



Human Resources Sustainability Data



CORPORATE CULTURE OF TARGETING EQUAL OPPORTUNITY

We support a corporate culture that treats everyone without prejudice and aims at equal opportunity for a better future”.

With the vision of "investing in people" in different companies and geographies of Yıldız Holding, we aim to create opportunities that span the whole society, to be positioned among the companies most desired to work with, and to be remembered with the best conditions that allow women to be empowered. For this reason, we have implemented the Yıldız Holding Women's Platform in order to transform the "equal opportunity" culture into a stronger and permanent structure in all our companies.

With 326 female employees, the percentage of female employees at Bizim Toptan is 12.6%. Our goal in 5 years is to have female employees in every Bizim Toptan store and to increase the percentage of blue-collar female employees to 20%.

Our Employees

Number of Female Employees: 326

Number of Employees: 2,597

Percentage of Female Employees: 12.6%

Number of New Female Employees: 188

Number of New Employees: 846

Percentage of Newly Employed Female Employees: 22%

Number of Female Managers: 10

Total Number of Managers: 80

Ratio of Female Managers to Total Managers: 12.5%

Number of Disabled Employees: 43

Percentage of Disabled Employees: 2%

Total Gross Value of Salaries and Wages Paid to Our Employees 235,936,969.25 TL

INTERNAL CAREER OPPORTUNITIES

With the "WE FIRST" theme, we share our in-house career opportunities with all our employees.

In 2021, a total of 361 employees were promoted.

Our internal promotion rate in 2021 is 14%.

The resignation turnover rate for 2021 is 16.4%.

LEARNING AND DEVELOPMENT

In 2021, we organized schools to accelerate the adaptation of our newly recruited employees and to enable them to start their jobs better equipped.

B-Raise Executive Training Programs – Total of 125 Participants; 3 programs

B-Raise Store - 55 Participants 3 programs B-Raise Prosaf Sales School – 33 Participants 2 programs

B-Raise Account Representative School – 37 Participants 4 Program Goods Acceptance School 124 Participants

LEARNING AND DEVELOPMENT

Within the scope of our Leadership Trainings; We have designed and implemented development programs that include the topics that our newly appointed managers and higher employees need in their career journeys.

We carried out training programs related to the common development areas of our middle level managers.

By continuing our legal trainings, we made programs on OHS, First Aid, Forklift, Competition Law.

We organized webinars on different topics every month. 2,130 employees attended our webinars on 14 different topics. OnCampus, our online education & communication platform, we assigned our employees training on 63 subjects.

By updating the Headquarters Orientation program, we made a design suitable for the remote working model for our newly recruited employees.

LEARNING AND DEVELOPMENT

In 2021, we conducted a total of 45,800 hours of training with all our employees.

With our trainings, which were held for 17.1 hours per person, an increase of 64.5% was achieved compared to the previous year.

The cost of our trainings is 1.150.000 TL in 2021.

SOCIAL RESPONSIBILITY PROJECTS

Bizim Toptan, Yıldız Holding A.Ş. As a group company, it also supports social responsibility activities in which its main partner participates. For this purpose, it has celebrated the "Make Happy Be Happy" day in 2021, as it has done every year since 2014. Considering the pandemic measures, a celebration was held for the employees and gifts special to the "Make Happy Be Happy" day were distributed to the employees. While making its customers happy with small treats special for today, donations were made to the Darüşşafaka Society on behalf of all employees to ensure equal opportunity in education.

Our "A Beautiful Movement" project team continued to put smiles on the faces of children this year, as they do every year. With the aid campaign we started during the Ramadan period, we delivered aid packages to 44 families in need thanks to the voluntary contributions of our Bizim Toptan Headquarters employees. Again, in 2021, we bought festive clothes for the students of a kindergarten in the Eastern Anatolian Region and sent them during the Ramadan Feast.

EMERGENCY ACTION PLANS

In line with the Emergency Plan Procedure published in our document management system,

In all kinds of extraordinary situations, measures are taken to protect life and property, to prevent partial or complete interruption of the service, to prevent adverse effects on the environment, to organize the activities of emergency response, provincial aid and rescue teams, and to collect data that will enable the management to make fast and accurate decisions, including damage detection, and studies are carried out.

HUMAN RESOURCES

BİZİM TOPTAN SATIŞ MAĞAZALARI A.Ş., which we publish in our document management system. The following items are included in our Code of Ethics document.

Bizim Toptan, its managers and employees are obliged to abide by all laws, statutes, regulations, communiqués and other regulations of the Republic of Turkey, respecting and adhering to human rights.

Bizim Toptan maintains the same distance to all individuals and organizations, regardless of language, religion, race, gender, culture or point of view. It offers a working environment where differences are tolerated and accepted.

Bizim Toptan employees are also required to behave in this way. According to Article 71 of the Labor Law No. 4857, it is prohibited to employ children under the age of 15.

DISCIPLINE BOARD AND INFORMATION LINE

In case of a situation contrary to our company's rules and procedures, the rules in the Disciplinary Board Complaints Sheet, working principles, ethical principles and legal processes, unacceptable behavior or actions that do not comply with ethical rules in the workplace, the issue can be shared with the Company management in order to stop the wrong behavior, and OUR WHOLESale NOTIFICATION LINE has been established to take precautions.

Notifications made to the hotline are protected according to the principles of confidentiality and are not shared with third parties other than our CEO and Human Resources officer. The purpose of this line we have created is to improve the working environment in our Company and to ensure that our employees work safely.