



HUMAN RESOURCES POLICY

Toros Meram Yenilenebilir Enerji Üretim A.Ş., which is one of the subsidiaries of Toros Tarım, has the understanding of human resources based on "Our employees are our most valuable resource" as in Toros Tarım. Toros Meram Yenilenebilir Enerji Üretim A.Ş. believes the importance of highly motivated, qualified and satisfied employees by implementing the best human resources practices to achieve their targets in the fastest way possible and to fulfil the requirements of sustainable success in line with the interests of the company in coordination and effective communication with a team approach.

Toros Meram supports human rights and commits to implement the following statements to achieve an effective human resources program and to increase the satisfaction of its employees and workers engaged by Third Parties taking part during the lifetime of the Project.

- Human rights and privacy of all employees are always protected and conserved.
- All employees have an official employment status and be ensured to know terms of employment contract.
- Forced or bounded labour and child labour are strictly prohibited in all activities and all workers of contractors, subcontractors or suppliers are ensured to be engaged in the compliance with this principle.
- All impermissible disciplinary measures including threat, intimidation, discrimination and physical/psychological violence are definitely forbidden and punished.
- Fair treatment, non-discrimination and equal opportunities of employees regardless of the nationality, gender and religion are adopted and promoted.
- The grievance mechanism procedure is implemented and enabled for all employees in case of any comments, suggestions, and compliments raised. The privacy is maintained during the procedure.



- Sustainable development of the communities by training of local applicants and vocational training programs for all employees to increase the knowledge and skills of all staffs are supported.
- The effective communication with personals and communities is supported by management plans, procedures and policies to be implemented, monitored and updated.
- National law and the employee's right of conducting collective bargaining agreements, forming and joining any worker's organization without any interference are complied.
- By establishing in-company promotion mechanisms by equality of opportunity, our employees are enabled to climb the career ladder and ensured their association with the company for many years.
- The company culture, which considers every Toros Meram employee as a member of the family, is adopted and spread from the highest level of management to the lowest level.
- The human resources policy is implemented in a fair and transparent manner and developed to support its efficiency by achieving the company objectives.

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