ŞAHİNKUL

Occupational Health and Safety Policy

1. Purpose

The purpose of this policy is to demonstrate our company's commitment to prioritizing the health and safety of its employees while carrying out its activities and to contribute to the establishment of a safe working environment.Our company aims to prevent occupational accidents and diseases, reduce risks, and continuously improve its Occupational Health and Safety (OHS) performance through a continual improvement approach.

2. Scope

This policy applies to:

- All employees of our company,
- Employee representatives,
- Managers,
- Interns and temporary employees,
- Supplier and subcontractor employees,
- All visitors operating or present at the company's premises.

Our company is committed to complying with applicable occupational health and safety legislation and relevant standards in all areas where it operates.

3. Our Policy Commitments

Safe Working Environment

Our company aims to establish and maintain a working environment that protects the health and safety of employees by considering its purpose, as well as occupational health and safety risks and opportunities.

Risk Prevention

In order to prevent occupational accidents and diseases, hazards are identified, risks are assessed, and the necessary preventive measures are implemented.

Legal Compliance

All activities are carried out in compliance with applicable occupational health and safety legal requirements and relevant standards.

Training and Awareness

Regular training is provided to raise employees' awareness of occupational health and safety, and a safe working culture is promoted.

Participation and Communication

The opinions and suggestions of employees and employee representatives regarding occupational health and safety are taken into consideration, and their participation is encouraged and supported.

Continual Improvement

Occupational health and safety performance is regularly monitored and improved through a continual improvement approach.

Objectives

Our Company establishes and monitors its objectives by identifying its occupational health and safety commitments, applicable legal requirements, risks and opportunities, and relevant areas for improvement.

4. Responsibilities

- Top Management supports the development of an occupational health and safety culture and provides the necessary resources.
- Managers oversee the provision of safe working conditions within their respective areas of responsibility.
- The Occupational Health and Safety (OHS) Department is responsible for identifying risks, planning preventive actions, and monitoring their implementation.
- All employees are responsible for complying with occupational health and safety rules and contributing to the establishment and maintenance of a safe working environment.

5. Validation

This policy shall become effective upon approval by the Board of Directors and shall be binding on all employees and relevant stakeholders within the scope of the company's activities.The policy is reviewed at regular intervals and updated when deemed necessary.