

## **OCCUPATIONAL HEALTH AND SAFETY POLICY**

### **1. PURPOSE**

Arap Türk Bankası A.Ş. (“Bank” or “A&T Bank”) considers the presence of its personnel, subcontractors, visitors and all stakeholders the Bank serves in a safe, proper and sustainable working environment as a fundamental element of corporate sustainability. The Bank is aware that the prevention of work accidents, creation of a strong occupational health and safety culture and full compliance with the applicable legislation (laws and regulations) are of importance.

The purpose of the Occupational Health and Safety Policy (“Policy”) is to mitigate the occupational health and safety risks of the Bank that might arise from its activities, to identify threats and take necessary preventive measures beforehand, to ensure continuous improvement and define a management approach that will promote the participation of all stakeholders.

### **2. SCOPE**

This Policy covers all personnel of A&T Bank including its Board of Directors and any person and entity acting on behalf of or together with the Bank.

### **3. POLICY PRINCIPLES**

A&T Bank considers ensuring a safe, proper and sustainable work environment as a fundamental part of its corporate responsibility and places the prevention of workplace accidents at the center of its occupational health and safety management. The Bank adopts the following principles in this regard:

- To ensure full compliance with the Occupational Health and Safety legislation (related laws and regulations) applicable in Türkiye, to timely implement necessary revisions.
- To evaluate sector approaches by taking into consideration international best practices in addition to national legislation and to ensure continuous development.
- To promote the compliance of the suppliers, subcontractors and service providers with the occupational health and safety standards.

- To take necessary protective measures for the health and safety of all personnel, subcontractors, visitors and the personnel employed in the field on behalf of the Bank.
- To provide in full any personal protective equipment, suitable tools and technical infrastructure, where necessary, and to make their use mandatory, when necessary.
- To regularly monitor, record and report data regarding work accidents, injuries and days lost.
- To identify beforehand any unsafe behaviors, suspicious situations and potential accident risks with an effective risk analysis process and to eliminate the same or to minimize the same to an acceptable level.
- To ensure employee participation in risk assessment processes and to include all personnel into the process with their opinions and recommendations.
- To provide a safe, proper, ergonomic and inclusive working environment which will allow for protecting the physical and mental health of the personnel.
- To periodically control and improve the working conditions and technical infrastructure of all personnel working remotely, as hybrid or at the workplace.
- To make arrangements regarding the needs of the groups of personnel requiring a special policy (the pregnant, the disabled, the elderly etc.).
- To organize regular and up-to-date trainings regarding occupational health and safety for the personnel and to ensure that their trainings are organized continuously.
- To implement private training programs for the new hires, reassigned personnel or the personnel who might be exposed to new risks.
- To expect the subcontractors, visitors and customers to comply with the applicable legislation and OHS standards of the Bank.
- To set goals for preventing workplace accidents and to regularly monitor OHS performance.
- To take corrective and preventive actions for any non-compliance identified and to act transparently and focus on improvement in these processes.
- To provide guidance to the personnel regarding mitigation of occupational health and safety risks in financed projects and to support their legal compliance.
- To report any workplace accidents, occupational diseases and near miss events to the related entities in line with legal notification periods.

- To act with the goal of becoming an entity setting example with its occupational health and safety practices.

#### **4. IMPLEMENTATION AND MONITORING**

- The occupational health and safety principles hereunder are announced in writing and are integrated into business processes. The Human Resources Management and Organization Department and the Sustainability Committee are responsible for the implementation and development of this Policy.
- OHS performance indicators (number of workplace accidents, days lost, training hours etc.) are determined and monitored regularly and corrective steps are taken, if necessary.
- Risk analyses, working environment controls and non-compliance audits are carried out periodically and actions are taken based on the results obtained.
- The compliance of the personnel, subcontractors and suppliers with the OHS rules are monitored continuously and warning, training or contractual sanctions are implemented, if necessary.
- OHS practices are included in the internal audit processes and are reviewed minimum once a year and are revised, if necessary.
- Workplace accidents, occupational diseases and near miss events are recorded and analyzed and actions are planned to prevent the same. The feedback received from the personnel is evaluated, suggestions for improvement are recorded and are integrated into processes, if deemed suitable.