

## Health and Safety Policy

### **Gülermak strongly supports and handles Occupational Health & Safety (OHS) as a basic human right**

Based on an understanding of the importance of human life and healthy environment as our basic principle; It is our primary objective to ensure safe and comfortable workplace, maximising safety and preventing near misses, injuries and occupational health problems as well as maintaining focus on continuous improvement of health and safety at work for all stake holders, employees, customers and neighbours.

### **In this context, our primary principles concerning OHS are the following:**

Legal requirements shall strictly be monitored and fulfilled in all of our work places.

All of us, whatever our rank and status within company, shall be trained in occupational health and safety periodically in accordance with the regulations requirements and keep abreast with industry advances.

All staff will be made aware of the possible risks and will be responsible to take necessary actions for further identification, monitoring, elimination of hazards and limitation of the risks, as well as taking advantage of opportunities for improvement in this area.

Each member of staff has stop-work authority, having the idea “if it is not safe, don't do it”.

We are committed to ensure the availability of all necessary resources in order to provide the healthiest and safest working environment with continuous improvement and further development of our OHS management system by ensuring the involvement of Top Management.

### **Communication, Consultation & Reporting**

We believe, the achievement of highest standards in health and safety needs effective participation and consultation of employees in decision-making processes as part of the occupational health and safety management system by giving sense of personal responsibility to all employees. We promise to maintain open and effective communication with employees, clients, local communities, executive bodies and administrative authorities, including all stakeholders.

Gülermak encourages all employees to reserve time continuously to review the work place together with their colleagues, locate threats, discuss preventive and protective measures in the work place.

Any employee of Gülermak or its business association can report to head of the related business unit in case of breach or violation of:

- this policy;
- International and local health and safety legislations;
- Gülermak’s Health Safety procedures in force.

**Mustafa Tuncer**

*Chairman of Executive Board*

Signature valid

Digitally signed by Mustafa Tuncer  
Date: 2021.04.02 06:29:06 CEST

**Kemal Tahir Gülerüz**

*Chairman*

Dijital olarak imzalayan

Kemal Gülerüz

Tarih: 2021.04.05 08:45:33  
+03'00'