

## Working Conditions Policy

Hamle Matbaacılık ve Ambalaj Sanayi Tic. A.Ş. is committed to ensuring fair, safe, healthy, and decent working conditions for all employees. Our aim is to continuously improve practices related to working hours, compensation, benefits, work-life balance, employee satisfaction, and equal opportunities.

### Qualitative Commitments:

- Ensuring that all employees receive fair, timely, and legally compliant compensation.
- Guaranteeing that working hours remain within legal limits.
- Supporting work-life balance through reasonable scheduling practices.
- Ensuring that all employee benefits and rights are transparent and accessible.
- Conducting employee satisfaction surveys regularly and implementing improvement actions.
- Respecting employees' right to disconnect outside working hours.
- Ensuring that the compensation paid to all employees is always above the legal minimum wage and supplemented with additional social benefits (such as meal, transportation, and health support) to improve their living standards.
- Ensuring that the compensation paid to all employees is always aligned with a **Living Wage** standard, ensuring it covers the basic needs of employees and their families, supplemented with additional social benefits

### Quantitative Target:

"We commit to ensuring **100% coverage of living wage payments** for all our employees by **2030**. Additionally, we aim to increase employee satisfaction survey participation rates by 20% during the 2025-2027 period."

We commit to increasing the variety and scope of additional social benefits provided to our employees by 20% by the end of 2027.

Hamle Matbaacılık ve Ambalaj San. Tic. A.Ş. shall bear all recruitment, training, and placement costs. **Under no circumstances** shall fees or associated costs be charged to candidates or employees."