

	CAREER MANAGEMENT & TRAINING POLICY	DOCUMENT NO	PR-21
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Career Management and Training Policy

Hamle Matbaacılık ve Ambalaj Sanayi Tic. A.Ş. is committed to supporting the professional development, skill enhancement, and career progression of all employees. Our aim is to provide a fair, transparent, and motivating environment throughout all stages of employment—from recruitment and performance evaluation to training and internal promotion.

Qualitative Commitments:

- Providing appropriate induction training for all new employees.
- Implementing an annual training plan to support continuous skill development.
- Conducting performance evaluations in a transparent and objective manner.
- Ensuring equal opportunity and merit-based decision-making in promotions and career opportunities.
- Identifying training needs through regular assessments with supervisors.
- Encouraging employees to participate in external courses, seminars, and certification programs.

Quantitative Target:

“We aim to increase the average annual training hours per employee by 15% during the 2025–2027 period.”