



Ülker Bisküvi Sanayi Anonim Şirketi

Occupational Health & Safety Policy

Ulker Bisküvi commits to provide a safe and healthy workplace for its employees, on-site contractors, service providers and visitors at all its operations (food manufacturing plants, warehouses, distribution centers, raw material sourcing operations). This commitment is promoted through a safety-aware culture, a risk prevention through workplace risk assessment and the application of safety working practices and equipment to all its operations, and a zero tolerance to unsafe conditions¹.

This policy is enforced in all wholly owned and/or controlled Ulker Bisküvi operations, including its food manufacturing plants, warehouses, distribution centres and raw material sourcing operations.

To achieve this occupational health and safety objective, **Ulker Bisküvi** develops and implements an occupational health and safety management system, consistent with ISO 45001 Standards, to continually improve its OHS performance.

- The OHS performance requirements applying to the OHS Management System includes, among others, all applicable country-level legal and regulatory requirements, and international standards such as IFC Performance Standards, World Bank Group General and Sector-Specific OHS Guidelines, ISO Standards for its food manufacturing plants and voluntary programs and/or collective agreements on OHS.
- **Ulker Bisküvi** identifies, assess and manage the OHS hazards and risks associated with its operations through the adoption of a systematic workplace risk and hazard assessment, including the preparation of comprehensive OHS management plan, as per the Environmental and Social Impact Assessment Study (ESIA) and/or EHS audits;
- **Ulker Bisküvi** develops and implements a comprehensive OHS management system, including OHS Standard Operating Procedures and Working Permit System to pro-actively eliminate workplace hazards through plant design and prevent near miss, injuries, occupational diseases and fatalities. In case of accident, **Ulker Bisküvi** undertakes an Incident Investigation Report., including recommended corrective actions for work-related injuries, health, diseases and incidents;
- **Ulker Bisküvi** assigns a competent Director at corporate level and EHS team at corporate and plant-level to ensure effective and timely implementation of annual OHS targets, Management Plan, Standard Operating Procedures (SOPs), Working Permit System, and, as needed, OHS Corrective Action Plans; OHS coordination committees at plant-level is established at its food manufacturing plants, warehouses and distribution centers;
- All OHS requirements strict lies enforced to **Ulker Bisküvi** own staff, contractor's and supplier's workers, service providers and visitors through training, monitoring, elimination of risks at source and provision of appropriate Personal Protective Equipment (PPE);
- **Ulker Bisküvi** implements measures and evaluate the progress in reducing/preventing health issues.
- **Ulker Bisküvi** measures and communicates its OHS performance through the establishment of leading OHS indicators (e.g. training, employee audits and observation, near misses, safety meetings, facility housekeeping, participation in safety committees, overall employee engagement in safety, equipment/machinery maintenance) and lagging indicators (e.g. injury frequency and severity, OSHA recordable injuries, lost workdays, worker's compensation cost). The OHS Key Performance Indicators (KPIs) is publicly released within an annual **Ulker Bisküvi** sustainability (EHS) report and is disseminated to local stakeholders and published on its website;
- **Ulker Bisküvi** encourages, safe working practices and safe use of agro-chemical products by its third-party suppliers;
- **Ulker Bisküvi** follows and improves the OHS performance of contractors within the scope of our OHS Management System. The OHS criteria is communicated to the suppliers through contractual requirements and relevant policies during the procurement process.



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- **Ulker Bisküvi**, under the oversight of its CSR Sub-Committee, Director, country-level EHS team and plant-level HR/OHS Committee, conducts annual OHS audit to monitor, measures and recommends any corrective actions to continuously improve its OHS performance;
- **Ulker Bisküvi** implements a comprehensive Emergency Preparedness and Response Plan at all its operations, including a life and fire safety firefighting system and procedures for responding to emergency situations;
- **Ulker Bisküvi** encourages its staff members and customer towards continuous improvement of its OHS performance;
- **Ulker Bisküvi** pro-actively resolves community grievance relating to any matter that is alleged to constitute a breach of existing OHS rules in timely and duly responsible manner.
- Ulker Bisküvi identifies workplace traffic risks associated with its transportation and manages/follows traffic safety.
- Ulker Bisküvi encourages to take feedback on health and safety from its own staff, contractor's and supplier's workers, service providers and visitors to improve its OHS performance.

The policy is made available and displayed at all operating sites and sales centres, translated in local language. Awareness sessions is conducted to train all **Ulker Bisküvi** employees, contractors, service providers and visitors. Every employee in **Ulker Bisküvi** has the responsibilities for the effective implementation of this OHS policy. Violations of this Policy may result in administrative sanctions, including termination of employment.

The Occupational Health & Safety Policy is reviewed and updated under the coordination of the EHS team when necessary. The Board of Directors of **Ulker Bisküvi** plays a leadership role in the implementation of this policy through the establishment of annual OHS objectives, allocation of budgetary provisions for the implementation of the OHS management and monitoring plans, and training, and annual review the effectiveness of the OHS Management System and its performance.

On behalf of the **Ulker Bisküvi** Board of Directors, **Ulker Bisküvi** Chief Operating officer (CEO) hereby adopts this policy.

Mete Buyurgan, **Ulker Bisküvi**' Chief Operating Officer (CEO)