

Occupational Health and Safety Policy

1. Purpose

The purpose of this policy is to define our company's approach that prioritizes the protection of employees' health and safety in the conduct of its business activities and to contribute to the creation of a safe working environment. Our company aims to prevent occupational accidents and work-related illnesses, reduce risks, and continuously improve occupational health and safety performance through a culture of ongoing improvement.

2. Scope

This policy applies to:

- All employees of our company,
- Managers,
- Interns and temporary employees,
- Suppliers and subcontractor employees,
- All visitors present at company premises.

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

3. Fundamental Principles

Safe Working Environment

Our company aims to establish a safe and healthy working environment to protect the health and safety of employees.

Risk Prevention

Hazards are identified, risks are assessed, and necessary preventive measures are implemented to prevent occupational accidents and work-related illnesses.

Compliance with Legislation

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

Training and Awareness

Regular training programs are provided to increase employees' awareness of occupational health and safety, and a strong safety culture is promoted.

Participation and Communication

Employees' opinions and suggestions regarding occupational health and safety are taken into consideration, and their participation is encouraged.

Continuous Improvement

Occupational health and safety performance is regularly monitored and continuously improved through a culture of ongoing enhancement.

4. Responsibilities

- Senior Management supports the development of an occupational health and safety culture and ensures the provision of necessary resources.
 - Managers are responsible for ensuring safe working conditions within their areas of responsibility.
 - The Occupational Health and Safety Department is responsible for identifying risks, planning preventive actions, and monitoring the implementation of safety practices.
 - All employees are required to comply with occupational health and safety rules and contribute to the creation of a safe working environment.
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5. Effective Date

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 shall be reviewed periodically and updated whenever deemed necessary.