

Employment Policy

Introduction

Our company is committed to conducting a transparent, ethical and responsible employment policy that is compliant with ESG (Environmental, Social, and Governance) principles.

Our employment policy aims to ensure equal opportunities, promote diversity, support professional development and provide a safe and friendly working environment for all the employees.

Goals and Commitments

1. Equal Opportunities and Non-Discrimination

- Ensuring equal opportunities in recruitment, employment, promotion and training processes.
- Eliminating all forms of discrimination based on race, gender, age, sexual orientation, religion, ethnic origin, disability or any other characteristics.

2. Promoting Diversity and Inclusion

- Creating a diverse and inclusive working environment where every employee feels respected and valued.
- Encouraging open communication and cooperation between different groups of employees.

3. Professional Development and Training

- Providing opportunities for professional development for all employees through access to training, courses and development programs.
- Promoting internal career paths and promotions.

4. Workplace Safety and Health

- Ensuring a safe and healthy working environment in compliance with the effective regulations and best practices.

- Regularly reviewing and updating safety procedures and providing occupational health and safety (OHS) training for employees.

5. Transparency and Ethics

- Conducting transparent recruitment and human resources management processes.

- Promoting ethical behaviour and compliance with the effective labour laws.

Strategies and Actions

1. Recruitment Processes

- Applying transparent, fair and open recruitment processes.

2. Anti-Discrimination Policy

- Implementing and enforcing a zero-tolerance policy against all forms of discrimination and harassment.

- Enabling reporting of discrimination and harassment cases and ensuring proper handling of these reports.

3. Training and Development Programs

- Offering training and development programs that support the professional and personal growth of the employees.

4. Employee Support

- Promoting work-life balance through flexible working hours and remote work options.

Monitoring and Evaluation

1. Monitoring System

- Regularly monitoring and analysing data on employment, diversity, training and professional development.

- Setting measurable goals and performance indicators (KPIs) in employment.

2. Reporting Progress

- Regularly publishing reports on our actions and progress in employment according to the international ESG standards.

- Maintaining an open dialogue with stakeholders about our efforts to promote diversity and inclusion.

Continuous Improvement

1. Strategy Evaluation and Adjustment

- Regularly reviewing and updating an employment policy based on changeable needs and best practices.
- Introducing corrective actions and innovative solutions on the basis of the data collected and employee opinions.

2. Promotion of Best Practices

- Sharing experiences and best practices with other organisations and industries.
- Actively participating in conferences, workshops and initiatives which promote diversity and integration.

Summary

Our employment policy reflects our commitment to creating a transparent, ethical and responsible working environment. We believe that by implementing the above actions, we can create a workplace where every employee can develop his / her full potential, contributing to joint success. We are convinced that our commitment to ESG principles will contribute to building a sustainable future for our employees, clients and the communities in which we operate.