



MAXXEN OCCUPATIONAL HEALTH AND SAFETY POLICY

INTRODUCTION

As MAXXEN Energy, we adopt the protection of the health and safety of all our employees, subcontractors, visitors, stakeholders and the society as our primary principle.

Within the framework of Occupational Health and Safety legislation and ISO 45001 Occupational Health and Safety Management System, we are committed to complying with all legislation and international standards, preventing occupational accidents and occupational diseases with our risk-based approach, and creating healthy and safe working conditions.

1. PURPOSE AND SCOPE

The aim of this policy is to create a healthy and safe working environment for all employees, contractors, suppliers and visitors and to create a sustainable OHS culture. The policy covers all our workplaces, fields of activity and related parties.

2. TARGETS

- To reduce OHS risks to acceptable levels in order to achieve the goal of zero occupational accidents and zero occupational diseases,
- To implement its ISO 45001 Occupational Health and Safety System, to review it periodically and to ensure the continuous development of our systems by monitoring performance,
- To act in accordance with all local and international laws, regulations and standards related to Occupational Health and Safety issues,
- To develop a safe working culture among our employees and to spread the understanding of managing possible risks by foreseeing them,
- To be an exemplary organization for our sector in OHS practices.

3. ROLES AND RESPONSIBILITIES

- All employees, contractors, suppliers and visitors are responsible for complying with this policy.

- Senior management is responsible for providing all the resources needed to create a safe working environment.
- OHS teams and employee representatives ensure the sustainability of development with their active roles in the processes.

4. POLICY PRINCIPLES

- We fully comply with legal regulations, international standards (including ISO 45001) and other obligations.
- In every process we carry out, we identify and evaluate occupational health and safety risks and take the necessary measures to minimize the risks.
- We create a safe working environment and make it an integral element of our corporate culture.
- In order to increase the awareness of our employees and ensure their participation in the process, we organize suggestion systems, toolbox meetings and risk feedback systems.
- We support our employees, contractors and suppliers with regular training and awareness programs.
- We regularly monitor, measure and improve OH&S performance.
- We organize drills and trainings to prepare all our employees and stakeholders for emergencies and take the necessary preventive and corrective measures.

5. REVIEW AND IMPROVEMENT

- MAXXEN Occupational Health and Safety Policy are regularly reviewed and updated in line with necessary developments. The implementation and performance of the policy is monitored by the senior management. It is announced to all our employees and stakeholders and made public.

RESULT

MAXXEN Energy operates with the vision of zero occupational accidents and zero occupational diseases, prioritizing the occupational health and safety of all its employees, contractors, visitors and all stakeholders. The importance we attach to OHS is an expression of our determination to create a safe and sustainable future.