



ALPPLAS

HUMAN RESOURCES POLICY

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Alpplas Endüstriyel Yatırımlar A.Ş. continuously makes investments in human resources it considers its most important asset, creating and implementing human resources processes in line with its corporate culture and vision. Within the framework of this Human Resources Policy, each executive, in particular the Human Resources Executive, adopts the following principles.

- Ensure full compliance with the UN Universal Declaration of Human Rights, the UN Global Compact, and the legal framework and legislation regulating the human rights and business life in Turkey.
- Identify the developmental needs of the associates, and thus create the training, talent and career plans for them in line with the principles of “Creating the Alpplas Family”, and “Internal Leadership Training”.
- Attract to the organization of ALPPLAS the potential talents in the market with a zero-discrimination approach in line with the article 5 of the Labor Code no. 4857, using the principle of “Right Person for Right Position.
- Support the employee motivation at the highest level keeping the peace in the business and improve the level of corporate loyalty and sense of belonging.
- Meet the work load requirements in a way as to provide the maximum level of efficiency and optimize the labor costs in line with the principles of the International Labor Organization (ILO) and the provisions of the applicable regulations.
- Encourage the target-oriented efficient management and innovation skills to further improve the performance.
- Support the common corporate values and ethical behaviors as adopted by the associates of ALPPLAS.
- Create an efficient and motivated organization ensuring a high level of employee satisfaction through proactive human resources practices.

This policy applies to the following group companies of Alpplas.

- Acron Elektronik Sanayi ve Tic A.Ş

