
THE HUMAN RESOURCES POLICY

PASHA Bank believes that the most important strategic source in the bank's ability to maintain its competitiveness and achieve its objectives is "human resources."

Our bank has adopted a transparent management approach that enhances employees' motivation, ensures their commitment, is innovative and open to suggestions for improvement by providing employees with a working environment that is open to communication.

The key elements of the Human Resources Policy of PASHA Bank are;

- a) Provide the qualified and competent human resources needed in line with the Bank's objectives and strategies and its corporate values,
- b) Have employees who adopt corporate culture and corporate values and comply with ethical principles,
- c) Ensure through an effective performance management system that the staff perform efficiently,
- d) Create a learning organization in line with the Bank's strategy, business objectives and mission by supporting the professional and personal development of all staff,
- e) Reinforce the corporate culture by preparing the staff working in the Bank for managerial positions,
- f) Contribute to the enhancement of the bank performance by rewarding high performance,
- g) Provide opportunities for career development by prioritizing existing staff in case of vacancy,
- h) Increase employee commitment by implementing an open and transparent Human Resources Management System,
- i) Ensure continuous improvement by taking into account all requests, complaints and suggestions by the staff,
- j) Create an effective and motivated organization by ensuring employee satisfaction,
- k) Provide the staff with the wages and fringe benefits according to the current conditions in line with the market and the Bank's budget,
- l) Increase the commitment to the organization,
- m) Ensure that the common goals of the bank are adopted by all staff,
- n) Provide the staff with a safe, healthy and spacious work environment that would encourage creative thinking and generating new ideas,



Our Employee Profile

The PASHA Bank Family consists of persons that are;

- Experienced in their own fields
- With Strong Communication Capability
- Customer-Oriented
- Result-Oriented
- Innovative and Open to Progress
- Supporting Teamwork

Selection and Placement

Our bank's recruitment policy is based on the principle of obtaining human resources that are qualified and have a high potential in line with our goals and strategies, corporate values, and competencies.

Our recruitment process begins with a clear determination of the duties and responsibilities required and qualifications and competencies sought for each position.

Our vacant positions are announced through job search sites and applications by candidates are evaluated.

In the recruitment process;

Competency-based interviews and Competency inventories are used by human resources and unit managers.

The process is completed by evaluating the applicant's suitability to such criteria and institutional culture and the enthusiasm felt for the job and the institution.

Internship Program

During summertime, university students are provided with opportunities to perform their compulsory internship at our Bank in order to promote the banking profession and support their education and development.

Training and Progress

Our training activities are a process that aims at continual progress and starts to be planned when the person started working.

Our newly recruited employees are provided with an orientation program to introduce banking culture, convey common values, and ensure their adaptation to PASHA Bank in the easiest way.

Employees are provided with training programs that support their professional and personal development in line with PASHA Bank's strategy and business objectives and they are supported to reveal their potential through tailor-made investments.

Career Management

High performance and innovation are supported and encouraged within the scope of the Bank's human resources policy.

A career management system based on enriching career opportunities has been adopted by prioritizing the staff in meeting needs for positions.

Career plans of the employees are supported with internal rotational and promotional practices.



Performance Management

In the performance evaluation, better results are intended to be achieved for both employees and the Bank by managing individual performance in line with bank targets and strategies.

The "Open Performance Evaluation System" is implemented at our bank. In this process, our employees are evaluated according to their competencies and targets and the evaluation results are shared with them.

Pre-determined financial and/or non-financial SMART targets and levels of compatibility with the competencies of Bank and the task are evaluated with the employee.

The results of performance assessments are used in our career planning, training and remuneration management, and rewarding system.

Remuneration Management

Our Bank's Remuneration Policy is supported by a fair in-house rewarding strategy based on industry research.

Industry practices related to remuneration and fringe benefits are monitored and necessary arrangements are made regarding annual wage increases and other rights within the scope of the existing practices.

Employee benefits we offer consist of;

- ✓ Private Health Insurance,
- ✓ Life Insurance,
- ✓ Food Card,
- ✓ Transportation Fee,
- ✓ Mobile phone and car depending on position.