



KOLUMAN
OCCUPATIONAL HEALTH
AND SAFETY POLICY



1. Purpose and Scope

As Koluman Holding, we develop and implement occupational health and safety (OHS) policies to protect the health and safety of our employees, contractors, visitors, and business partners at the highest level, to provide a safe and healthy working environment, and to prevent occupational accidents and diseases. This policy has been established in accordance with the Occupational Health and Safety Law of the Republic of Turkey, other relevant legal regulations, international occupational health and safety standards, and Koluman Holding's ethical principles.

Koluman Holding views occupational health and safety not as an obligation but as a fundamental element of its sustainable success and operates with a zero accident target in all areas where it operates. This policy applies to all employees, managers, contractors, subcontractors, suppliers, and all individuals and organizations acting on behalf of Koluman Holding, and is valid in all of the company's facilities, work sites, and office environments.

2. General Principles

Koluman Holding views occupational health and safety as a fundamental element of its corporate culture and embraces this approach in all its activities. Our company considers creating a safe working environment, protecting the health of employees, and minimizing risks to be among its primary responsibilities.

In line with this, the following basic principles have been adopted:

Proactive measures are taken towards the goal of zero workplace accidents and zero occupational diseases.

Full compliance with occupational health and safety legislation and international best practices is ensured.

Risk assessment processes are carried out regularly to identify potential hazards in advance and implement necessary measures.

All employees and managers are encouraged to actively participate in occupational health and safety processes.

Suppliers, contractors, and business partners are also expected to fully comply with occupational health and safety standards.

Emergency management and crisis plans are developed to ensure the protection of employees, facilities, and the environment.

OHS performance is regularly measured, evaluated, and improved with a continuous improvement approach.

3. Risk Management and Preventive Measures

Koluman Holding implements a systematic risk management process to minimize occupational health and safety risks. The following practices are implemented to identify potential hazards in the workplace, take preventive measures, and ensure continuous improvement: Hazard sources are regularly analyzed and risk assessment studies are conducted.

Factors that could lead to workplace accidents are identified and preventive actions are taken.

Ergonomic, chemical, biological, and physical risks are regularly assessed to prevent occupational diseases.

Workplace safety inspections are carried out to identify risks and develop action plans to reduce them.

Continuous monitoring and control mechanisms are implemented in high-risk work areas.

Regular training is provided to increase employee awareness of OSH risks.

OSH performance is measured regularly, and data-driven improvement efforts are undertaken.

4. Responsibilities of Employees and Managers

All employees and managers of Koluman Holding are required to fully comply with occupational health and safety policies.

Employees must comply with safety measures taken in the workplace and fully implement safety procedures.

Managers are responsible for ensuring the creation of safe working environments and guiding employees in accordance with OHS rules.

Any safety violations or hazardous situations must be reported to the OHS department immediately.

All employees are required to participate in occupational health and safety training.

5. Emergency Management

Koluman Holding has developed comprehensive crisis management plans to be prepared for fires, natural disasters, chemical spills, workplace accidents, and other emergencies.

Regular emergency drills are conducted at all facilities.

Employees are trained on emergency procedures.

Emergency exits, fire suppression systems, and first aid equipment are regularly maintained.

Responsibilities related to emergencies are clearly defined, and the necessary units are coordinated.

6. Promoting Occupational Health and Safety Culture

Koluman Holding organizes training sessions, informational meetings, and awareness campaigns to increase employee awareness regarding occupational health and safety.

Periodic training sessions are held to promote an OHS culture.

Reward systems are implemented to encourage safe behavior among employees.

Employee feedback mechanisms are established to improve OHS performance.

7. Occupational Health and Safety Standards for Suppliers and Business Partners

Koluman Holding expects its suppliers and business partners to fully comply with occupational health and safety principles.

Suppliers who do not comply with occupational health and safety standards will not be engaged.

OHS training is mandatory for contractors and subcontractors.

Audit mechanisms are used to verify whether suppliers are acting in accordance with safety standards.

8. Continuous Improvement and Performance Tracking

Koluman Holding, iş sağlığı ve güvenliği performansını sürekli iyileştirmek amacıyla izleme, denetim ve raporlama süreçlerini etkin bir şekilde uygulamaktadır.

İSG performans ölçümleri düzenli olarak yapılır ve yönetim raporları hazırlanır.

Denetimlerde tespit edilen uygunsuzluklara karşı düzeltici ve önleyici aksiyonlar alınır.

Teknolojik gelişmeler takip edilerek iş sağlığı ve güvenliği süreçlerine entegre edilir.

9. Sanctions and Enforcement

Koluman Holding imposes sanctions on employees and business partners who violate occupational health and safety rules.

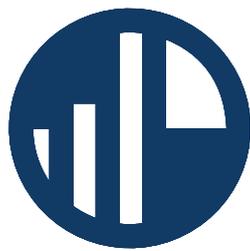
Disciplinary procedures are initiated for employees who violate OHS regulations.

Contracts with suppliers and contractors who fail to comply with OHS regulations are reviewed and terminated when necessary.

Workplace accidents or occupational diseases resulting from violations are investigated in detail, and the necessary legal proceedings are initiated.

10. Enforcement and Updates

Date of First Publication	Revision Date/No.	Explanation
08.04.2025	-	-



Compliance Programme

