



HUMAN RESOURCES POLICY

Our most valuable resource that enables our company to have a respectable and effective position among leading and exemplary enterprises in global steel industry is our highly qualified people who are deeply committed to the company.

With this in mind, Kaptan Group adopts the following principles as the pillars of its human resources policy:

- * Cultivate a human-oriented and innovative human resources perspective that is structured around the values of respect, integrity, equality, solidarity, modernity and lifelong development ,
- * Embrace the policy of employing the right person for the right job and assigning the right job to the right person at every level,
- * Make it possible to develop our potential to the full by forming a healthy and sustainable communication in an affectionate manner that does not compromise respect ,
- * Create an effective communication and highly motivating atmosphere where our employees may use their creativity and express their ideas,
- * Appreciate the differences and cultural diversity of our employees in a manner that shall bring us together for a common goal and make sure that all human resources practices prioritize enhancing and developing this richness of our people by providing equal opportunities to all employees,
- * Assist our colleagues to achieve their personal and professional development goals, invest in capability building processes, and create transparent career paths with due awareness of the importance of continuous change and development,
- * Prohibit all forms of discrimination for all employees and make all relevant assessments about them without having regard to their gender, mental-physical disability, pregnancy, maternity, age, ethnicity, religion, language, sect, beliefs, cultural or social class differences,
- * Create a business environment where all colleagues are fairly recognized and rewarded,
- * Commit ourselves to ethical values and act in full compliance with laws, create a corporate culture that is dedicated to acting in conformity with our code of ethics and establish an effective audit and whistleblowing system to prevent potential breaches.

14.11.2024

Ahmet Nur ÇEBİ