

	OCCUPATIONAL HEALTH AND SAFETY POLICY		Doc. No.	HOL-HSE-POL-001
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As RÖNESANS Holding A.Ş., its Subsidiaries and Affiliates, we believe that any harm to employees, stakeholders and anyone we interact, which may occur during our operations, can be avoided. Accordingly, we regard Occupational Health and Safety (OHS) as one of the core values of our corporate culture.

RÖNESANS considers occupational safety as a conscientious responsibility, not as an obligation. Our ultimate responsibility is to ensure that each of our employees from various nationalities from many parts of the world, complete their job safely and return to their homes healthy.

Our company has adopted the OHS policies and risk control strategies based on the following core principles. All our employees, starting from top management, are committed to being a part of RÖNESANS within the framework of the following principles:

- Working with managers who act as role models and embrace the occupational safety aspects,
- Establishing the mode of management based on continuous improvement and preventive risk management,
- Providing necessary resources (people, method, procedure, equipment, budget, and training, etc.),
- Encouraging, expanding and rewarding good practices,
- Addressing the occupational safety starting from the planning and design phase, and incorporating the aspects thereof into work execution methods,
- Complying with the expectations of the employer and all applicable legal and other requirements of the countries in which we operate,
- Creating safe environment for all our stakeholders (employers, employees, partners, subcontractors, suppliers, visitors, local people, etc.),
- Determining and taking precautions by planning for crises and emergencies that might occur,
- Implementing safe working methods in order to prevent the occupational accidents, injuries, occupational diseases and harm to the people, and ensuring sustainability thereof,
- Identifying, and eliminating or mitigating, hazards and risks,
- Setting our goals and clearly explaining such goals to our employees at all levels, to the subcontractors and business partners,
- Identifying and delivering OHS training required by our employees,
- Ensuring engagement of our employees in occupational safety aspects of the work, receiving the feedback and suggestions thereof,
- Involving the subcontractors into the system and monitoring their OHS performance,
- Carrying out audits on regular basis,
- Monitoring and evaluating the set objectives, and
- Expand the lessons learned and good practices across all our fields of operation

We will implement our commitments in line with this policy in all our fields of operation, and we will monitor and develop continuously.


 Rasim Murat Manav
 President of Infrastructure Affairs
 October 2020


 İpek İLİCAK KAYAALP
 Chairman of the Executive Board
 October 2020