

2025



# ODAS'S OCCUPATIONAL HEALTH AND SAFETY POLICY

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## 01 Purpose and Scope

ODAŞ's Occupational Health and Safety Policy ("Policy") recognizes that protecting the health and safety of our employees, visitors, and other stakeholders is our top priority at ODAŞ. This Policy sets out the commitments related to the measures to be taken to provide safe and healthy working conditions within our organization. Furthermore, steps required to ensure continuous improvement in occupational health and safety are taken.

ODAŞ's Occupational Health and Safety Policy covers ODAŞ employees and the companies we procure external services from, including consultants, suppliers, subcontractors, external auditors, and any other individuals or organizations performing duties and/or providing services on behalf of ODAŞ.

## 02 Principles and Commitments

In this context;

- ODAŞ commits to taking all necessary measures for the safety and health of our employees and all other stakeholders. The infrastructure, training, and supervision required for the safety of our employees are provided.
- ODAŞ sets concrete goals in the scope of occupational health and safety (OHS) and ensures continuous improvement to achieve these goals. Efforts to improve OSH performance are regularly reviewed, and the necessary strategies to achieve the goals are identified and implemented.
- ODAŞ fully complies with legal regulations and other applicable requirements. All legal liabilities obligations related to occupational health and safety are fulfilled, and legal requirements are taken into account at every stage of our organization's operations.
- ODAŞ regularly conducts risk assessments to eliminate the hazards in the workplace and minimize occupational health and safety risks.
- Our employees are entitled to have a say in OHS matters, share their opinions, and participate in all decision-making processes related to OHS. Regular communication is maintained with the representatives of the employees, and all employees are encouraged to play an active role in achieving a safe working environment.
- The effectiveness of our OHS management system is regularly monitored, assessed, and continuously improved. Opinions of all stakeholders are sought during this process, and necessary improvements are implemented by seizing the opportunities that arise.

At ODAŞ, all necessary measures that are required to protect the health and safety of all employees, eliminate hazards, and minimize occupational health and safety risks are implemented. All kinds of resources are provided for the health and safety of our employees, and training and auditing processes are continuously improved. Our entire management team and all our employees are responsible for the implementation of the policy.



In this Policy, occupational health and safety is considered not only as a legal obligation but also as a fundamental element of corporate responsibility and sustainable success. Our Company commits to monitoring health and safety performance against measurable targets, assessing the results transparently, and ensuring continuous improvement through open communication with all relevant stakeholders.

## 03 Enforcement

ODAŞ's Occupational Health and Safety Policy has entered into force as of 25.07.2025, pursuant to the Board of Directors' Decision dated 25.07.2025 and numbered 2025/10. The effective date and version information of the policy shall be clearly stated in the document. The policy is published and made available on internal company systems and the corporate website.

ODAŞ's Ethics Committee is responsible for implementing, monitoring, and assessing the effectiveness of the policy. Within this scope, ODAŞ's Ethics Committee identifies risks in the implementation of policies, reviews the received ethics reports, monitors the system's effectiveness regarding violations, and recommends corrective actions when necessary. Recommendations for revisions are drawn up by the ODAŞ Ethics Committee and implemented by the Board of Directors. Updated policy documents are clearly communicated to all employees and relevant stakeholders.





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