



OCCUPATIONAL HEALTH AND SAFETY POLICY

PL.07 | Issue Date: 1.08.2023 | R.00 | Revision Date: - | Review Date: 07.07.2025

Page 1 / 2

Scope: Modeling And Design Of Jewelry With Gold, Silver Precious Metals And Precious Stones (Diamonds), Production, Sale And Export

Introduction

At Sözer Kuyumculuk, we understand the integral role that a safe and healthy working environment plays in the success and sustainability of our operations. Our Occupational Health and Safety (OHS) policy serves as the cornerstone of our commitment to protecting the well-being of every individual associated with our operations, including employees, subcontractors, and affiliates. This policy reflects our proactive approach to health and safety management, emphasizing prevention, education, and continuous improvement.

Our Mission

In alignment with our mission to foster sustainable and profitable growth, Sözer Kuyumculuk has pledged to integrate the Sustainable Development Goals as outlined in the United Nations Global Compact into our strategic framework. A key component of this pledge is our unwavering commitment to elevating our health and safety standards to the highest possible level, ensuring that our business processes harmonize with global sustainability objectives. We believe that by safeguarding our workforce, we not only adhere to ethical standards but also enhance operational efficiency and corporate reputation.

Core Commitments of Our Policy

- **Creating a Safe and Healthy Work Environment:** We are devoted to constructing and maintaining a work setting that is free from hazards. By implementing rigorous risk assessments and safety protocols, we aim to preemptively address potential risks, thereby fostering a culture of safety that pervades all levels of the organization.
- **Striving for Zero Accidents:** Our vision extends beyond mere compliance; we are on a relentless quest to eliminate workplace accidents entirely. This ambition is rooted in a comprehensive approach that includes regular safety training, the adoption of best practices, and fostering a culture where safety is everyone's responsibility.
- **Adherence to Legal and Group Policies:** Our operations are guided by a strict adherence to the legal framework governing occupational health and safety, as well as internal policies designed to exceed these requirements. We engage in regular audits and reviews to ensure compliance and to identify areas for improvement.
- **Commitment to Continuous Improvement:** The landscape of occupational health and safety is ever-evolving. As such, we are committed to the ongoing assessment and enhancement of our OHS practices, ensuring they remain at the forefront of industry standards and innovations.
- **Employment of Cutting-Edge Technology:** We leverage the latest technological advancements to monitor and manage health and safety risks effectively. From state-of-the-art safety equipment to sophisticated data analysis tools, we invest in technologies that empower us to maintain a safe working environment.
- **Cultivating a Culture of Safety:** We recognize that true safety excellence requires more than just policies and procedures; it requires a cultural shift. To this end, we are dedicated to embedding health and safety awareness into the DNA of our organization, encouraging active participation and open communication on safety matters among all employees.

Implementation Principles

- **Upholding Legal and International Standards:** We rigorously ensure our compliance with not only national laws but also international standards and agreements relevant to occupational health and safety. Our commitment to legal and international compliance serves as the foundation of our OHS strategy.
- **Aiming for Industry Leadership in OHS:** Sözer Kuyumculuk aspires to be recognized as a leader in occupational health and safety within the jewelry industry. We actively seek opportunities to share knowledge, collaborate on safety initiatives, and participate in forums that advance OHS excellence.
- **Setting and Pursuing Continuous Improvement Goals:** We set ambitious, measurable goals for improving our OHS performance and develop comprehensive action plans to achieve them. Our progress is regularly reviewed and reported, ensuring transparency and accountability in our safety efforts.
- **Integrating Best Practices and Standards:** Our policies and operations are informed by the best available practices and standards in occupational health and safety. We remain abreast of global developments in OHS and adapt our strategies to incorporate these advancements.



OCCUPATIONAL HEALTH AND SAFETY POLICY

PL.07 | Issue Date: 1.08.2023 | R.00 | Revision Date: - | Review Date: 07.07.2025

Page 2 / 2

•Promoting Awareness and Engagement: We are committed to fostering a workplace where safety is everyone's priority. Through ongoing education, training, and communication, we strive to enhance awareness and encourage proactive participation in safety practices among our employees and stakeholders.

As Sözer Kuyumculuk, we hold ourselves to the highest standards of occupational health and safety. This comprehensive policy underpins our commitment to creating a safe, healthy, and productive workplace for all. By implementing this policy, we reaffirm our dedication not only to meeting but exceeding the expectations of our employees, customers, and the wider community in terms of health and safety.

APPROVED BY THE CEO AND THE BOARD OF DIRECTORS

Sözer Kuyumculuk Sanayi ve Ticaret Anonim Şirketi



PREPARED AND APPROVED BY SÖZER KUYUMCULUK BOARD OF DIRECTORS