

1.0 PURPOSE

The purpose of this policy is to define the commitments and targets of Naturel Holding and its Subsidiaries regarding occupational health and safety within the scope of their activities in the field of renewable energy.

Together with their *Health&Safety Sub-Committees* Naturel Holding and its Subsidiaries continuously work to improve the health and safety standards in line with international best practices.

2.0 SCOPE

This policy covers all employees and activities of Naturel Holding and its Subsidiaries in accordance with ISO 45001:2018 management system.

3.0 PRINCIPLES and PRACTICES

Compliance with Laws and Regulations

Naturel Holding and its Subsidiaries comply with applicable laws and to protect the occupational health and safety of all their employees, minimize possible occupational accidents and their effects, and ensure efficiency and quality in the production of work and services.

Employee Training and Awareness

Naturel Holding and its Subsidiaries contribute to the development of their employees' awareness and sense of responsibility by ensuring that they understand their place and responsibilities within this system through training programs. They work with Occupational Safety Specialist (OSS) to train and prepare their employees in OHS, ensuring that all employees are trained in OHS before they start their employment.

Zero Occupational Accident Goal

Naturel Holding and its Subsidiaries are committed to achieving their goal of "zero occupational accidents" by eliminating potential risks within the participation of their employees. They create a healthy and safe work environment for all employees and ensure the continuous development of the OHS system by setting new goals and targets every year.

Personal Protective Equipment (PPE) Safety

Naturel Holding and its Subsidiaries use personal protective equipment to prevent occupational accidents or diseases, protect employees from health and safety risks, and improve health and safety conditions. The selection of personal protective equipment is based on related EN Standards and CE certification specified within the scope of Law No. 6331 and relevant regulations. The conditions and the lifecycle of PPE are determined by considering the degree of risks, frequency of exposure, characteristics of the work area, and the performance of personal protective equipment.

Machinery Safety

Naturel Holding and its Subsidiaries consider risk assessments, laws and relevant regulations prepared in accordance with the European Union Directive 2006/42/EC in the use of machinery and equipment. Risk assessments are conducted according to European Union Directive 2009/104/EC, international ISO and EN standards for machinery and work equipment inspected by the Ministry of Technology and Industry of the Republic of Turkey.

Workplace Ergonomics

Naturel Holding and its Subsidiaries implement the requirements to protect employees from health and safety risks that may occur due to ergonomics. These requirements cover the basic principles of ergonomics, such as investigating occupational risks in working conditions, reducing damage and accidents, protecting the health, comfort and happiness of employees, and increasing work efficiency.

Chemicals Safety

Naturel Holding and its Subsidiaries determine the conditions to protect employees' health from effects of chemical and biological substances used or processed in the workplace and provide a safe working environment. Chemical and biological hazards in the risk analysis involving their activities are evaluated in accordance with 98/24/EC directives and suitable personal protective equipments are determined for all activities.

Fire Prevention

Naturel Holding and its Subsidiaries establish procedures and principles to prevent possible fires and minimize damage in case of fire, in alignment with the articles of Regulation No. 2007/12937.

Supply Chain Health & Safety

Naturel Holding and its Subsidiaries manage OHS processes related to the supply chain in line with the Supply Chain Policy, Supply Chain Occupational Health and Safety Criteria, taking into account global occupational health and safety doctrines, and organize the work of their business partners and suppliers in accordance with ISO 45001:2018 methodologies.

Reviewing of Policy

This OHS policy is reviewed with Corporate Governance Committee once a year, to evaluate its effectiveness and make necessary improvements.

4.0 REVISION HISTORY

Revision No	Rev. Date	Revised Titles	Explanations
01	09.2023	3.0	General application principles revised.

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Naturel Holding



02	05.2024	3.0	General application principles revised.
03	07.2024	3.0	General application principles revised.

