# SARILAR GROUP OCCUPATIONAL HEALTH AND SAFETY POLICY

## 1. Purpose

As SARILAR GROUP, we adopt the health and safety of our employees, customers, visitors, and all relevant parties as a top priority in our sector of operation. This policy has been established to prevent occupational accidents and diseases, provide a safe working environment that supports both physical and psychological health, comply with all legal requirements, and ensure continuous improvement in our occupational health and safety management system.

## 2. Scope

This policy covers all direct and indirect employees, interns, contractors, subcontractors, visitors, and all relevant parties present at our worksites or facilities. All these actors are expected to fully comply with SARILAR GROUP’s occupational health and safety culture and the provisions of this policy.

## 3. Our Commitments

* We recognize providing a safe and healthy physical working environment for all our employees as one of our main responsibilities.
* We commit to full compliance with all applicable national and international occupational health and safety laws, regulations, and standards.
* We commit to identifying hazards arising from our activities, assessing risks, and taking necessary control measures to eliminate or reduce these risks to acceptable levels. We aim to review and update risk assessments in all operational areas at least once a year.
* We commit to providing regular health surveillance and periodic examinations to minimize the risk of occupational diseases and support employees’ overall physical health, aiming to keep the number of occupational disease cases at zero or at a minimum.
* We commit to protecting our employees’ psychological well-being at work and preventing negative impacts caused by work-related stress. In this scope, we commit to taking measures such as ensuring balanced workload distribution, promoting open communication channels, and establishing clear policies to prevent bullying and harassment.
* We aim to enhance awareness and create a safety culture by ensuring all employees receive the occupational health and safety training required for their roles, and we target providing OHS training to every employee annually.
* We value the participation and opinions of our employees in OHS matters and aim to ensure their active involvement in OHS processes through employee representatives and relevant departments.
* We commit to identifying potential emergencies (fire, accident, natural disasters, etc.), being prepared for them, and developing effective response plans.
* We commit to regularly reviewing our OHS performance, conducting audits, analyzing accidents and incidents, and taking necessary actions for continuous improvement.
* We commit to conducting necessary investigations after any accident or incident and working toward our goal of zero occupational accidents.

This policy is the shared responsibility of SARILAR GROUP Management and all employees. All necessary resources will be provided to implement, maintain, and continuously improve the policy. All employees are expected to comply with this policy and adopt safe working practices.