

Occupational Health and Safety Policy

Scope

As a company with domestic and international plants and operations, Limak Cement is fully committed to safeguarding the health and safety of our employees, subcontractors, visitors, and all stakeholders at the highest level. Our Occupational Health and Safety (OHS) policy is guided by national and international legal frameworks, aligned with global best practices and standards, and rooted in a principle of continuous improvement.

Our Principles

1. Zero Accidents and Occupational Illnesses

- Implement proactive measures to protect the health and well-being of all stakeholders.
- Identify, assess, and mitigate occupational risks to prevent workplace accidents and work-related illnesses.

2. Compliance with Legal and Regulatory Obligations

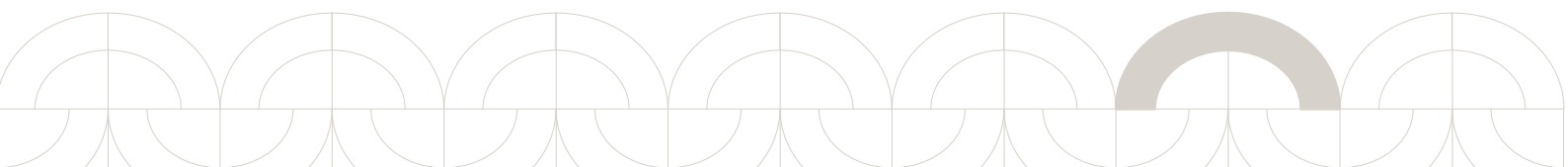
- Ensure full compliance with applicable national and international laws, regulations, standards, and customer requirements related to occupational health and safety.
- Operate in accordance with the core principles of the International Labour Organization (ILO), upholding decent working conditions and respecting employee rights.

3. Employee Engagement and OHS Culture

- Provide continuous training to increase awareness and competence in OHS for all employees and subcontractors.
- Value employee input and encourage active participation in improving the OHS management system.

4. Emergency Preparedness and Response

- Maintain readiness for emergencies, including fire, explosion, chemical spills, and natural disasters, across all sites.
- Conduct regular emergency drills to strengthen response capabilities and ensure effective crisis management.



5. Continuous Improvement and Auditing

- Monitor, audit, and evaluate OHS performance on a regular basis to identify areas for improvement.
- Develop and maintain certified OHS management systems in accordance with national and international standards.
- Ensure full implementation and compliance with ISO 45001 Occupational Health and Safety Management System requirements.
- Conduct regular emergency drills to strengthen response capabilities and ensure effective crisis management.

6. Digitalization

- Enhance workplace safety through digital innovation and our AI-powered audit systems, positioning Limak Cement as a sector leader in digital OHS solutions.

7. Behavior-Based Safety Culture Programs

- Appoint Change Leaders from multidisciplinary departments at all factories and facilities.
- Reinforce our human-centered mission and vision by strengthening our Behavior-Based OHS Culture through active leadership.
- Within the scope of this program, establish OHS Executive Boards, promote Zero Tolerance Principles, and implement relevant procedures to drive continuous development.

This policy serves as a guiding framework for all employees and business partners. It is to be embraced and implemented by management and staff at every level. At Limak Cement, occupational health and safety is a core strategic priority, and we maintain a zero-tolerance stance on all breaches of safety standards.

M. Erkam Kocakerim

GLOBAL CEO

