



**HABAS SINAİ VE TIBBİ GAZLAR İSTİHSAL  
ENDÜSTRİSİ A.Ş**

Hizmet - Kalite - Güven

## HUMAN RESOURCES POLICY

Believing that its most important and valuable asset is its human resources, Habaş A.Ş.'s HR Policy is to "create a workforce profile that is specialized in its profession and generates added value."

- While conducting our business in accordance with our values, continuously improving through a systematic approach, standardizing our improvements, and achieving measurable results, our goal is to establish a workforce profile that:
- Produces knowledge,
- Finds solutions to problems,
- Takes responsibility and leads in implementation.

Our approach to human resource management aims to form teams and employees who are aware of the responsibilities imposed by the industry, prepared for its arising needs, and aligned with our company's values and culture. We seek individuals who are environmentally conscious, create value, strive for the best and most efficient solutions, and embrace innovation.

We expect our employees to possess five core competencies:

- Quality Orientation
- Collaboration
- Continuous Learning and Development
- Adaptability and Flexibility
- Leadership

In line with the principle of creating a work environment where employees feel secure, we ensure equal and fair development opportunities, promotion, and appointment opportunities for everyone, allowing them to freely express their ideas. Among qualified candidates, priority is given to local employment sources. For open positions, our primary focus is on our internal employees, who represent our core values. Our fundamental approaches include adhering to Quality Policies and standards and ensuring a workplace that meets world-class occupational health and safety standards. Equal opportunity, ethical principles, and human resources policies and practices form the foundation of our approach. Any form of discrimination based on gender, ethnicity, or similar factors is strictly prohibited in our company.



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