
Arçelik

**Occupational
Health and
Safety Policy**

As Arçelik and its employees, within the framework of our vision of "Respecting the World, Respected Worldwide", we strive to determine and maintain the most appropriate working methods in order to create a safe and healthy workplace in accordance with our Occupational Health and Safety Management System, and we aim to further increase our OHS performance in all our processes with the relevant national and international legislation and regulations in line with our goals. Our commitments to these goals are as follows;

Based on our principle and the valuable saying of our founder, Mr. Vehbi Koç; "**Our Most Valuable Asset is Our Human Resources**" we aim,

- To create healthy and safe workplace with zero occupational accident and zero occupational disease approach,
- To detect and eliminate the hazards, risks and near miss situations in the workplace,
- To provide the necessary communication activities to understand the needs and expectations of our employees and other interested parties regarding OHS,
- To continuously improve our OHS performance by using the best technologies available,
- To take proactive measures by preparing the necessary plans for possible emergencies,
- To provide opportunities for all OHS trainings that may be necessary and to follow the effectiveness of the trainings,
- To deploy the lessons learned and best practices in OHS subjects to all our workplaces
- To follow and improve the OHS performance of contractors within the scope of our OHS Management System,
- Identifying and implementing the opportunities related to OHS, by integrating them into our processes and practices,
- Setting quantitative targets, creating action plans, tracking realization levels to achieve a successful OHS performance,
- To create a culture in which the habit of working safely and healthy is internalized and to provide the necessary resources,
- To act in accordance with the national and international legal regulations, collective labour agreement and other obligations for new investments and existing operations in all geographies we operate,
- To establish upon continuous improvement in our OHS activities by ensuring the participation of all levels of the organization and our stakeholders,

At Arçelik, human life is a priority and no work can be so important as to be done without taking safety and health precautions. Our employees act in accordance with all legal regulations regarding Occupational Health and Safety and our company policies, immediately report unsafe working conditions, accidents, injuries and unhealthy situations, identify emergency hazards and make appropriate preparations, know what to do in an emergency and do not come to work under the influence of drugs and alcohol.

In Arçelik, we prioritize human life. No work is so important than it can be performed without occupational health and safety measures. Our employees act according to all Occupational Health and Safety regulations, and company policies, and notify any unsafe working

conditions through our communication channels. We promptly notify any accident, injury, or unsafe condition. We identify our emergency scenarios and make necessary preparations; we know what needs to be done in case of an emergency. We do not come to work under the influence of drugs or alcohol.

All company employees, stakeholders and contractors are obliged to work under Arçelik OHS Policy requirements.

In order to fulfill this obligation, we manage our OHS-related activities in an integrated manner with our Quality, Energy, Environmental Management Systems, our Sustainability approach, our Global Business Ethics Principles and related Policies and Koç Group OHS Policy and we work with all our might to be an exemplary organization in terms of occupational health and safety in our sector and in the world.

DUTIES AND RESPONSIBILITIES

OHS Policy is published under the coordination of Arçelik OHS Corporate Safety Department Management, reviewed and updated when necessary, and approved by the Board of Directors.

REFERENCE DOCUMENTS

Detailed explanations regarding this Policy and its implementation are available in the Company Management System Handbook.

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