

NUROLHOL-C-2023-0151-ENG
Occupational Health and Safety Policy

NUROL HOLDING OCCUPATIONAL HEALTH AND SAFETY POLICY

At Nurol Holding, we consider occupational health and safety a top priority in ensuring the safety and well-being of our employees. Throughout our operations, we emphasize and promote awareness of health and safety responsibilities among our employees, subcontractors, suppliers, visitors, and off-site personnel, while actively identifying potential hazards and mitigating risks. We are committed to embracing the following principles, aiming for continuous improvement of our occupational health and safety performance:

- To recognize that human health and safety are our top priorities,
- To comply with applicable national and international legislation and standards, customer expectations, and management system requirements, and to follow certification processes that will improve Occupational Health and Safety (OHS) processes,
- To demonstrate commitment to occupational health and safety requirements at all organizational levels and provide guidance for their best possible implementation,
- To identify, evaluate, and effectively control occupational health and safety risks arising from our activities, and to minimize these risks through new investments and the establishment of necessary infrastructure across all our operations,
- To take all necessary measures to ensure compliance with occupational health and safety legislation and related standards, and to provide and promote the use of all required tools, equipment, materials, and personal protective equipment to safeguard the health and safety of our employees, subcontractors, suppliers, visitors, local communities, and assigned personnel,
- To establish plans for emergencies such as fires, earthquakes, floods, injuries, and illnesses, take proactive measures, monitor the effectiveness of these measures, and update them as needed,
- To foster an environment that encourages employee participation in OHS processes and opinions sharing, develop, plan, and implement the OHS management system, establish a process for employee representatives to engage in performance evaluation and improvement activities, and ensure consistent implementation and continuity,
- To perform risk assessments to prevent and minimize occupational accidents and diseases, and to implement measures eliminating risks and hazards at their source,
- To cultivate awareness and promote an occupational health and safety culture by providing occupational health and safety awareness training to our employees, subcontractors, suppliers, visitors, and local communities,

- To establish targets, develop action plans, and regularly monitor progress to continuously improve our occupational health and safety performance by reviewing each phase of our activities,
- To ensure compliance with this Policy among all employees, suppliers, and subcontractors, and to promote the adoption of appropriate work principles.

This Policy is subject to periodic reviews and updated as required, with the Nurool Holding Corporate Communications and Sustainability Department being responsible for its updates. It was approved by the Board of Directors of Nurool Holding Inc. on 25.04.2024 with decision number 2024/6 and came into effect on the same date.