

HUMAN RESOURCES POLICY

The Human Resources Policy of Limak Renewable Energy adopts a participatory and value-creating Human Resources Management approach based on the principles of change and transformation within the scope of the vision, mission, competencies and ethical values of Limak Renewable.

In the light of the Corporate Equality Policy, aims to raise awareness in every employee by providing a fair, transparent, efficient, healthy and development-oriented work environment supporting gender equality. Within the framework of the principles of equality and inclusion, we are completely against discriminatory factors based on all individual characteristics such as gender, age, marital status, religion, language, ethnicity, pregnancy status or pregnancy possibility and disciplinary practices which all attitudes and behaviors that may harm human dignities such as corporal punishment, physical/psychological pressure, insults and ill-treatment in our entire practices starting from the recruitment process to training, promotion, performance management, career management and remuneration. An egalitarian and inclusive communication language in which the skills and competencies are supported is used for all written and verbal communication within and outside of the company.

Limak Renewables acts with the awareness of social responsibility in preventing the employment of persons under the age of 18 and/or child labor in accordance with laws, legislations and regulations. Due to its working principles, it pays attention not to exceed the working hours stipulated in the legal legislation, excluding short-term extraordinary business conditions. In recruitment processes, we prioritize female candidates among female and male candidates with equal qualifications. Positive approaches and practices such as providing positions to female employees with a decision-making authority in middle and senior management, encouraging female employees to return to work after childbirth and preventing potential losses in their career development, representation of women in jobs, professions and sectors traditionally dominated by men and involving more men in jobs, professions and sectors traditionally dominated by women, ensuring a balance between the professional and private life and encouraging the sharing of the unpaid workload in the house equally between women and men, including childcare and involved fatherhood (fathers as parents take an active role/responsibility in childcare and development) are fully supported.

Based on the positions at the organizational level and the competencies of the employees, we pay regard to a fair remuneration system which is compatible with competition and market conditions, fair and sensitive to the principles of equality. The entire rights of the employees are protected in accordance with the principle of equal pay for work of equal value.

By applying a fair, transparent, inclusive and egalitarian performance evaluation system that measures knowledge, experience, effort and behaviour, system outputs are ensured to form the basis of development and promotion processes. The career paths of all employees are managed with the development-oriented principle and the employees are encouraged to participate in personal, technical and vocational training programs in accordance with their development requirements. Internship programs are provided to students in order to motivate them to gain experience in their professional development processes.

"Zero Tolerance Policy" is adopted against violence, domestic violence and/or violation of sexual inviolability among employees, between employees and stakeholders and/or among stakeholders at the work environment and in possible cases, all the sanctions related to the Zero Tolerance Policy are put into practice.

Incentives are provided to increase the motivation of the employees and to strengthen the organizational commitment in accordance with the findings obtained from the practices aimed at increasing employee satisfaction throughout the group companies. It is important to establish a balance between the private and professional lives of the employees through the effective implementation of policies and procedures within the scope of work-life balance.