Training Policy

We make sure that every employee has the knowledge, skills and qualifications needed to do their job safely and to the required quality, and we develop our people continually.

Our approach

- **Induction:** every new employee receives occupational health and safety training, workplace rules and an introduction to our quality and environmental management system before starting work.
- **Job training:** operators are trained on each process (cutting, stripping, crimping, connector assembly, labelling and electrical testing) against our written work instructions and are signed off as competent before working unsupervised.
- **Training needs and annual plan:** training needs are identified from competency matrices, audits, nonconformities, new products, new equipment and legal requirements. An annual training plan is prepared and approved by the General Manager.
- **Legal training:** occupational health and safety training is given by our occupational safety specialist and workplace doctor at the intervals required by Turkish OHS Law No. 6331.
- **Effectiveness:** the effectiveness of training is evaluated, and the competency matrices are updated.
- **Records:** attendance and competency records are kept for every employee.

Document	**Issue date**	**Revision**	**Approved by**
KP-07	19 November 2026	00	Ahmet Çakmak, General Manager Signature: _____ Date: ____ / ____ / _____