

## **TURK PRYSMIAN KABLO VE SISTEMLERI A.S.**

### **“HUMAN RESOURCES POLICY”**

Prysmian’s most important resource is “PEOPLE”. This group’s present and future depends on the professional and personal development of its employees and this is why the Prysmian human resources policy encourages flexibility, continuous training and spreading best practice to all parts of the Group.

#### **OUR VALUES**

Prysmian VALUE SYSTEM defines the way in which people in the Company interact with clients, partners, suppliers, shareholders, communities, and with each other.

Our values:

- Continuous Improvement
- Openness and Transparency
- Innovation
- Create Value for Customers
- Vision of Future
- Embrace Change
- Ownership
- Initiative

#### **WE VALUE KEY PEOPLE AND TALENT**

The Human Resources Department operates closely with the business with the aim of always having the right people in the right job.

Prysmian Group has developed internal systems for the mapping of skills and evaluating potential so as to identify key people, i.e. those capable of leading change, achieving strategic objectives, and holding key positions by virtue of their abilities, commitment, and aspirations. Critical employee selection and evaluation process through is; professional skills, evaluate with more than one criteria, feedback, development plans and support & follow. These employees attend to trainings & projects in Turkey and also in Italy in order to being developed.

#### **INTERNATIONAL MOBILITY**

International mobility is one of the most important ways of managing and developing key people for the organisation. Prysmian uses international mobility as a lever for development in the company, thanks to the enormous benefits it brings to both company and individual. It seen as an opportunity for the cultural and professional development of employees, and encourages the sharing of know-how and technical and organisational best practice between countries.

#### **TRAINING & DEVELOPMENT**

Our training & development programs are designed in order to make our white and blue collar employees efficient and our company’s development. Trainings planned for you begin with “orientation programme” which makes your adaption to company fast and easy. These trainings lead you in your continuous learning process with developer activities according to your competency based performance. Our aim is to have improvement opportunities with you in your career path. Every year training plan and budget is made according to our company’s target and strategies by interviewing with department managers. Realized trainings are; trainers training, managerial skills, personal development (communication, NLP,...etc) and functional skills (Sales, Logistics, Finance,... etc) trainings. Also, under requirements of Worker Health and Safety, Environmental Management Systems, multi-skilled matrix are prepared for all employees; according to annual training plan and multi-skilled matrix, on the job trainings and the other trainings are performed.

## **WORKER HEALTH AND SAFETY, ENVIRONMENT**

At Prysmian Group, we are aware of our responsibilities towards the environment, our employees and the society. Pursuing manufacturing activities in an environmentally-sensitive area, with continuous improvement principle, our Company aims to monitor and control the negative impacts of our products and activities on environmental and human health and minimize those negative impacts.

In line with the above-described purpose coordination with "Worker Health and Safety, Environment" department coordination, our primary principles include;

- Making use of natural resources in an efficient way and prevent the pollution
- Conducting risk analysis on our activities and machinery and controlling and alleviating the impacts thereof on environment, health and safety
- Preventing possible emergencies and labor accidents before they actually happen
- Satisfying the legal requirements and customer demands in relation to environment, health and safety aspects
- Organizing trainings and various activities to build environment, health and safety awareness of our personnel
- Ensuring that all materials and services that we provide are in conformance with our Environment and Labor Health Management System and making cooperation with our suppliers

We use our environmental and labor health targets, determined each year and reviewed by the management, as an important tool to constantly improve our system.

## **EMPLOYEE SATISFACTION SURVEY & SUGGESTION SYSTEM**

In order to consider employees' thoughts about company "Employee Satisfaction Survey" is done for every two years. After assessed by company management; survey results are announced to employees and these results have an important role in determining company policies.

Also, "Suggestion System" was established for encouraging all employees to offer appropriate suggestions for developing and improving areas with ensuring high sensitivity of being an employee in the PRYSMIAN. All comments and suggestions in the system are assessed.

## **SOCIAL OPPORTUNITIES**

Turk Prysmian has provided safe working environment conditions for all employees depending on the social and technological needs. In scope of social facilities, all of employees take advantage of our canteen, personnel transportation service, activity room with table tennis, billiards and a library and fitness center. Also, all white-collar employees have health insurance policy covering themselves and family members.