



## HUMAN RESOURCES MANAGEMENT POLICY

The Human Resources Department of our company, which acts with the principle of "People First" at every stage of management and production and develops its strategies focused on customer, profitability, speed, innovation and competence, is committed to the followings;

- ✦ To initiate and manage positive change in line with company strategies, to ensure that the workforce needs are met by planning current and future human resources,
- ✦ To identify a human resource that is innovative, open to development, has high self-awareness, and can easily adapt itself to company strategies and goals, and to invest in this human resource by creating equal opportunities,
- ✦ To create an open and reliable communication environment in order to ensure a participatory, sharing corporate culture where employees and the organization are embraced,
- ✦ To ensure the adoption of a common and fair performance system in order to value and appreciate employees and support their personal and professional development,
- ✦ To continuously improve satisfaction levels in line with the expectations of the organization and employees and to measure employees' satisfaction perceptions at regular intervals for this purpose,
- ✦ To monitor and control that employees work in a working environment that complies with labor laws and Almaxtex Social Compliance policy, to evaluate requests and complaints received in this direction,
- ✦ To encourage the participation of employees in the training process and establishing a "win-win" philosophy between the organization and employees by using internal and external resources,
- ✦ To organize, execute, monitor, report and continuously improve all activities related to employees as process management,
- ✦ To work in a horizontal relationship with all departments in the business processes of the company, to always serve in a friendly, sharing and reliable manner.

ŞENOL ŞANKAYA  
YEŞİM GROUP CEO