

HUMAN RESOURCES POLICY

As Erguvan Energy, we believe that responsible, satisfied and qualified employees who have high motivation, knowledge, skills and experience, are the keys to achieve the goal of the project and to fulfill the missions during the activities. By a Human Resources Policy, Erguvan Energy aims to have a good relationship with its employees and acts respectfully to all other stakeholders.

In this sense, we and whole workers engaged by Third Parties taking part during the lifetime of the Project commit to implement the following statements:

- All comments, suggestions, and compliments are transmitted to the related departments by following the internal and/or external grievance mechanism and privacy is maintained in this process.
- Fair treatment to all employees, non-discrimination and equal opportunities for workers are always promoted.
- Forced and child labor is strictly prohibited in any of our activities.
- The Human Resources Policy is reviewed, updated and improved to support its efficiency by achieving the company goals.
- Communication with employees and developing systems are supported by implementing, monitoring and developing management plans and policies.
- Human rights and privacy are always conserved in all activities.
- In order to uphold the principle of freedom of association, Erguvan Energy recognizes its employees' right to conduct collective bargaining.