

HEALTH AND SAFETY POLICY

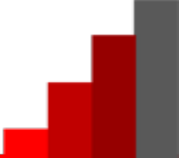
In line with our occupational health and safety policy, we aim to ensure that employees do their jobs in a safer environment while protecting their health. The policy also describes occupational health and safety responsibilities and the way of organizing the cooperation measures. The preparation of the occupational safety and health policy is based on the Occupational Safety and Health Act. The ISO 45001- Occupational Health and Safety Management System standard published by the International Standardization Organization (ISO) in March 2018 was published by TSE as TS ISO 45001:2018 as a Turkish Standard in April 2018.

We are committed to complying with these standards by providing safe and healthy working conditions for our employees, eliminating possible dangers in accordance with both national and international legislation, in our activities. In this context, we plan our occupational health and safety activities within the framework of the continuous improvement approach and carry out the ISO 45001:2018 standard as a reference. It is our priority for our employees to work in a healthy and safe environment, and we cooperate with our other stakeholders in this regard and create synergy.

The principles that we undertake to comply with during our activities for the reasons explained are as follows:

- Enabling organizations to provide safe and healthy workplaces,
- To take the necessary measures to prevent work accidents, occupational diseases, injuries and health deterioration,
- Increasing compliance with national and international legal and regulatory requirements,
- To share the responsibilities and ethical rules regarding Health and Safety with our employees at all levels,
- To apply relevant legislation and safety rules while adapting technological developments and new methods to our business processes,
- Continuous improvement of the Occupational Health and Safety management system and performance,
- Planning occupational health and safety activities with a proactive approach in order to protect employees and related parties while planning routine / non-routine activities,
- Setting goals for measuring the performance of the OH&S management system

We aim to make our drivers safe and reliable on the roads. All our vehicles are tracked instantly with the satellite tracking system and speed limits are checked regularly. The driving performances of all our drivers are evaluated and they are sent to training in case of need. Health checks of our long-distance drivers are routinely carried out, we take into account every situation from rest periods to their mood, and we plan long-distance journeys in line with these data.



GENERAL SAFETY RULES

1. All accidents, injuries or near misses, regardless of their nature, shall be promptly reported to the safety officer.
2. Clothing shall be appropriate to the duties being performed.
3. Hard hats and safety vests are provided for all warehouse staff and must be worn at all times in the warehouse, loading or unloading of vehicles in the yard. Smoking is not permitted in any part of the warehouse or office.
4. Visitors and customers are to be escorted by staff while on company property.
5. Only licensed personnel may operate forklifts or other warehouse equipment and must wear a seatbelt while doing so.
6. All banded products will be placed securely in the bunks.
7. All spills will be immediately cleaned up and reported.
8. Drawers and filing cabinets will be kept closed when not in use.
9. Filing cabinet drawers are to be filled from the bottom up or the cabinet is to be securely fastened /anchored.

With this understanding, we direct our work and ensure that the most appropriate technologies and methods are applied to protect the health and safety of our employees while putting our activities into practice. This policy will be periodically audited for effectiveness and will be reviewed sooner if business activity changes.