



HUMAN RESOURCES POLICY

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REVISION INFORMATION

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Purpose

To employ specialized personnel who will provide our company with a competitive advantage at national and international levels.

Scope

The Human Resources Policy covers all managers and employees of Arslan Alüminyum A.Ş.

Policy

The principles to be applied to achieve this purpose are:

- Develop and implement recruitment, examination, and orientation systems to employ personnel with qualifications and abilities suitable for the nature of the job.
- Prepare and implement training programs to enhance the professional knowledge and skills of personnel, ensuring they work towards the company's objectives and improve service quality.
- Ensure that personnel work in positions suitable for their abilities.
- Develop systems that encourage success and creativity, thereby increasing work efficiency.
- Provide safe working environments and conditions that enhance employee satisfaction and are appropriate to the nature of the service provided.
- Follow a participatory management policy that brings together different perspectives and knowledge.
- Ensure the development of corporate awareness among all personnel.
- Employ personnel who embrace the corporate culture and values and comply with ethical principles.
- Create a safe workplace where employees feel a sense of belonging and pride, together with their families.

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