

Employee Rights and Employee Satisfaction

ENKA is a large family made up of a total of 23,733 employees from 49 nationalities in 18 different countries. ENKA regards its employees as the most important of all the assets that play a role in the success and sustainability of its companies.

ENKA respects human rights and treats diversity as a source of richness and turns it to advantage. This is a corporate culture which extends to all levels of the organisation. The ENKA Code of Conduct is the essential document that guides both the relations of employees with one another and the

attitude of the company to its employees. As stated in the ENKA Code of Conduct, employment, promotion and all similar decisions concerning human resources are taken regardless of race, national origin, religion, language, colour, age, sex, sexual tendency, disability or any other discriminatory criterion forbidden by current laws.

The Human Resources Management Policy, which has been developed with the aim of achieving ENKA's mission, vision and values, is founded on the following elements:

1. To further the strategic goals and interests of the Company,
2. To be sensitive to the needs of employees and all stakeholders ,
3. To maintain ENKA's reputation as a desirable employer,
4. To establish a workplace culture based on trust and respect, in which all employees feel valued and are able to make their best efforts to fulfil our mission successfully,
5. To employ the person most qualified for the position, and to evaluate all applications from qualified candidates equally, regardless of race, language, religion, gender difference or physical disability,
6. To give top priority to ENKA employees when filling vacant positions in the company, and to turn to external resources if there are still outstanding needs after the internal candidates have been assessed,
7. To know and abide by the laws and directives relevant to each task performed,
8. To provide all employees with opportunities for training and career planning so that they can understand their duties clearly, develop their skills and improve their performances.



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Rights Provided to Employees

All ENKA employees have the pension rights and rights to maternity/paternity leave specified in the laws. The other fringe benefits provided to employees vary from company to company. For example, some ENKA group companies provide their employees with bonuses or with support for private health insurance or private pension fund contributions.

All ENKA employees have the right to a 50% discount at ENKA Sports, which is one of Turkey's leading sports clubs. In addition, all ENKA employees have the right to a 20% discount for events organised by ENKA Culture & Arts, which plays host to a variety of well-respected artistic performances.

ENKA İnşaat provides all of the employees working on its projects in various parts of the world with free insurance against emergencies, air ambulance services, and health services in clinics set up at the project sites. Depending on the conditions in the countries in which ENKA operates and in the site locations, a range of other social spaces and services are provided to enable employees to work in a comfortable, peaceful and pleasant environment. These include open-air and covered sports areas, game console areas, spaces and tables for playing various games, and the provision of wireless Internet in all working and living spaces as well as satellite channel services in accommodation rooms.

ENKA İnşaat prepares suitable menus for vegetarians and for employees needing special diets both at its project sites and at its Headquarters in Istanbul. In the projects, special kitchens are set up and separate menus are prepared by Indian cooks to accommodate the preferences of employees of Indian origin.

Throughout the Çimtaş Group, collective contracts are signed with labour unions, and unionised workers are provided with the pay and other benefits envisaged in the contracts signed with the unions that represent them. Accordingly, the personnel in the coverage of the unions are paid monthly bonuses all year round adding up to a total of four salaries per year, in addition to their gross salaries, and a social assistance package is provided. Performance-based bonus and promotion schemes are available for employees not within the coverage of the unions.

Non-unionised workers at Çimtaş benefit from private health insurance as well as being covered by the Social Security Board (SGK). If they so wish, their dependents can also be included in their private health insurance scheme. Besides private health insurance, general personal accident insurance is provided for all employees, whether or not they are unionised. Various other practices are in effect with a view to raising the quality of the employees' lives and increasing their productivity. These include birth allowances, provisions distributed at religious holidays and support for school stationery needs.



Results of the survey conducted by an independent research company indicated that the employee loyalty was at 88% in ENKA İnşaat and 90% in ENKA Group as a whole.



I have been working in the ENKA Corporate Quality Department since December 2015.

The most important difference between ENKA and other companies in this country is the priority which it attaches to its employees as its most important stakeholder. ENKA is aware of the challenging conditions that are natural parts of the sectors in which it operates, like construction and energy. Its business strategy therefore gives prominence to employee satisfaction. The organisation of ENKA Academy, which was founded with a view to supporting the personal and professional development of employees, has enabled ENKA to invest in its employees more comprehensively and effectively.

ENKA maintains high business and quality standards in every sector in which it operates. However, its business strategy is not based on this goal alone. The goals of valuing its employees, contributing to local communities in the locations where it works, and reducing its environmental impacts have also become a part of its business strategy. All of these aims constitute ENKA's culture of doing business. In 2017, it gathered them all together and published the ENKA Sustainability Strategy.

I am happy and proud to be a member of a large family like ENKA, which respects its employees and its environment and generates wealth for a better future.

**İnci Bozokluoğlu, Corporate Quality Lead Engineer,
ENKA Headquarters**



Employee Satisfaction

In 2017, an Employee Satisfaction and Loyalty Survey was conducted throughout ENKA for the first time. The survey was conducted by an independent research company. The employees were asked to give their views on numerous aspects of employee satisfaction and loyalty. Employee

loyalty was put at 88% in ENKA İnşaat and 90% in ENKA Group as a whole. The company's goals for 2018 include the implementation of a number of actions which have been found necessary to bring about improvements in the light of the survey results, and the continuation of the dialogue with employees concerning such actions.



ENKA Sailing Club

With its experienced coaches and the amateur sailors they have trained, ENKA Sailing has one of the strongest sailing teams in the sailing community. Every year, sailing programmes are organised especially for employees with and without sailing experience, at basic and advanced levels. Employees who succeed in the training programmes have the opportunity to take part in the trophy race programmes and join the ENKA Sailing Team.

In 2017, ENKA Sailing team has finished first both in the Istanbul Sailing Club (IYK) and the Bahçeşehir University (BAU) yacht trophy programmes, consisting of 9 and 4 races respectively, as well as earning two championships in the IRC-0 classification, which is considered the highest class. An overall second place finish was achieved at the TAYK / BMW Bosphorus Sailing Fest, which was held on 20 May 2017. The team was crowned another first place prize at the TAYK / Eker Olympos Regatta Cup held on August 11-13.

ENKA Sailing Team will follow the Istanbul Sailing Club and Bahçeşehir University trophy programs in 2018.



Çİmtaş: “We are at the Factory with our Families” Event

One of the social activities which the Çİmtaş Group conducts with its employees is called “We are at the Factory with our Families”. This is a traditional annual event during which both the employees and their families are given a technical tour of the factory, and a painting competition on the topic of Health, Safety and Environment at Work is organised for children of Çİmtaş employees attending primary and middle school. The aim is to raise awareness about health, safety and environment from an early age. As always, the pictures painted by the children who won the painting competition in 2017 will feature on the Çİmtaş calendar for 2018.