



HEALTH AND SAFETY POLICY

Toros Meram Yenilenebilir Enerji Üretim A.Ş., which is a subsidiary of Toros Tarım, adopts the mission of providing the safest environment for all its employees and stakeholders with continuous improvement and the highest standards of health and safety. Toros Meram believes that all accidents/incidents, occupational diseases and community health risks can be prevented with an effective management system based on global standards with continuous improvement regarding the changing conditions. Toros Meram adopts "12 Must-Have Rules in Working Environments" defined by Toros Tarım to raise awareness of its employees about workplace and working risks, and to detect and proactively manage risks accordingly.

Toros Meram aims to provide a sustainable occupational and community safety outputs through employee participation and local communities by transforming it ultimately into a corporate culture that supports health and safety. In this regard, Toros Meram commits the following statements and approaches to achieve targeted health and safety goals.

- National and international standards, regulations, and legal requirements are compiled in health and safety.
- Potential occupational and community health and safety risks are identified, evaluated, and necessary precautions are taken to prevent from possible incidents, accidents, and emergency situations.
- Safe and healthy working conditions are established and provided including the issues of protection from physical or psychological violence.
- Non-discrimination and equal opportunities for all employees are provided for all employees and child/forced labor is definitely forbidden.
- Training programs related to occupational and community health and safety are provided to all employees, contractors and visitors.
- It is ensured that all employees, contractors, subcontractors and stakeholders understands and adopts the principles of Toros Meram Health and Safety Policy.



- The cooperation with its employees in order to achieve workplace and community safe and healthy standards is promoted and maintained by implementing “12 Must-Have Rules in Working Environments” which involves the topics of personal protective equipment, job-specific precautions, workplace risks and environmental hazards.
- Clear information and instructions with adequate training are provided to all employees and their participation is mandatory to conserve and maintain health and safety in workplaces.
- Regular inspections in workplaces and investigations of any incident/accident are promoted and necessary measures are taken immediately.
- Health and Safety performance supported by management plans and procedures is evaluated, monitored internally/externally and updated according to global standards in order to establish and maintain a sustainable occupational and community health and safety system in all activities.
- Workers are promoted to be involved in establishing operating, evaluating and improving the health and safety program to improve Health and Safety Performance.
- A sustainable sound Health and Safety Performance will be established.

November 2020