Human Resources & Labour Management Policy for Hatay Hassa- Dörtyol Tunnels Project

Doğuş - Eze JV, the Construction Contractor of Hatay Hassa-Dörtyol Tunnels Project, adapts Environmental and Social Sustainability philosophy to the Project related to Human Resources & Labour Management particularly based on human rights in all activities throughout the implementation of the Project lifecycle by positively influencing its stakeholders, communities and environment. We believe sustainable practices not only have immediate positive impacts on environment and society, but also have long term economic benefits to future generations.

As Doğuş - Eze JV we structure our organization, management system and procedures in compliance with national laws and regulations, as well as the international standards and best practices applicable to the international high speed railway sector.

At Doğuş - Eze JV, we strive for the continuous improvement of our Environmental and Social Management System and performance by setting our targets and objectives for our key activities. We assess our performance based on the IFC Environmental and Social performance standards.

Doğuş - Eze JV starting from top management, is committed to minimize the negative impact of its activities to environment and social life as ensure positive continuous improvement. The key points of our commitment to achieve are as follows;

- As per Labor Code requirements, recruitment procedures will be transparent, public and non-discriminatory with respect to ethnicity, religion, sexual orientation, disability, gender, and other grounds included in the Labor Code
- Clear job descriptions will be provided in advance of recruitment and will explain the skills required for each post.
- All workers will have written contracts describing terms and conditions of work and will have the contents explained to them. Workers will sign the employment contract. Terms and conditions of employment will be available at work sites.
- Unskilled labor will be preferentially recruited from the affected communities, settlements and municipalities.
- Employees will be informed according to Labor Code before their expected release date of the coming termination. If more than 50 workers will be terminated within any three month period, the Contractor will prepare a retrenchment plan.
- The contracted workers will not pay any hiring fees. If any hiring fees are to be incurred, these will be paid by the JV.
- Foreign workers will require residence permit, which will allow them to work in Turkey.
- All personnel must be of the age of 18 years or more.

This Policy will be examined annually and revised if needed to meet the international and national requirements of the business and community we operate. We will consistently implement and monitor our Environmental and Social Management System in the Project activities and ensure that they are in line with this policy.