

Şişecam Group fulfills its occupational health and safety responsibilities in all its affiliated workplaces with the participation of all relevant parties – including employees, interns, visitors, and business partners. In its occupational health and safety activities, Şişecam Group complies with all local legal and regulatory requirements in its countries of operation, as well as national and international standards.

All workplaces of Şişecam Group take preventive actions towards unsafe behaviors and situations. The objective is to eliminate sources of hazard that may cause work accidents and occupational diseases or to reduce them to an acceptable level. In these various actions, Şişecam Group ensures the engagement of employees and relevant stakeholders.

Şişecam Group's highest priority is the health and safety of its employees, business partners, customers, and visitors – the Group's most critical assets in all facets of its operations. Accordingly, Şişecam Group declares and undertakes to lead the efforts and provide all necessary resources in the following subject areas in order to create a healthy workforce and foster the health of individuals:

- to make continuous improvements to eliminate the hazards to the safety of life and property, including diseases, injuries, emergencies,
- to perform a risk assessment on occupational health and safety with the active participation of employees, to reach an acceptable level of risk,
- to use new technologies, capitalize on changes and opportunities, manage processes with a proactive approach starting from the project design stage,
- to engage all levels of the organization and the Group's stakeholders in the improvement of occupational health and safety practices,
- to raise awareness and develop competencies related to health and safety in all aspects of the Group's operations,
- to make the habit of safe behavior and conduct in all employees and to make it a way of life in order to develop an occupational health and safety culture across the organization,
- to comply with all legal and regulatory obligations related to occupational health and safety, as well as relevant national and international standards,
- to improve, review and monitor the Group's occupational health and safety performance by setting measurable and applicable targets,
- to disseminate good practices within and outside the Group, to consider the suggestions and recommendations from relevant parties/stakeholders, as well as their needs and expectations,
- to adopt the core principle of "Healthy individual, safe workplace."





# ŞİŞECAM GROUP OCCUPATIONAL HEALTH AND SAFETY POLICY

Şişecam Group's Board of Directors is responsible for adopting and upholding the articles in this Policy, while all units in the workplaces are responsible for implementing them.

Şişecam Group's Occupational Health and Safety Policy is reviewed annually by the Occupational Health and Safety Department and then submitted to the Şişecam Group's Executive Board. In the event there is any change that will affect the Policy, the necessary revisions are made to the Policy. After a favorable opinion is received from the CEO, the updated Policy is submitted to the Board of Directors for approval.

The Policy is clearly displayed in areas accessible to all employees as an integral part of the occupational health and safety systems in Şişecam Group's workplaces. In addition, all relevant parties can access the Policy via the corporate website at [www.sisecam.com.tr](http://www.sisecam.com.tr).

Information requests and suggestions related to the Policy can be submitted through internal communication channels and the 'Contact Us' page on the corporate website.

A handwritten signature in blue ink, located in the bottom right corner of the page.