

HUMAN RESOURCES POLICY

The human resources strategy of our company has been prepared in line with our vision and mission and is implemented to support our strategic business plans and is carried out under the basic policies listed below:

- To increase our competitiveness by recruiting new talents that will add value to our company through strategic human resources planning,
- To train future leaders who work with team awareness while developing themselves and their collaborators,
- To ensure that our employees become more successful individuals in line with their goals by directing them to teamwork while developing their individual competencies.
- To implement an objective performance management system that meets the expectations of employees and a fair remuneration policy,
- To keep employee satisfaction and loyalty to the company at the highest level possible by creating a fair and transparent working environment that is open to communication,
- To create an environmentally friendly, safe and healthy working environment for our employees,
- To motivate employees to take initiative and take the responsibility of business results in line with our goals.

Human Resources Activities

Recruitment and Placement:

All job applications made to our company are evaluated by taking equal opportunity into consideration and all recruitment processes are carried out under confidentiality. It is aimed to meet the need for labour force in line with TKG Otomotiv values and culture and to ensure the most efficient utilisation and continuity of this force.

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At TKG Otomotiv, employees are regarded as one of the most important values representing the company. In this direction, we aim to recruit competent employees who are success and result-oriented, prone to teamwork, appreciate and support diversity, solve problems, work customer and quality-oriented, and to develop our existing employees in line with these competencies.

In addition to proactively responding to the specific needs of customers, TKG Otomotiv aims to create employees and teams with high corporate loyalty, creating value, motivated, innovative, and enjoying taking responsibility for their work within the framework of TKG Automotive Values and culture.

In addition to believing in the importance of a sustainable future, we aim to contribute to the welfare of society as individuals with a high sense of responsibility towards individual, social and environmental problems and to continuously improve our practices in this context.

Our Human Resources Mission

Contributing to the growth and profitability of our company by increasing employee productivity and creating a qualified, motivated and highly committed workforce in line with the vision, mission and strategies of our company, developing Human Resources strategies in line with the strategies of our company and coordinating the implementation of human resources systems in all operations constitute our human resources mission.

Our basic strategy in line with our human resources mission consists of creating a happy, highly motivated and educated labour force that works as a team focused on the targets of the Company, works with knowledge, continuously develops and improves.

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Orientation:

Orientation activities are carried out to convey the culture, organisational structure and functioning of our company in order to ensure that the recruited personnel can adapt to the company as soon as possible.

Technical, OHS, System and Personal Development Training Organisations:

Providing development opportunities in both legal obligations and personal or technical areas so that our employees can recognise, develop and use their potential by focusing on internal talents is considered as the main field of work of Human Resources at our company.

Safety Activities:

Ensuring the participation of employees in activities related to occupational health and safety and creating and maintaining an “Occupational Safety Culture” constitute the basis of our human resources activities. Ensuring a safe work environment for our employees is one of our most important goals that we take most seriously. Safety activities such as Risk Hunt / Near Miss are actively used to create an safety culture.

Recommendation System:

In addition to improving business processes and increasing productivity with the participation of employees, employees who make suggestions are also rewarded.

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Performance Monitoring:

The performance evaluation system measures the individual contribution of each employee towards the strategic goals of our company. Through our performance system, which is designed to have a fair and transparent infrastructure, it is assured that our employees reach career development based on objective criteria. Our employees are encouraged to raise their performance to the desired level and render it continuous.

Trade Union and Collective Labour Agreement Practices:

In our company, which is a member of a trade union, activities are carried out within the framework of the provisions of the Labour Legislation and Collective Bargaining Agreement for the continuity of labour peace with the representatives of the authorised trade union, and in this direction, efforts are made to produce solutions for the demands and complaints of the employees and to ensure the continuity of the working conditions and labour peace described in the collective bargaining agreement by providing a cooperation and working harmony between the employees and the employer.

Motivation & Social Activities:

In order to contribute to the work motivation of our employees, events are organised on special occasions and basketball, bowling and chess tournaments are organised in order to carry the understanding of teamwork outside of work and to reinforce competition with fun. Moreover, we focus on fulfilling our responsibilities towards the society by contributing to social responsibility projects through internal communication activities such as book club and establishing an open and effective communication through our internal and external communication activities.

In the light of all these efforts, we continue our work by adopting a human resources management focused on the strategies of the company with the motto “We Focus on People”.