

KİMTEKS POLİURETAN SANAYİ VE TİCARET A.Ş.

COMPENSATION POLICY

Compensation payments to our company's employees; It is carried out in accordance with the relevant provisions of the Labor Law no 4857 and the still valid article 14 of the abolished Labor Law No. 1475. In this context;

Severance Pay:

The employment contract pays severance pay to the employee or to his legal heirs in case of death of the employee in the event of annulment stipulated in article 14 of the Labor Law no 1475, which was repealed by the Labor Law no 4857.

Termination Pay:

The organization or the employee may terminate the indefinite-term employment contract by complying with the notice periods stipulated in article 17 of the Labor Law.

Termination pay, business contract:

- 2 weeks for those who continue for less than 6 months,
- 4 weeks for those who continue from 6 months to 1.5 years,
- 6 weeks for those who continue from 1.5 to 3 years,
- 8 weeks for those who have continued for more than 3 years.

The organization may terminate the employment contract by paying the notice period fee in advance.