

# Occupational Health & Safety Policy

Korozo Group is committed to providing a healthy and safe working environment to all our employees and business partners. To put this core value into practice, Korozo Group focuses on continuous improvement in Health & Safety matters and acts with this in mind when determining goals and targets. In line with these principles, Korozo Group commits to:

- Complying with national and international legislations and other requirements,
- Conducting activities to raise awareness on occupational health and safety among our employees, business partners and the society,
- Providing suitable working environment and conditions to ensure and promote a safe working culture,
- Ensuring the health and well-being of employees, carrying out regular health checks and recommending suitable jobs,
- Ensuring participation of all levels across the organization and business partners in occupational health and safety practices, including their opinions and suggestions in decision-making mechanisms,
- Holding occupational health and safety committee meetings, taking decisions, implementing and supervising these under the responsibility of the occupational health and safety committee,
- Conducting studies to determine potential risks in occupational health and safety matters, taking measures in advance addressing the identified risks,
- Determining root causes of all incidents to ensure and maintain an accident-free working environment and making all necessary improvements to prevent recurrence, providing tools and personal protective equipment and ensuring they are used when necessary,
- Managing risks and opportunities related to occupational health and safety when planning changes to existing or new investments,
- Monitoring our performance and ensuring continuous improvement in our processes with a proactive approach,

The company aims to achieve the Zero Accident goal in all operations.

**This policy was prepared in accordance with the ISO 45001 Occupational Health and Safety Management System standard and covers all activities of Korozo Group companies. This policy is reviewed annually and revised when necessary. All employees are responsible for the implementation of this policy and especially senior management, is responsible for its execution and oversight.**

*Effective as of 05.06.2023*

Filip LENS  
CEO

ISSUED ON: 05.06.2023  
REVISED ON: -  
DOCUMENT NUMBER: 10.27  
REVISION: 0