

HUMAN RESOURCES POLICY

SEGER aims to provide quality products and services with its approach that gives importance to people and prioritizes them.

The automotive supply chain in which it operates, which spreads the innovative and learning together corporate culture a person who implements the best human resources practices in the sector and adds value to all its stakeholders aims to implement the resources policy.

By closely following sectoral developments, it focuses on technological progress and pioneers innovations.

It shapes its human resources approach within the framework of laws, company values and ethical rules. It offers inclusiveness and equality of opportunity in its practices.

From recruitment to career and talent management, salary management, training and development, and performance management. It follows an objective, systematic and development-oriented approach in all human resources processes.

Implements human resources programs that will support the balance between employees work and private lives.

We achieve our goals by taking the following principles into consideration.

- Have the necessary skills for a certain position, There is no discrimination between qualified, innovative people We ensure that people are selected and recruited without any discrimination.
- Consider our company's vision, mission and values by taking the most accurate and qualified position for available positions. We hire candidates.
- Employees with performance management system evaluates their performance and their potential We create the environment for it to be revealed.
- In line with Career and Talent management to its employees for their professional and personal development. We create and implement a training plan every year. Information by training our employees without discrimination, increases performance and ability levels, career We make plans.
- In line with our strategic goals and sectoral development manages talents and helps people of the future We design resources.
- Applies my 360 degree Performance management system and employee performance according to system standards We monitor, measure and reward.
- In remunerating employees, the value of the work should be taken into consideration We apply a based pricing system. Legal wages appropriate to the conditions and in line with market conditions We aim to provide and side benefits. Pricing and all side rights equally, fairly and systematically We base the distribution on employees. Equal pay for equal work We operate the mechanism systematically.
- Pricing, rights provided and all In our activities, between candidates and employees religion, gender, language, race etc. never discriminate According to the principles of our Inclusion and Diversity Policy we move.
- National and international studies on Gender Equality participates in international studies, increases the rate of female employees We work to increase it.
- Considering employee health first, Human Health Acts in accordance with and Safety (OHS) rules, We care about the health and safety of our employees.
- Continuous improvement and efficient working culture We adopt.
- Suggestion System, Employee Loyalty and Satisfaction Survey Obtains ideas from our employees using tools such as We continue to improve our systems.
- Employee satisfaction, motivation and loyalty conducts current situation analyzes in order to increase We plan and implement activities to improve.
- We implement a fair, transparent and participatory management approach.
- With our leadership management system, all our employees opportunity to develop their careers within the company we know.
- We care about all our stakeholders and ensure that our employees An efficient working environment to create value We provide.