

## HUMAN RECOURCES POLICY



Gulermak Steel Construction Ind. & Trade Inc.

The Human Resources Policy defines the human resources strategies with Gulermak vision, mission and culture in order to add value to Gulermak and its employees. The major strategies of the Human Resources Policy is creating employee satisfaction, making contributions to the personal and Professional development of employees and enabling Gulermak with new talents in line with the corporate vision, mission and culture.

In this direction, keeping our Human Resources processes at the center of our business priorities and targets; we aim to be in an approach that

- shapes business processes within the scope of Occupational Health and Safety principles and responsibilities,
- offers qualified and measurable training and development opportunities to its employees for continuous improvement and development,

- By focusing on their internal abilities, their employees are respectively; We aim to be in an approach that creates an education and development environment so that they can realize, develop and use their potential,
- sees diversity as an opportunity and includes an employee profile nourished by diversity,
- supports teamwork and teamwork awareness
- integrates new developments into the corporate culture with the understanding of being open to learning
- supports the work-life balance of the employee
- aims to serve the welfare of the society with individuals with a high sense of responsibility towards individual, social and environmental problems

and to constantly improve our practices in line with these purposes.



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