



ANADOLU GROUP

AG ANADOLU GRUBU HOLDİNG A.Ş. OCCUPATIONAL HEALTH AND SAFETY POLICY

AG Anadolu Grubu Holding A.Ş. (“AG Anadolu Grubu Holding”) always strives to offer the best to the people of Anatolia. In this regard, it aims to create a safe and healthy working environment for its employees, suppliers, subcontractors and visitors.

Therefore, AG Anadolu Grubu Holding is deeply committed to implement the followings:

- Establish an Occupational Health and Safety (OHS) Management that incorporates proactive and reactive approaches, and ensure that both approaches are adopted at all stages of the OHS Management System;
- Conduct a risk evaluation for each corporate activity and accordingly establish relevant procedures, as all accidents can be prevented through proper planning and effective practices;
- Consider human behavior to proactively identify hazards in the work environment and eliminate or minimize these risks at the source;
- Strongly support all initiatives and efforts to achieve the goal of zero occupational accidents and diseases, and work with its employees and stakeholders to achieve this goal;
- Investigate the root causes of all accidents and incidents in detail, and share the results with all employees in the OHS Board and Management Review meetings to ensure that lessons are learned and the necessary measures are taken, since accident investigation and reporting are vital in OHS Management System to prevent the reoccurrence of accidents;
- Ensure that all employees can receive medical support in all cases without any restrictions, since AG Anadolu Group Holding values the health of its employees and stakeholders;
- Provide a safe and compliant work environment for employees, suppliers, subcontractors and guests, and prevent injury and the deterioration of health;
- Measure and report OHS performance based on objectives and targets;



- Engage with all employees, employee representatives and stakeholders to encourage responsible OHS activities and obtain their opinions regarding their work in this field;
- Raise awareness and foster a sense of responsibility by providing training on OHS with its employees and stakeholders, and collaborate with all organizations protecting public interests in this regard;
- Comply with all applicable laws and regulations regarding OHS;
- Ensure and encourage continuous improvement by monitoring the implementation results;
- Ensure that the related parties can easily access OHS policies;
- Take all reasonable steps to ensure the health, safety and welfare of its employees and others who may be affected by its business activities, and ensure the continuity of the above-mentioned efforts.