

**DRAAKON GROUP A.Ş.**  
**OCCUPATIONAL HEALTH AND SAFETY POLICY**

At Draakon Group, Occupational Health and Safety (OHS) is an integral part of our business. With this awareness, across all our fields of activity, we act in accordance with the legal requirements of the countries in which we operate and relevant standards (such as ISO 45001) to eliminate or minimize potential harm to our employees, third parties, company assets, and the environment.

We accept and commit to implementing and enforcing these principles with the participation of our employees and with a focus on continuous improvement.

With this Occupational Health and Safety Policy, Draakon Group adopts the following fundamental principles:

- Accepting that our most asset is human life and human health,
- Conducting business in compliance with applicable OHS legislation, relevant standards, customer expectations, management system requirements, and other obligations in all sectors both domestically and internationally,
- Demonstrating commitment and leadership at all levels of the organization,
- Ensuring that all employees and subcontractor personnel have the appropriate training, education, and experience in line with their job descriptions, providing opportunities to enhance OHS awareness, and fostering an OHS culture,
- Taking all necessary precautions to protect the health and safety of our employees, subcontractors, suppliers, visitors, local communities, and personnel assigned outside the workplace, and providing all necessary tools, equipment, materials, personal protective equipment, and other resources while ensuring their effective use,
- Identifying hazards related to our activities, assessing risks, defining necessary control measures to reduce risks, and ensuring compliance with these measures,
- Encouraging employee participation by collecting opinions and suggestions to enhance the occupational safety culture across all processes, and continuously improving and monitoring OHS-related activities on an annual basis,

- Preparing for potential emergency situations such as fire, earthquake, flood, injury, and pandemics by establishing plans, taking proactive measures, and regularly reviewing and updating their effectiveness,
- Investigating and reporting all incidents and accidents, including near-miss events, to prevent the recurrence of similar incidents, injuries, and occupational diseases,
- Establishing measurable objectives, developing action plans, and monitoring progress at regular intervals to ensure continuous improvement,
- Reviewing all stages of our activities to continuously improve our occupational health and safety performance, and carrying out preventive and corrective actions,
- Promoting the understanding that the correct implementation of OHS principles is the responsibility of all employees and encouraging them accordingly.

### **Purpose of the Policy**

The purpose of this policy is to define the principles guiding activities aimed at providing a healthy and safe working environment for all internal and external stakeholders.

### **Scope of the Policy**

This policy covers our employees, subcontractors, suppliers, visitors, local communities, and personnel assigned to work outside the workplace.

### **Implementation of the Policy and Relevant Legislation**

This policy has been established by incorporating the rules set forth by applicable legislation into the practices of our company. In this context, all relevant regulations primarily the Occupational Health and Safety Law shall be applied as a priority. In the event of any inconsistency between applicable legislation and this policy, Draakon Group acknowledges that the applicable legislation shall prevail.

### **Policy Enforcement**

This policy is reviewed periodically and updated when deemed necessary. The Management Systems Directorate is responsible for updating the policy.

**İsmet EJDEROĞLU**

CEO