

	Fair Remuneration Policy			
	Document No	Ins_Sur_Pol_1.1	Revised on	-
	Published on	14.08.2024	Revision No	-

Fair Remuneration Policy

Akfen Construction is aware that an important part of corporate sustainability depends upon the implementation of a fair remuneration policy.

Remuneration management covers the establishment of the remuneration structure and the criteria to be implemented as well as remuneration changes, remuneration adjustments and arrangement and programming of the activities related to the determination of remuneration costs. A fair remuneration management primarily requires determination of a suitable remuneration structure and remuneration system.

At Akfen Construction, remuneration is determined by taking into consideration education, seniority, title and grade of the position determined based on the job assessment results, personal performance and the market value of the job to be performed.

Within the framework of these policies; the sustainability of the activities of Akfen Construction starting from the recruitment process is based upon the implementation of an equality policy in all Human Resources management, providing equal opportunities to everyone in accordance with the constitution, laws and relevant legislative regulations, regardless of language, race, color, gender, political opinion, belief, religion, sect, age, physical disability and similar characteristics.

The performance and career development of employees at all levels are managed and supported by the Human Resources systems implemented.

All employees benefit from equal rights within the framework of the principles determined in terms of working conditions, all other means and social benefits provided.

This policy also aims to ensure that employees earn a decent income in return for their labor in order to enable them to take care of their families and save up a certain amount for the future.