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OCCUPATIONAL HEALTH AND SAFETY POLICY

Arkem Kimya Sanayi ve Ticaret A.Ş., as a leading and reliable organization in the sector, ensures that the operations it undertakes are carried out with the commitment to protect human health and ensure occupational safety in line with its corporate values. It adopts the ISO 45001:2018 Occupational Health and Safety Management System and applies it in all its processes. This Policy is guided by the Universal Declaration of Human Rights, the United Nations (UN) Global Compact, Fundamental ILO Conventions and national laws.

For this purpose, as the Board of Directors;

- To ensure full compliance with all relevant Occupational Health and Safety laws, regulations, codes of practice and regulations,
- To provide a safe working environment for all employees by conducting health and safety risk assessments at regular intervals and providing adequate personal protective equipment,
- Safety in the workplace, physical health in the workplace, psychological health in the workplace and stress prevention,
- To establish constructive relations with employee representatives and develop social dialogue,
- To look after the health and safety of local communities in our areas of operation,
- To increase performance by continuously improving the Occupational Health and Safety management system,
- To cooperate with relevant parties/stakeholders within the scope of the Occupational Health and Safety management system in all our fields of activity,
- To identify hazards, near-misses and possible health deterioration situations in the work environment and planning the necessary activities to prevent risks,
- To provide the necessary communication activities to understand the needs and expectations of our employees and relevant parties regarding OHS,
- To establish and monitor performance criteria to achieve Occupational Health and Safety targets,

HAZIRLAYAN	KONTROL EDEN	ONAYLAYAN
SEÇ-K ve Sürdürülebilirlik Yöneticisi	SEÇ-K ve Sürdürülebilirlik Yöneticisi	Performans Kimyasalları Bolumu Genel Muduru

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- To take proactive measures by making the necessary plans for possible emergencies,
- To ensure the participation of employees and employee representatives at all levels of the organization in matters related to Occupational Health and Safety and to include ideas and suggestions from all employees in decision-making processes,
- To provide opportunities for all OHS training that may be required and to monitor the effectiveness of the training,
- We undertake to create a culture in which safe and healthy working habits are internalized and to provide the necessary resources for this purpose.

The Sustainability Committee and the Ethics and Compliance Committee appointed by the Board of Directors are responsible for the implementation and monitoring of this policy. The Occupational Health and Safety Policy is reviewed by the Sustainability Committee and the Ethics and Compliance Committee at least once a year in terms of its currentness and effectiveness. Revisions deemed necessary are submitted to the Board of Directors for approval and put into effect. Once put into effect, it is published on the website and QDMS and made accessible to all stakeholders.

The quantitative targets determined by the Sustainability Committee and the Ethics and Compliance Committee within the scope of our Occupational Health and Safety Policy are defined in detail in the FR-116 Strategic Sustainability Targets (<https://www.arkem.com.tr/kurumsal/degerler/stratejik-surdurulebilirlik-hedefleri/>) document, which is an integral part of this policy.

For detailed notifications and feedback, you can contact the Sustainability Committee at sustainability@arkem.com and the Ethics and Compliance Committee at etik@arkem.com.tr.

Arkem Kimya Sanayi ve Ticaret A.Ş. Chairman of the Board

Levend Kokuludağ

HAZIRLAYAN	KONTROL EDEN	ONAYLAYAN
SEÇ-K ve Sürdürülebilirlik Yöneticisi	SEÇ-K ve Sürdürülebilirlik Yöneticisi	Performans Kimyasalları Bölümü Genel Müdürü