

 BOZLUholding	OCCUPATIONAL HEALTH AND SAFETY POLICY	Belge No	BZL.İSG.POL.007
		Revizyon No	0
Yayın Tarihi		07.06.2024	
Revizyon Tarihi			
Sayfa No		1/5	
İSG Politikaları			

BOZLU HOLDING INCORPORATION

OCCUPATIONAL HEALTH AND SAFETY POLICY

Version 0.1

JAN 1, 2024

HAZIRLAYAN İSG BİRİMİ	ONAYLAYAN GENEL MÜDÜR	YÜRÜRLÜK ONAYI YÖNETİM KURULU
--------------------------	--------------------------	----------------------------------

Kontrolsüz Kopya

 BOZLUholding	OCCUPATIONAL HEALTH AND SAFETY POLICY	Belge No	BZL.İSG.POL.007
		Revizyon No	0
Yayın Tarihi		07.06.2024	
Revizyon Tarihi			
Sayfa No		2/5	
İSG Politikaları			

1. PURPOSE AND SCOPE

With the belief that occupational health and safety is a responsibility, Bozlu Group¹ shall fulfil its legal and social responsibilities with the participation of all relevant parties, including employees, suppliers, contractors, interns and visitors, based on the requirements of national and international legislation and relevant management system standards.

All Group Companies shall prevent unsafe acts and situations in order to eliminate or minimise the sources of danger that may lead to occupational accidents and occupational diseases, and work towards increasing the occupational health and safety awareness of employees and relevant stakeholders.

This Occupational Health and Safety Policy ("Policy") has been prepared in order to regulate the general principles and commitments accepted by Bozlu Group regarding occupational health and safety ("OHS") and covers all Bozlu Group companies.

health and safety ("OHS") and covers all Bozlu Group companies.

2. GENERAL PRINCIPLES AND COMMITMENTS

Within the scope of OHS activities, Bozlu Group shall undertake to provide safe and healthy working conditions for employees and all relevant stakeholders with whom it interacts with a focus on OHS, to ensure continuous improvement and to ensure compliance with the legislation in force and other conditions that companies are subject to in their fields of activity. As a Group that is aware of its duties towards its employees, society and stakeholders, it shall carry out activities to ensure a healthy and safe working environment. In this context, Group Companies shall ask all stakeholders working at their sites to comply with these rules and to contribute to their improvement.

Bozlu Holding" refers to the companies in which Bozlu Holding and/or its shareholders and managers have shares. "Bozlu Holding" refers to Bozlu Holding Inc.

HAZIRLAYAN İSG BİRİMİ	ONAYLAYAN GENEL MÜDÜR	YÜRÜRLÜK ONAYI YÖNETİM KURULU
--------------------------	--------------------------	----------------------------------

Kontrolsüz Kopya

 BOZLUholding	OCCUPATIONAL HEALTH AND SAFETY POLICY	Belge No	BZL.İSG.POL.007
		Revizyon No	0
Yayın Tarihi		07.06.2024	
Revizyon Tarihi			
Sayfa No		3/5	
İSG Politikaları			

Within the scope of occupational health and safety rules in the workplace and its annexes, Bozlu Group companies shall:

- take proactive measures to eliminate hazards that may cause occupational accidents and occupational diseases at the source.
- identify hazards, risks and near misses in the work environment and takes proactive measures to eliminate them.
- conduct risk analyses with a preventive approach at regular intervals to provide healthy and safe environments for their employees, and make planning, implementation, development and continuous improvement for necessary measures by evaluating all opportunities.
- undertake to comply with national and international legislation and other requirements regarding occupational health and safety.
- adopt continuous development to meet employee and stakeholder expectations by taking into account technological and sectoral innovations beyond the requirements of the legislation.
- ensure the participation of their employees in OHS processes and provide the consultation environment they need. establish, implement and ensure the continuity of processes for consultation and participation of employees at all appropriate levels and employee representatives, if any, in the development, planning, implementation, performance evaluation and improvement activities of the OHS management system.
- provide personal protective equipment needed for OHS, and use safe equipment and appropriate technologies.
- carry out activities to increase occupational health and safety culture.
- provide trainings for protection against accidents, injuries, diseases as well as correct and complete use of personal protective equipment.
- ensure that employees are subjected to health surveillance, taking into account the health and safety risks they will be exposed to in the workplace.
- follow certification processes that will improve OHS processes.
- work with external stakeholders to improve OHS performance.
- adopt OHS management ensuring healthy individual and safe workplace.
- identify the Key Performance Indicators and the targets for these indicators and monitor and analyse them. In order to achieve a successful OHS performance, determine quantitative targets, create action plans and monitor the level of realisation.
- ensure that all employees, contractor company's employees, visitors and interns within its

HAZIRLAYAN	ONAYLAYAN	YÜRÜRLÜK ONAYI
İSG BİRİMİ	GENEL MÜDÜR	YÖNETİM KURULU

 BOZLUholding	OCCUPATIONAL HEALTH AND SAFETY POLICY	Belge No	BZL.İSG.POL.007
		Revizyon No	0
Yayın Tarihi		07.06.2024	
Revizyon Tarihi			
Sayfa No		4/5	
İSG Politikaları			

fields of activity increase their personal awareness of OHS through information and training programmes.

- observe and manage OHS risks in changes to be made in existing investments and while planning new investments.
- determine and implement action plans and effective communication methods against possible emergencies and risks and periodically review their effectiveness.
- oversee the compliance of suppliers and contractors with the principles specified in this Policy.

3. RESPONSIBILITY FOR IMPLEMENTATION

This Policy has been prepared by Bozlu Group Compliance and entered into force upon the approval of the Board of Directors.

The Senior Management of the Group Companies shall be responsible for the supervision of the implementation of the articles in the Policy, and the business units of the Group Companies shall be responsible for the implementation of the Policy limited to their own areas of responsibility, and the implementation of the Policy in the Companies shall be monitored by the Bozlu Group Compliance Committee. The Boards of Directors of the Group Companies may delegate their powers and responsibilities regarding OHS to persons they authorise from within the company by following the necessary procedures and principles in accordance with the legislation. In such a case, the Boards of Directors shall ensure high-level supervision and oversight of the persons to whom powers and responsibilities are delegated.

4. MONITORING OF THE POLICY

This Policy shall be reviewed and evaluated annually by the Bozlu Group Compliance Committee. If there is a significant change in Group practices that will affect the policy, the Policy shall be reviewed by the Bozlu Group Compliance Committee and harmonised with the changes. Amendments to the Policy shall enter into force upon the approval of the Board of Directors.

5. APPLICATIONS AND COMPLAINTS

Information requests, suggestions and complaints regarding the Policy can be submitted anonymously via the Bozlu notification channel (online form link should be given) or via the e-mail address uyum@bozlu.com.

HAZIRLAYAN İSG BİRİMİ	ONAYLAYAN GENEL MÜDÜR	YÜRÜRLÜK ONAYI YÖNETİM KURULU
--------------------------	--------------------------	----------------------------------

 BOZLUholding	OCCUPATIONAL HEALTH AND SAFETY POLICY	Belge No	BZL.İSG.POL.007
		Revizyon No	0
Yayın Tarihi		07.06.2024	
Revizyon Tarihi			
Sayfa No		5/5	
İSG Politikaları			

No counter behaviour or attitude shall be displayed towards employees or other stakeholders who make notifications and complaints in good faith regarding behaviours contrary to the norms within the scope of this Policy.

HAZIRLAYAN İSG BİRİMİ	ONAYLAYAN GENEL MÜDÜR	YÜRÜRLÜK ONAYI YÖNETİM KURULU
--------------------------	--------------------------	----------------------------------

Kontrolsüz Kopya