



HUMAN RESOURCES POLICY

We, as ŞİMŞEK Ambalaj, believe that our most valuable resource is our people; we aim to contribute to our company's sustainable growth, productivity targets, and corporate success by supporting the continuous development of our employees' knowledge, skills, and competencies.

Fundamental Principles of Our Human Resources Policy

- To act in accordance with human rights, ethical values, and the principle of equal opportunity.
- To approach all employees fairly, equally, and respectfully, without any discrimination based on language, religion, race, gender, age, or similar factors.
- To conduct objective, fair, and transparent practices in recruitment, training, and employee development processes.
- To attract employees suitable for our company's needs by acting with the understanding of "the right person for the right job" and to support employee loyalty.
- To continuously increase our employees' knowledge, skills, and competencies through training and development activities.
- To support a participatory, open communication and collaboration culture by valuing our employees' opinions and suggestions.
- To conduct human resources practices in a current and effective manner by acting in accordance with national and international regulations.
- To support a work environment that protects the personal rights of our employees, is based on mutual trust and respect..
- To review and improve human resources processes with a continuous improvement approach.

We undertake to contribute to the sustainable success of our company by implementing human resources practices that support the development of our employees, strengthen employee satisfaction and corporate commitment.