

HUMAN RESOURCES POLICIES

As Sanko Group, we structure our human resources implementations to ensure a fair evaluation process for all candidates and a fair working environment for all employees.

In addition to national and international legislation provisions in all our practices; Issues that must be followed regarding relations with our employees and the working environment are defined in the Sanko Code of Ethics.

In line with the aims of conducting a fair recruitment and selection process and structuring a fair working environment, we act with the principles of equality and inclusion, supporting gender equality, in all human resources implementations, starting from recruitment, development, promotion, performance management, career management, remuneration and reward.

RECRUITMENT AND SELECTION

Competency-based interview techniques are applied by adopting the principles of recruiting the right person for the right job and conducting a fair selection and evaluation process. It is aimed to place employees in positions appropriate to their education, experience, knowledge, skills and abilities. Human Resources tries to place candidates who meet the qualifications determined for the required positions, primarily from the existing employees of the Company. If the relevant position cannot be closed from internal sources, the recruitment process begins by using the resume pool and candidate search portals. Candidates who meet the position criteria determined within the framework of the company's job profiles are invited to an interview with the participation of human resources. The steps in the recruitment process includes personality inventory, professional exam and, if necessary foreign language exam and evaluation center for managerial positions. A second professional interview is planned with the candidates who are successful in the first interview and exams, with the participation of function managers. Job offers are made to candidates who are evaluated at all the steps.

CAREER MANAGEMENT

Employees' development needs and strengths are evaluated both in the work environment and independently by experts, their development is supported, and career options are offered in different Group companies. It supports employees' individual development plans and guides them in line with their career goals.

TRAINING AND DEVELOPMENT

As Sanko Group, we care for our employees' personal and professional development. Every year, the Human Resources Department offers different development options in line with the company's goals, considering performance evaluation results and career, succession and rotation plans. Development options are designed to include not only classroom training, but also a wide range of alternatives on the Sanko Academy Portal and different applications such as internal mentoring and projects.

Development programs are designed in line with Sanko's vision and strategies.

PERFORMANCE MANAGEMENT

Individual performance management process is implemented to help our employees increase their productivity and improve themselves by systematically measuring their performance and competencies. System outputs are included in employees' development and promotion processes.

PAYMENT AND BENEFITS

All blue-collar employees in our Group are covered by the Collective Labor Agreement, and their wages and benefits are determined within collective bargaining agreement. All of our blue-collar employees are provided with Supplementary Health Insurance benefits. Company contribution is applied for family insurance policy.

The wages of our white-collar employees are determined with a fair approach that is compatible with competition and market conditions, sensitive to the principles of equality. Private Health Insurance benefits are provided to all of our white-collar employees. Company contribution is applied for family insurance policy.

All wages, including social benefits, are paid in accordance with relevant laws and regulations. In addition to food packages and payments on special days, our white-collar employees can use the budget defined within the scope of our flexible benefits application, SanFlex, in line with their different needs.