporate Social Responsibility Policy and Human Resources Policy.

The Board decided to acknowledge the relevant policies as attached and to issue them on KAP and internet pages of our Company

HUMAN RESOURCES POLICY

The goal of our Human Resources policy is to plan, recruit, assign in service units, develop the human resource that will ensure the performance of the work in an effective and productive way; to make, implement plans for meeting the training needs after determining them, to specify competences, to carry out the performance management, career planning studies in accordance with scientific methods.

- Within the scope of this policy, criteria related to personnel recruitment and promotion system are specified in written and our goal as Human Resources is to develop the competency of our human power continuously and to maintain our lasting superiority in global competition environment by remaining loyal to;
- Right man for right job
- Equal pay for equal work
- Merit based on success
- Equal opportunity for everybody
- The operation of human resources systems determined with this purpose in view is defined by procedures and announced to all personnel.

Job definition of company workers and criteria related with performance and awarding are notified to the employee. Productivity is taken into consideration for determining the wages and other benefits of workers. Language, religion, gender, race etc. discrimination during recruitment and between employees is exactly disallowed. The rights of employee are granted justly.

Opinions are exchanged through personnel-oriented contact meetings related with the issues like financial situation of the firm, wage, career, training, health. On the purpose of ensuring the participation of workers in management, benefiting from their views and reinforcing healthy communication methods like;

- Suggestion system assessment meeting,
- Open door meetings,
- Announcements and circulars,
- Communication boards,
- Intranet

are used. Training policies are created to improve the information and skill of workers. Training programs are determined and implemented annually.

With reference to one of the most important principles our company has adopted namely, “value attached to worker”, we are encouraging putting into effect planned and systematic studies within the scope of Occupational Health and Safety TS 18001 by creating coherence between the legal regulations and business processes.

Company has established compensation policies for its works and disclosed it to public on its corporate web site.