

	SOCIAL DIALOGUE POLICY	DOCUMENT NO	POL-20
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### Social Dialogue Policy

Hamle Matbaacılık ve Ambalaj Sanayi Tic. A.Ş. is committed to maintaining open, constructive, and structured communication with all employees. Social dialogue refers to regular and meaningful interaction between employees, their elected representatives, and management.

#### Qualitative Commitments:

- Respecting employees' freedom of association and their right to join or not join a union.
- Supporting the election of employee representatives and holding regular meetings with them.
- Maintaining a safe and confidential grievance mechanism for employees (supported by ISO 10002).
- Conducting regular feedback meetings to improve employee satisfaction.
- Ensuring transparent and good-faith communication on workplace matters.

#### Quantitative Target:

**"We aim to increase the number of regular communication meetings held with employee representatives by 20% during the 2025–2027 period."**