COMPENSATION POLICY

SAYTEK is committed to adopting a fair, transparent, and fully compliant compensation policy that safeguards the rights of its employees at all times. In this regard, compensation rights are determined in accordance with the applicable labor laws of the Republic of Türkiye and international labor standards. Full compliance is ensured with all legal regulations and directives, primarily the Labor Law No. 4857.

In the event of any legislative changes, the new regulations will be implemented immediately, and the necessary updates will be integrated into this compensation policy. Accordingly, the compensation provided to our employees is calculated and paid in line with the principles of honesty, transparency, and equality, without exceeding their legal entitlements.

Severance Pay

SAYTEK regulates employees' severance pay rights within the framework of Articles 14, 24, and 25 of the Labor Law No. 4857. In the event of termination of an employment contract or the employee's death, severance payments are made within the legally defined timeframes and financial limits. When calculating severance pay, factors such as the employee's length of service, gross salary, and the statutory ceiling limits specified in the law are taken into account.

Notice Pay

In case of employment termination, employees are notified in advance in accordance with their seniority, as stipulated in Article 17 of the Labor Law No. 4857. During this notice period, employees are entitled to take time off to search for new employment. The option to take job search leave collectively is only valid upon the employee's written request. Additionally, any wages due during the notice period are paid in full and in cash.

Notice Pay in the Case of a Collective Labor Agreement

If a valid collective labor agreement is in place at the employee's workplace, the provisions of this agreement shall take precedence over the general regulations of the Labor Law No. 4857, in accordance with legal requirements. This ensures that our employees' legal rights are protected while maintaining a fair and equitable working environment within our organization.

Fair and Transparent Practices

SAYTEK conducts all compensation calculations fairly and transparently. While taking all necessary measures to protect employees' rights, we also consider the interests of all parties involved in the workplace. Furthermore, we are committed to providing clear and comprehensible information regarding compensation payments to prevent any uncertainties for our employees.

Full Compliance with Legal Regulations

SAYTEK fully complies with all legal regulations, including but not limited to the Labor Law No. 4857 and international labor standards. Any amendments to our compensation policy are implemented immediately in accordance with legal requirements. Our employees' rights are safeguarded not only through legal obligations but also in line with our company's ethical values.

Conclusion

SAYTEK prioritizes the rights and well-being of its employees, structuring its compensation policies around transparency, fairness, and legal compliance. By offering an equal and just approach to all employees, we are committed to fostering a safe and healthy work environment at both the individual and corporate levels.

Atty. Selin ÖZER IŞIKDEMİR
Saytek Medikal ve Plastik
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