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**Purpose:** To ensure the health, safety and well-being of all employees, contractors and visitors, and to establish a proactive OHS culture aligned with ISO 45001 and EcoVadis expectations.

#### 1. Management Commitment

- **Full compliance with ISO 45001 and legal requirements.**
- **Provision of resources for continuous improvement.**

#### 2. OHS Principles

- **Zero accident and occupational illness**
- **Hazard elimination and risk reduction**
- **Safe behaviour culture**
- **Active employee participation**
- Our company is committed to improving not only the **physical health** of our employees but also their **psychological well-being and workplace stress management**. In this context, **work-life balance** is supported, and **psychosocial risk assessments** are regularly conducted.

#### 3. Risk Management

- **Regular risk assessments**
- **Engineering, administrative and PPE controls**
- **Emergency preparedness & drills**

#### 4. Training & Awareness

- **Mandatory OHS training for all employees**
- **New employee induction program**
- **Linked with KPI-03 and PR-XX**

#### 5. Employee Participation

- **Reporting channel for hazards & near-misses**
- **OHS Committee involvement**

#### 6. Monitoring & Reporting

- **Incident rates, near-miss statistics, safety audits**

#### 7. Continuous Improvement

- **Root cause analysis and corrective actions**
- **Annual target improvement**

**For the period 2025-2027, we aim to reduce minor injuries and first-aid level incidents by 10%**

In addition to our accident reduction goals, we aim for **100% completion of 'Psychosocial Risk and Stress Management' training** for all employees by the end of 2027.