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## GÜLSAN HOLDING OCCUPATIONAL HEALTH AND SAFETY POLICY

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*Gülsan Holding has distinguished itself in the industry through its innovations and principles, securing a leading position among sector companies. We carry on our operations guided by our principles, with a core belief that people are our most valuable asset for sustaining success. Consequently, our primary focus is to ensure a safe and healthy work environment for our employees, who are the key to our existence and success. In alignment with this commitment, we pledge to implement the following provisions as part of the Gülsan Holding Occupational Health and Safety Policy.*

1. With a robust Occupational Health and Safety (OHS) culture, we strive to achieve “getting it right the first time and consistently” with all our employees.
2. At Gülsan Holding, we adhere to national and international legislation, regulations, relevant standards, and the requirements of our certifications.
3. For continuous improvement and development, we identify and document hazards, risks, and near misses in the workplace. We then plan and take corrective actions through root cause analysis.
4. To enhance occupational health and safety, we keep up with current practices and emerging technologies, ensuring their adaptation to our company.
5. We conduct emergency planning by implementing proactive measures. This includes notifying our employees, ensuring their preparedness for potential emergencies, and carrying out drills.
6. We set numerical targets for OHS, plan, and implement actions to achieve these targets.
7. We provide essential OHS training to our employees, monitoring their compliance and development.
8. We ensure the health and safety of our suppliers and visitors during their time at our organization by providing all necessary information.
9. We encourage active employee participation in OHS processes and incorporate their feedback into our practices.
10. We conduct internal audits to identify areas for improvement in our OHS processes and keep the system updated and effective. We view third-party audits as valuable opportunities, applying insights gained from these audits to enhance our business processes.
11. We embed the principles of “Zero Occupational Accidents” and “Zero Occupational Diseases” into our corporate culture.
12. We take necessary measures to prevent health problems resulting from occupational accidents or prolonged job performance.
13. We strive to prevent occupational accidents and diseases and reduce health and safety risks by providing safe and healthy working conditions.
14. We provide our employees and visitors with the necessary personal protective equipment.
15. We share our Occupational Health and Safety Policy on our website to inform, raise awareness, and engage all our stakeholders.
16. While all employees contribute to the effective implementation of the Occupational Health and Safety Policy, the responsibility lies with the Occupational Health and Safety Committee.
17. The Board of Directors ensures the provision and continuity of the resources necessary for the implementation of this policy.
18. We are committed to reviewing our policy at least annually and making necessary updates and improvements.

**Chairperson of the Board of Directors**

*Mustafa TOPÇUOĞLU*

25.09.2023