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OCCUPATIONAL HEALTH and SAFETY POLICY



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.

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

Our Occupational Safety and Health Policy consists of the following items:

Compliance with Laws and Regulations

Naturel Holding is committed to full compliance with all applicable local and national occupational health and safety (OHS) and labour legislation for employees and contractors engaged in construction, maintenance, operation and manufacturing activities.

Company activities are conducted in accordance with, in particular:

- Constitution of the Republic of Turkey Law No. 2709 Art. 49-55
- Occupational Health and Safety Law No. 6331
- Labour Law No. 4857
- Relevant secondary legislation and implementing regulations

Naturel Holding has established its Occupational Health and Safety Management System in alignment with international standards. In this context:

- The OHS Management System is implemented in line with the principles of ISO 45001 Occupational Health and Safety Management System Standard.
- OHS management is outsourced to a 3rd party independent service provider that verifies OHS data
- Risk assessments are conducted regularly and updated as necessary.
- Measurable OHS targets are defined and performance is monitored.
- Internal audits and site inspections are carried out periodically.
- Regular OHS training is provided to employees and contractors.
- Incidents, accidents and near-miss events are systematically recorded, monitored and reported.
- Emergency preparedness and response plans are established and tested through drills.

Operations and assets financed under this Framework are managed in accordance with a continuous improvement approach to OHS performance. We monitor performance against both industry/sector

Prepared by:	Controlled by:	Approved by:
QUALITY MANAGEMENT	OHS	CEO
DEMET DİKMEN	ERDEM ÖZDEMİR	TOLGAY BENDERLİ

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standards and previously set targets via KPI's periodically and set annual quantitative targets to maintain our zero-occupational accident rate.

Naturel Holding recognizes the provision of a safe working environment as a fundamental human right and considers the health, safety and well-being of its employees an integral part of its corporate sustainability approach.

Governance

The occupational health and safety (OHS) targets are monitored by the Health and Safety Subcommittee, which is established to sustain cross-divisional participation in OHS matters and to ensure that sustainability targets related to OHS are maintained, properly reported, and supported by timely actions to achieve them.

The Health and Safety Subcommittee reports to the Executive Committee and the CEO, who in turn present the findings to the Board Committees and the Board. The Board is responsible for setting and approving new targets and strategies.

The objective of the Health and Safety Subcommittee is to oversee the effective implementation of OHS policies, monitor performance against targets, and promote continuous improvement in workplace health and safety.

Employee Training and Awareness

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

Zero Occupational Accident Goal

We are committed to achieving our goal of "zero occupational accidents" by eliminating potential risks within the participation of our employees. We create a healthy and safe work environment for all employees and ensure the continuous development of our OHS system by setting new goals and targets every year, prioritizing the OHS factor.

Personal Protective Equipment (PPE) Safety

We 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.

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Machinery Safety

We 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

We 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

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

Fire Prevention

We establish procedures and principles to prevent possible fires and minimize damage in case of fire. Our company complies with the articles of Regulation No. 2007/12937.

Supply Chain Health & Safety

We manage OHS processes related to the supply chain in line with the Supply Chain Employee OHS Policy, taking into account global occupational health and safety doctrines, and organize the work of our business partners and suppliers with our company in accordance with ISO 45001:2018 methodologies.

Reviewing of Policy

We review our OHS policy 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	
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QUALITY MANAGEMENT			OHS	CEO
DEMET DİKMEN			ERDEM ÖZDEMİR	TOLGAY BENDERLİ

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00	01.2023	-	Initial release
01	09.2023	3.0	General application principles revised.
02	05.2024	3.0	General application principles revised.
03	07.2024	3.0	General application principles revised.
04	26.02.2026	3.0	Compliance with Laws and Regulations title is updated.
05	30.04.2026	3.0	Compliance with Laws and Regulations title is updated. Governance title is added.

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DEMET DİKMEN	ERDEM ÖZDEMİR	TOLGAY BENDERLİ

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