

	<b>ANTI-DISCRIMINATION AND ANTI-HARASSMENT POLICY</b>	DOCUMENT NO	PR-23
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### Anti-Discrimination and Anti-Harassment Principle

Hamle Matbaacılık ve Ambalaj Sanayi Tic. A.Ş. is committed to ensuring a workplace where all employees are treated with equality, dignity, respect, and fairness. Any form of discrimination, physical or psychological harassment, verbal abuse, bullying, intimidation, or violence is strictly prohibited.

Our goal is to maintain and continuously improve a safe, inclusive, and respectful working environment for everyone.

### Qualitative Commitments:

- Ensuring equal and fair treatment for all employees (full-time, part-time, temporary).
- Prohibiting discrimination based on race, color, gender, religion, ethnicity, age, disability, marital status, or any protected characteristic.
- Enforcing a zero-tolerance policy against all forms of harassment.
- Prohibiting all forms of bullying, intimidation, threats, or physical/verbal abuse.
- Providing safe and confidential grievance mechanisms (supported by ISO 10002).
- Protecting employees from retaliation when reporting concerns.

### Quantitative Target:

**“We aim to increase employee participation in anti-discrimination and anti-harassment awareness trainings by 20% during the 2025–2027 period.”**