

Durak Hazelnuts

Career Development and Learning Policy

At **Durak Hazelnuts**, we are committed to strengthening the knowledge, skills, and competencies of our employees, supporting their personal and professional development, and fostering a strong organizational learning culture that contributes to sustainable success. We recognize that every investment in our people is an investment in the future and long-term competitiveness of our company. Therefore, we strive to integrate career development, learning, competency management, and continuous learning into all our business processes.

To achieve this, **Durak Hazelnuts** is committed to establishing an inclusive, accessible, and continuously evolving career development and learning system across all departments by:

- Complying with applicable legislation, internationally recognized human resources standards, and internal policies to ensure the consistent implementation of all learning and development activities.
- Conducting regular performance and competency assessments to identify development needs, plan appropriate training programs, and establish individual development plans.
- Providing onboarding, technical, professional, leadership, personal development, and job-specific training programs tailored to employees' roles and responsibilities.
- Promoting a culture of continuous learning by developing competencies that add value to our business processes, including digital skills, quality management, communication, and problem-solving.
- Providing equal learning and career development opportunities for all employees while ensuring fairness, objectivity, and transparency in training and promotion processes.
- Supporting both horizontal and vertical career mobility aligned with employees' career aspirations and strengthening talent management through internal promotion opportunities.
- Implementing structured on-the-job training, mentoring programs, job rotation initiatives, and leadership development programs in line with our organizational development strategy.
- Continuously improving training content, delivery methods, and learning tools by taking employee feedback into consideration.
- Evaluating the effectiveness of training programs through appropriate assessment methods and using the results to identify improvement opportunities.
- Maintaining accurate training and development records in compliance with applicable legal requirements and personal data protection regulations.
- Supporting sustainable development by providing regular awareness training on energy management, environmental responsibility, sustainability, human rights, and occupational health and safety.

- Encouraging suppliers and business partners to strengthen their own learning and competency development practices, contributing to a sustainable and continuously improving value chain.
- Regularly reviewing and continuously improving our career development and learning processes by considering technological advancements, industry trends, employee expectations, and organizational objectives.

We are committed to implementing these principles throughout our organization as the foundation of our career development and learning approach.