

OCCUPATIONAL HEALTH AND SAFETY POLICY

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The Occupational Health and Safety (OHS) Policy, an annex to the Integrated Management Systems Policy, has been prepared to define Ateş Wind Power's corporate approach to protecting the health and safety of its employees, and to set out the fundamental principles, responsibilities, and commitments in the field of OHS. This policy aims to create a safe and healthy working environment across all company activities, with the goal of zero accidents and zero occupational diseases.

The OHS Policy applies to all employees, managers, subcontractors, suppliers, business partners, and representatives within Ateş Wind Power. It covers all factories under Ateş Wind Power.

Within the scope of this policy, Ateş Wind Power accepts, undertakes, and declares the following principles:

- Comply with national and international laws, regulations, and standards.
- Identify OHS risks in advance with a "people first" approach, take the necessary measures to reduce risks and eliminate hazards.
- Monitor OHS performance through measurable targets with the goal of zero accidents and zero occupational diseases, review it periodically, and ensure continuous improvement.
- Provide all employees with a healthy, safe, ergonomic working environment that considers physical and mental well-being, and safeguard the health and safety of all other stakeholders within our area of responsibility.
- Consider occupational health and safety as a shared responsibility for all employees, contractors, and stakeholders; establish a culture of active participation through employee representation and consultation mechanisms.
- Conduct regular drills and keep emergency plans up to date to ensure preparedness for potential emergencies.
- Carry out periodic inspections and maintenance of all work equipment, ensuring that workplace safety equipment is used effectively.
- Ensure that OHS process documentation is effectively managed and easily accessible.
- Develop accessible and inclusive solutions for employees with special OHS needs.
- Implement information, control, and inspection processes to ensure full compliance of subcontractors and visitors with OHS rules.
- Assess OHS impacts prior to any new process, equipment, or layout changes, and take necessary precautions.
- Plan, implement, control, and review all OHS activities systematically within the management system framework.
- Continuously improve the OHS management system and carry out necessary activities to achieve this.

Our OHS Policy is implemented by integrating its principles into all company processes, including strategic planning, operational management, equipment procurement, human resources, and training. The technical, financial, and human resources necessary for the implementation of OHS practices are provided. Legal requirements, standards, and best practices are taken into account, and external expertise is sought when necessary.

The primary responsibility for implementing the OHS Policy lies with the Factory Directors, who are responsible for ensuring its effectiveness and reporting results to the Board of Directors. In addition, each department manager is responsible for implementing the policy within their area of responsibility. All employees, contractors, and relevant parties are obliged and responsible for complying with OHS rules. Top Management regularly monitors and evaluates the practices carried out within the scope of the OHS Policy.

This policy is reviewed by Top Management at least once a year and updated as necessary in line with legal changes, audit results, performance data, and stakeholder expectations.