

Personnel Training Hours by Category of Employee in Çimtaş Group

Location	Employee Category	Training Hours for Male Employees	Avg. Number of Male Employees	Average Hours of Training per Male Employee	Female Training Hours	Avg. Number of Female Employees	Average Hours of Training per Female Employee	Total Training Hours	Total Avg. Number of Employees	Total Hours of Training Per Person
Steel	White collar	9,758.3	177.3	55.1	1,447.1	20.2	71.8	11,205.4	197.4	56.8
	Blue collar	24,143.9	416.3	58.0	-	-	-	24,143.9	416.3	58.0
Pipe	White collar	15,095.5	276.5	54.6	3,561.1	61.7	57.7	18,656.6	338.2	55.2
	Blue collar	29,197.4	515.6	56.6	-	-	-	29,197.4	515.6	56.6
Precision Machining	White collar	8,888.4	93.2	95.4	752.0	9.7	77.5	9,640.4	102.9	93.7
	Blue collar	6,793.8	119.7	56.8	-	-	-	6,793.8	119.7	56.8
Shipyards	White collar	3,943.5	49.9	79.1	428.1	5.8	73.4	4,371.6	55.7	78.5
	Blue collar	4,660.8	51.4	90.7	30.8	1.0	30.8	4,691.6	52.4	89.5
Ningbo	White collar	1,782.0	71.0	25.0	1,497.5	54.0	28.0	3,279.5	125.0	26.0
	Blue collar	13,295.0	220.0	60.0	1,236.0	19.0	65.0	14,531.0	239.0	61.0

At Cimtas Ningbo, Finance for non-financial professionals and cross-cultural awareness trainings were provided as part of its Leadership Programme, alongside technical training programme.

During the improvements carried out in 2018, in order to popularise the use of the 6 Sigma methodology, with the purpose of further strengthening the competency of participants while leading improvements and with the goal of ensuring a sustainable quality for customers, 6 Sigma Green Belt Trainings were completed at Cimtas Pipe and Çimtaş Precision Machining plants and trainings are planned for new groups in 2019.

The Quality Communication, Living and Joy of Life conference by Prof. Dr. Üstün Dökmen on topics such as listening, understanding and reconciliation in family and business life, dealing with prejudices, gaining different perspectives, being resilient, taking responsibility, maintaining the joy of live by learning something new every day and increasing life motivation and being a team, was conducted with participation of 232 employees.

The Hogan leadership analysis and team-meter workshop, which were put into practice at Çimtaş Precise Machining in 2017, was extended to Cimtas Pipe and 54 employees were included in this programme with the purpose of analysing strong and open-for-improvement aspects of the team, identifying areas for synergy creation, ensuring that team members unite towards a common goal and strengthening the understanding of cooperation and mutual dependency. The Leadership Training Programme was designed in 2018 and is planned to be introduced in 2019.

In 2018, the certification process of employees were monitored by Çimtaş Academy as required by Law 5544

on Vocational Qualifications Authority. 293 employees at Cimtas Pipe and Çimtaş Precision Machining and 111 employees at Çimtaş Steel and Çimtaş Module and Shipyards were provided with Vocational Competency and Training Certificates.

Document Name	Cimtas Pipe	Çimtaş Precision Machining	Çimtaş Steel	Çimtaş Module and Shipyards	Total
Vocational Training Certificate	164	22	42	35	263
Vocational Competency Certificate	32	3	24	10	69
Certificate Renewal	65	7	0	0	72
Total	261	32	66	45	404

CONTRACTED EDUCATIONAL INSTITUTIONS AND MBA PROGRAMMES

The following benefits apply for all Çimtaş employees;

- A discount of 25% is granted at Bilgi University for MBA or distance education/online education programmes.
- 30% discount is granted at Bahçeşehir University for MBA programmes and when certain points on criterion such as ALES, foreign language exam or GPA are met, the grant may increase up to 50%.
- All Çimtaş employees may benefit discount opportunities at various language schools.

OCCUPATIONAL HEALTH AND SAFETY

The first and foremost priority of ENKA and its subsidiaries is that all employees should be able to get back to their homes and families without experiencing even the slightest injury at work.

FOR THIS PURPOSE, ENKA IMPLEMENTS VARIOUS PRACTICES AND DEVELOPMENT PLANS REGARDING OCCUPATIONAL HEALTH AND SAFETY, AND CONSIDERS THESE PRACTICES AS STRETCHING BEYOND PRIORITIES TO VALUES, INCLUDING THEM IN ALL ASPECTS OF CONDUCTING BUSINESS.

HEALTH AND SAFETY MANAGEMENT

ENKA İnşaat (including ENKA Headquarters and all ENKA İnşaat projects), ENKA Power, ENKA TC, Cimtas Pipe, Çimtaş Steel, Çimtaş Module and Shipyards and Çimtaş Precision Machining all holds OHSAS 18001 certificates and manage their activities in compliance with this standard. ENKA's practices and management systems are regularly audited and have been certificated by the British Standards Institution (BSI) since 2002. In addition, ENKA forms and conducts its HSE management system by complying with the legal requirements in all countries where it is active and monitors its compliance with the OHSAS 18001 standard.

The Health and Safety structure at ENKA begins with a commitment by senior management. This strong commitment, which is the foundation of ENKA's practices and management system, is shared with all of its stakeholders through the Environment, Occupational Safety, Health and Social Responsibility Policy. This commitment is implemented effectively through internal procedures and resources in line with procedures such as trainings, workshops, plans, instructions, control lists and forms. Areas that are open to improvement are identified through audits and according to the results of these audits, the system is reviewed and necessary actions are taken in line with the principle of continuous improvement.

Occupational health and safety is addressed with due attention wherever ENKA is active and everyone within the

boundaries of the worksite, including subcontractors, are considered to be ENKA employees and are subject to the same standards.

ENKA considers its employees as the driving force of its work and consequently is aware that any potential problems regarding employee's health and safety in its work may cause the company to go through losses in morale, reputation and legal damages. For this reason, ENKA holds HSE topics as values of its way of doing business. ENKA, in addition to the OHSAS 18001 standard it complies with during its HSE processes, continues its operations with a proactive approach to risk management. The main goal of this management system is maintaining the "Zero Accident" philosophy. ENKA protects the health and safety of all its employees with strong faith in this policy and its comprehensive HSE organisation.

ENKA's subsidiaries in Turkey comply with the Law on Occupational Health and Safety (6331) and all regulations within the framework of this law and its subsidiaries in Russia comply with the Russian Federation Federal Law 197 and all regulation within the framework of this law.

While managing all possible or existing risks originating from ENKA activities, the proactive approach is taken as the foremost priority and all works start with identifying, assessing and managing HSE risks. Risk assessments are conducted at all of ENKA's subsidiaries in line with approved procedures and relevant regulation. Risk assessments are taken into consideration for both regular working conditions and emergency situations. At ENKA İnşaat projects, the main steps of ENKA HSE risk management are the General Risk Assessments conducted at the start of each project, specific risk assessments created in line with the details of the work to be carried out, and Job Hazard Analyses.

Risks and necessary steps to be taken are identified through these risk assessments, evaluated by project management groups and HSE Departments and treated according to the risk management hierarchy. The risk management hierarchy foresees taking the following steps in order for any identified risks;

1. **Elimination:** Eliminating the hazard at its source.
2. **Substitution:** Replacing hazards, events or equipment with a less hazardous one.
3. **Engineering Controls:** Placing physical or protective equipment between equipment which are prone to risks or liable to be damaged due to risks.
4. **Administrative Controls:** Relaying hazards and protection measures to employees who are under risk of injury through directives and instructions.
5. **PPE:** Personal Protective Equipment.

Once these steps are taken in order, all assessed risks should be at an absolutely acceptable level. All employees who will take part in the work are given information on risks which are lowered to an acceptable level after risk management actions and relevant protection measures and before the work begins teams mutually come to an agreement on risks and precautions. ENKA employees always have a say on how their activities can be rendered safer. It is well known that reporting observed unsafe situations and small details which might add up to unsafe situations is extremely important at worksites. For this reason, as it in all stages of the organisation, participation of employees with their opinions in issued to do with Occupational Health and Safety and their presence in decision-making units are encouraged. With "Observation Cards" implemented at projects, nonconformities identified by employees are assessed and the taking of necessary precautions is ensured. In addition, HSE committees are established at all projects under the guidance of project management and project HSE departments. These committees, called Zero Accident Team Meetings, meet regularly every week or month, review the HSE performance of the projects and decide on the main actions that need to be taken. Employee representatives are also present in these committees in numbers proportionate to the number of total employees.

ENKA and its subsidiaries establish HSE (Health, Safety and Environment) and OHS (Occupational Health and Safety) Committees in accordance with the laws and regulations and carry out Committee meetings. All ENKA İnşaat projects have HSE committees while ENKA Corporate Headquarters, ENKA Power and Çimtaş Group companies have OHS Committees. These committees meet regularly, review Occupational Health, Safety and Environment performance and decide on the main actions that need to be taken. The committees consist of employer representatives, OHS experts, the workplace doctor/nurse, human resources expert, an administrative officer, employee representatives, representatives of the labour union if any and other relevant experts depending on the agenda. Great care is taken to determine employee representatives through elections.

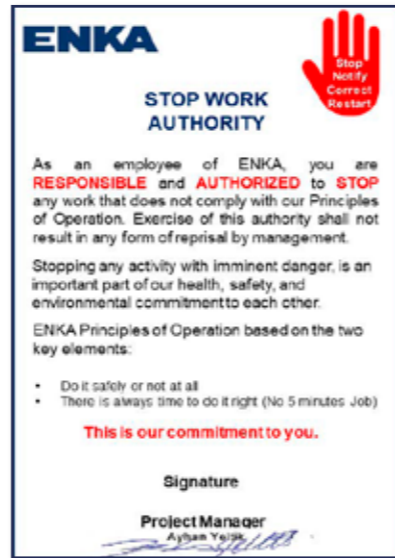
The right to stop work is defined in ENKA's HSE procedures, where it is stated clearly that employees who use this authority will not face any sanctions.

ENKA believes that with its participatory and risk-based management system, all accidents can be prevented. However, all undesired events in which any stakeholder is harmed as a result are examined in detail. As a result of these examinations and analyses, corrective and preventative action plans are drawn up and these plans are followed thoroughly to prevent this type of unwanted event from happening again. "Lessons Learned" documents that are created after such incidents are shared with projects and systematic work is carried out to prevent similar incidents from taking place again.

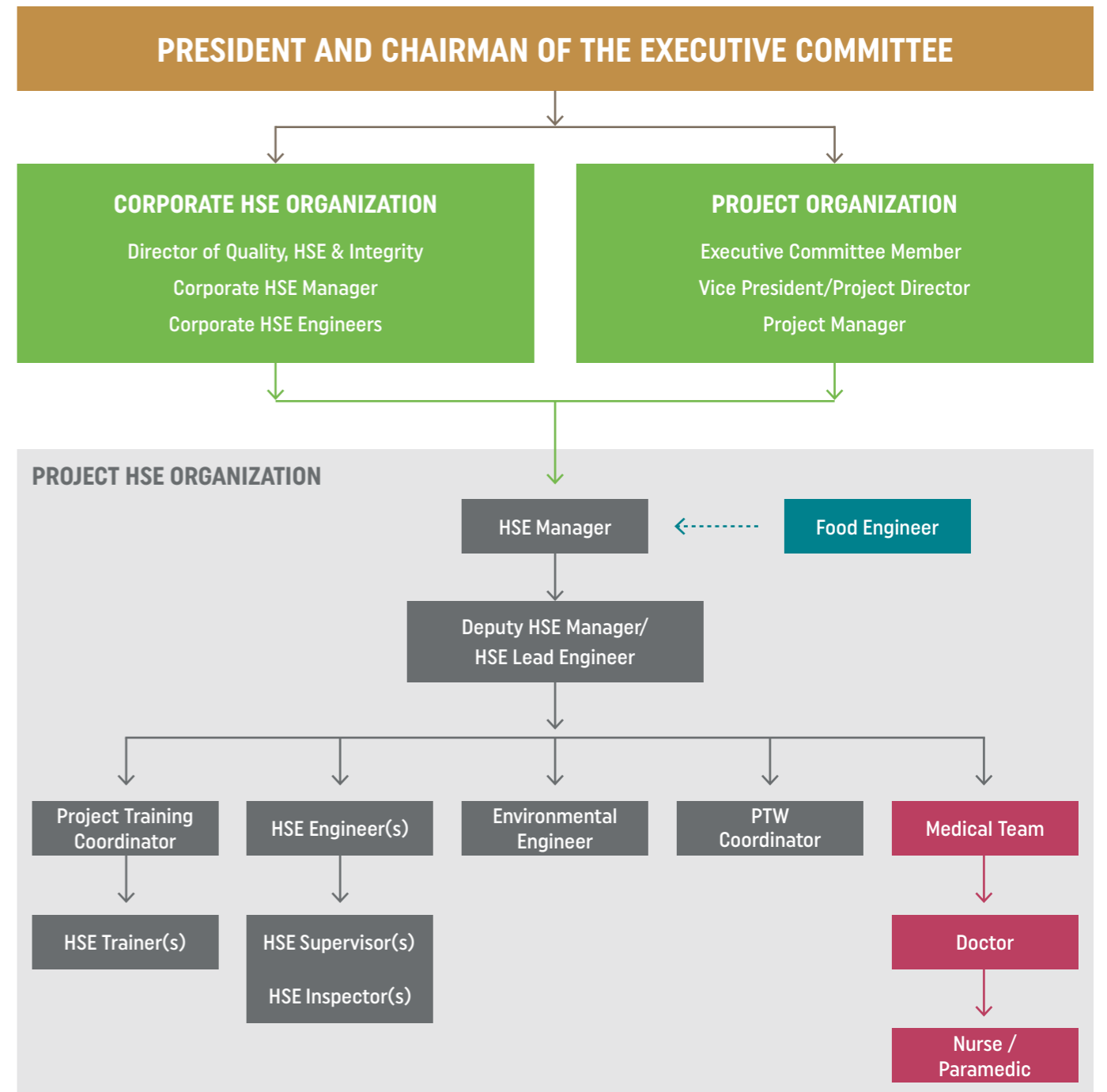
HSE DEPARTMENT

ENKA and its subsidiaries have HSE departments staffed by competent employees in order to make sure that HSE processes continue and are managed properly. These HSE units report to the most senior manager within the organisation and ensure that HSE processes are conducted properly.

The table on the next page shows the organisational chart of the HSE management structure at ENKA İnşaat:



COMMITTEES, TRAINING SESSIONS AND OTHER COMMUNICATION TOOLS EFFECTIVELY EMPHASISE THAT ALL EMPLOYEES HAVE THE AUTHORITY TO STOP WORK WHICH THEY CONSIDER TO BE UNSAFE. ANYONE WORKING AT ENKA, REGARDLESS OF THEIR JOB DEFINITION, MAY USE THE RIGHT TO STOP WORK WITHOUT RESERVATION.



In the example of ENKA İnşaat; the HSE Department reports to the President and Chairman of the Executive Committee and the HSE Director, HSE Manager and HSE Engineers are a part of the Corporate HSE organisation, ensuring continuous communication with all projects. HSE Departments which participate in projects are organisationally affiliated with both the project management and Corporate HSE Department. In this way, ENKA makes sure of the continuity and consistency of compliance with HSE standards at every project. HSE professionals working at projects continuously

undertake occupational development through training. HSE professionals participate in certificate and diploma programmes which are nationally and internationally accredited. In addition to comprehensive teams formed for field observations, training departments provide various training to all employees in accordance with the training plan. In order to manage the Work Permit System, which is implemented to more effectively manage high-risk work, Work Permit Coordinators are assigned. Food engineers ensure food safety and make sure food security processes are conducted in line with the relevant standards.

ENGAGEMENT OF EMPLOYEES IN OCCUPATIONAL HEALTH, SAFETY AND ENVIRONMENT COMMITTEES

ENKA's primary stakeholders are its employees, and their participation in HSE processes is very important for the company. Aside from the HSSE (Health, Safety, Social and Environmental) Policy, which is published on ENKA's website relevant directives, instructions and procedures for HSE can be accessed through the ENKA Document Management System (EDMS) for the participation of employees to HSE processes. In addition, news and developments are shared with all employees through the HSE Newsletter system, which was established within the company for sharing important announcements. Furthermore, posters in six languages are prepared in order to increase communication about HSE and are placed at locations visible to everyone. Announcements are also put up on HSE bulletin boards.

ENKA İnşaat and its subsidiaries conduct OHS committees at varying intervals according to the relevant risks and instructions. Subsidiary managers, HSE managers and employee representatives participate in these committees. Representatives of subcontractor firms also attend these meetings during the period they work with ENKA. In these committees Health and Safety performance data, identified major risks, feedback, requests and demands are discussed and necessary decisions are taken.

For example, while ENKA İnşaat projects organises OHS committees monthly and the Headquarters conducts it once every three months, other subsidiaries such as Çimtaş Group companies conduct these committees every month or every two months. In addition to these committees, OHS meetings are held with employees at the level of team leaders, foremen and supervisors.

WORKING IN REGIONS WITH HIGH HEALTH AND SECURITY RISKS

ENKA İnşaat and subsidiaries not only care for the health problems their employees might experience due to their work, but also their personal health. For this reason, healthcare units are available at all subsidiaries for the use of its employees in keeping with relevant risks. In projects located in numerous challenging geographies, comprehensive infirmaries and clinics are established in order to keep the health of employees at the highest level and to mitigate the risk of local medical support being inadequate. Evaluating the size of the projects and number of employees working in the projects, expert doctors and nurses/paramedics are employed in these clinics. 24/7 service is provided in these clinics with doctors and nurses to attend to all health problems of employees in detail. Aside from the competent

health personnel assigned in clinics, necessary pieces of equipment are identified through detailed research and health risk analyses. AED, ECG equipment, oxygen support equipment, tools and stretchers, trauma intervention kits are among the standard equipment present at each clinic. Employees can apply to health services not only when they have health problems due to work but also for their other health problems and are able to receive treatment free of charge and in line with standards.

ENKA Power provides support to its employees' health through early diagnosis and first tier healthcare services. Regular scans, tests and briefings to its employees regarding their personal health are some examples of the services provided for employees to maintain their personal health.

ENKA AND ITS SUBSIDIARIES MAINTAIN FOOD SAFETY AT THE HIGHEST LEVEL AND ALL NECESSARY PRECAUTIONS ARE TAKEN THROUGH FOOD SAFETY AND HYGIENE INSPECTIONS TO ENSURE THAT THERE ARE NO HEALTH PROBLEMS.

Aside from projects, trainings and seminars are regularly organised about health and healthy living at the ENKA headquarters by the health group. In 2018, a total of six seminars were held. Details about these seminars are given below.

- New Generation Early Diagnosis Methods for Cancer
- Solutions to Ache and Integrative Medicine
- Effect of a Proper Diet on Living Quality
- Change in 21 Days Programme
- Holistic View on Aches
- Ovary Cysts and the HPV Virus

Aside from the seminars, various practices and activities such as regular retinal scanning and audiometer tests are provided for employees working in the ENKA headquarters for early diagnosis of possible health problems.

HSE TRAINING

ENKA believes wholeheartedly in the importance of training. Conscious that knowledge which cannot be transmitted in detail and properly will not make a long-term impact, ENKA and all its subsidiaries conduct their training through detailed plans and procedures in which relevant legal regulations and management standard requirements are taken into consideration. Necessary trainings for each work branch, the content of these trainings and their frequency are determined according to these plans and procedures. With the awareness that a successful training strategy requires a proper training programme, competent instructors and suitable learning spaces, ENKA continues its training activities with competent and qualified instructors of the training units attached to the HSE Department. In addition to training coordinators, local instructors are employed in the training department to provide training to the local employees in their own language.

HSE Training at ENKA consists of three main components which are Orientation and On-the-Job Training, Technical Training and System Training. Technical Training is provided on topics such as working at height, working in confined spaces and safe use of hand tools with the aim of ensuring that the activities in question are carried out safely. In Systems Training, courses are given on the operation of systems such as ENKA HSE System, Permit to Work System,

OHSAS and ISO Management Systems. Since they are the basics and an inseparable part of HSE training, orientation and on-the-job trainings are no longer among the ENKA's training goals. Annual training goals are determined and updated through the Specific Training Ratio which include the total of technical and system trainings.

As can be seen at the table below, ENKA İnşaat completed its HSE trainings successfully with 732,225 personhours in 2018 and a total of 2,883,570 personhours in the last 3 years. 274,525 personhours of these trainings were spent on specific trainings during 2018 and the total amount of time spent in this category is 1,042,344 person-hours over the last 3 years.

BETWEEN THE YEARS 2015-2018

2,883,570
Person-Hours HSE Training



Tengiz Base Business

Year	TOTAL (PERSON-HOURS) -A-	TOTAL PERSON-HOURS OF THE PROJECTS FOR WHICH TRAINING DATA IS SHOWN -B-	TOTAL SPECIFIC TRAINING ¹¹ (PERSON-HOURS) -C-	RATIO OF SPECIFIC TRAININGS -D- (D=C/B)	TOTAL OF ALL TRAININGS ¹² (PERSON-HOUR) -E-	RATIO OF TOTAL TRAININGS -F- (F=E/B)
2018	47,165,738	46,751,959	274,525	0.0058	732,225	0.016
2017	53,400,045	53,093,499	338,774	0.0063	1,025,123	0.019
2016	85,764,321	85,764,321	429,045	0.0050	1,126,222	0.013

Occupational Health and Safety training sessions, which are required by the Law 6331 on Occupational Health and Safety and Regulation on the Rules and Procedures for Occupational Health and Safety Training of Employees, were organised for the white and blue collar employees working at ENKA İnşaat Headquarters in 2018.



The training was organised at the ENKA Headquarters and was mandatory for all employees. The 10 training sessions were implemented by the Corporate HSE Department, Corporate Health Office and Corporate HR Departments in September. Participants were informed about workplace safety, health and employee rights specified in laws and regulations, together with the ENKA HSE practices and ENKA Code of Business Conduct.

¹¹ Specific training, trainings except HSE Orientation and on-the-job speeches (toolbox talk).

¹² All trainings regarding HSE.

All companies within Çimtaş Group come under the "operations with risk" and "operations with high risk" category according to regulations. Within this context, being categorized as "operations with risk", Cimtaş Pipe and Çimtaş Precision Machining provide OHS renewal training for its employees every two years and on-the-job OHS training is 12 hours at minimum for each employee. In these two companies, all employees are given 15 minute-speeches on occupational safety and the environment in three parts. Employees of Cimtaş Ningbo are provided with 15-minute HSE briefing training once every week and in addition relevant units are given single-point training regarding risky situations identified through daily, weekly and monthly HSE audits.

ENKA's subsidiary ENKA TC organised trainings on topics such as Occupational Health and Safety, emergency situations and on first aid, the last of which was held in cooperation with officials from the Russian Ministry of Emergency Situations and Red Cross.



In 2018, a total of 856,209 person-hours of HSE training was given at ENKA and its subsidiaries. The distribution of this training among ENKA İnşaat, ENKA Power,

Çimtaş, ENKA Real Estate (ENKA TC, CCI, MKH), ENKA Pazarlama, ENKA Foundation and ENKA schools is shown at the table below.

ENKA HSE Training Hours

	WHITE COLLAR		BLUE COLLAR	
	Training Duration (person-hours)	Avg. Training per Person	Training Duration (person-hours)	Avg. Training Per Person
ENKA İnşaat	189,084	60.58	543,141	60.58
Çimtaş Group	25,447	30.1	80,496	55.7
ENKA Power	1,698	12.21	6,054	25.54
ENKA Real Estate	3,662	10.14	5,856	14.53
ENKA Sports Club	22	0.26	77	4.81
ENKA Pazarlama	166	1.36	233	4.96
ENKA Schools	200	0.44	74	1.09
Grand Total	220,279	42.97	635,931	56.87

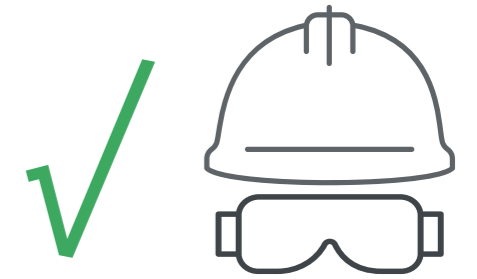


ENKA OCCUPATIONAL INCIDENTS PERFORMANCE

While calculating the ratio of recordable incident frequency, incidents at the first-aid level were excluded; any incident which involved medical treatment, restricted work case, lost day incidents and incidents involving

fatalities were included. The ratio of lost day incidents are calculated according to calendar days. Lost days were calculated in a manner which starts from the day following the incident.

	Total Person-Hours in 2018		56,175,409				TOTAL
	Class of Incident / Indicator	Number				TOTAL	
		Female		Male			
		Blue Collar	White Collar	Blue Collar	White Collar		
Number of Fatalities	0	0	2	0	2		
Number of Lost Time Incidents	1	0	19	0	20		
Lost Time Incident Frequency Rate	0.004	0.000	0.07	0.00	0.07		
Number of Lost Days	15	0	1,401	0	1,416		
Lost Time Incident Severity Rate	0.05	0.00	4.99	0.00	5.04		
Number of Restricted Work Cases	0	0	16	1	17		
Number of Medical Treatments	0	0	49	1	50		
Number of First Aid Cases	0	0	178	2	180		
Number of Recordable Incidents	1	0	86	2	89		
Recordable Incident Frequency Rate	0.004	0.000	0.306	0.007	0.317		
Absentee Rate					x		
Work Related Illnesses Frequency Rate					x		



	Total Person-Hours in 2018		861,874				TOTAL	57,037,283
	Class of Incident / Indicator	Number				TOTAL		TOTAL
		Female		Male				(ENKA + SUBCONTRACTORS)
		Blue Collar	White Collar	Blue Collar	White Collar			
Number of Fatalities	0	0	0	0	0	2		
Number of Lost Time Incidents	0	0	5	0	5	25		
Lost Time Incident Frequency Rate	0.00	0.00	1.16	0.00	1.16	0.09		
Number of Lost Days	0	0	53	0	53	1,469		
Lost Time Incident Severity Rate	0	0	12.30	0.00	12.30	5.15		
Number of Restricted Work Cases	0	0	0	0	0	17		
Number of Medical Treatments	0	0	7	0	7	57		
Number of First Aid Cases	0	0	62	2	64	244		
Number of Recordable Incidents	0	0	12	0	12	101		
Recordable Incident Frequency Rate	0	0	2.78	0.00	2.78	0.35		
Absentee Rate					x	X		
Work Related Illnesses Frequency Rate					x	X		



Çimtaş

2027 SUSTAINABILITY GOALS

RESPONSIBLE COMPANY	TARGET	2018 PERFORMANCE
ENKA GROUP	We aim to have at least 35% of our white-collar employees to be women by the year 2027.	Ratio of female employees to total white collar employees reached 28%.
	We aim to increase training hours per employee at the ratio of 5% every year until 2027.	Compared to 2017, training hours per employee increased by 40.5% for female employees and 31.7% for male employees.
	We will maintain our Zero Accident Policy without any compromise.	Target met.
	We aim to have at least 5% of ENKA white-collar employees participate in volunteering projects until 2027.	3%
	We will conduct an employee loyalty survey every two years across ENKA Group and we aim to increase the satisfaction ratio to at least 90% by the year 2027.	In 2017, an Employee Satisfaction and Loyalty Survey was conducted throughout ENKA for the first time by an independent research company. According to the results of the survey, employee loyalty was 88% in ENKA İnşaat and 90% in ENKA group as a whole.
ENKA SCHOOLS	ENKA Schools will extend the scope of employee trainings (In-Service/External Trainings/ Occupational Trainings/Certificate Programmes) in order to maintain employee competency and satisfaction.	Target met.



STAKEHOLDER
ASPECT

"ALL EMPLOYEES, FROM THE LOWEST LEVEL TO THE HIGHEST, HAVE THE AUTHORITY TO STOP WORK IF THEY PERCEIVE ANY DANGER."



I have been working at Çimtaş for about 11 years. I am a member of a family which has its own culture, mission, vision and values, cares for work safety at the highest level, is a solution partner, provides highest-quality and on-time services to its customers, cares for development and leadership, ensures efficient use of advanced technology and knowledge, is innovative in every undertaking and is willing for change, where seeds of love, respect and friendship blossom, with responsibilities towards effective values, the environment and society.

As part of HSE all employees, from the lowest level to the highest, have the authority to stop work if they perceive any danger. The location of every tool and equipment used during the work is already defined. A neat workspace where employees can work ergonomically, efficiently and comfortably, which is safe, peaceful, clear of dangers and amenable to teamwork has been created. By defining the short-comings of employees regarding their work within the frame of polyvalence, training on necessary topics is provided by relevant supervisors or external resources through practical and theoretical planning. Recognising employee's feedback and suggestions, ensuring these are put to good use and awarding and honouring employees to encourage the rest of the employees is something that our company values greatly.

Training programmes at Çimtaş, together with continual improvement efforts, create a common corporate culture and develop a consciousness of workplace health and safety and lean production for employees, while also contributing to their administrative competency and professional development. All employees that start to work at our company are given orientation training which covers workplace health and safety, management systems, philosophy of lean production and business processes. All employees who will work at production and production control are provided with practical, theoretical and qualification development training in order to maintain defined quality and production standards. In addition, occupational health, safety and environment training is provided in order for employees to learn how they can contribute to environmental and occupational health and safety goals in our company, realise the possible dangers our work may pose to the environment and develop their personal performance on occupational health and safety.

Çimtaş also provides education opportunities for its employees aimed at developing their personal competencies such as communication, leadership, teamwork and presentation skills. All employees are given training in line with their profession and role. For example; an auxiliary employee who started out is guided towards becoming an Argon Welder or Piping Team Chief after a certain time period and in line with the knowledge and skills they will have gained from Çimtaş's corporate culture.

İslam Başar
Fit-Up Foreman