



OCCUPATIONAL HEALTH AND SAFETY POLICY

As Pamyag Gıda San. Tic. AŞ., we are committed to ensuring the health, safety, and well-being of all individuals present within the workplace, including all employees, contractor personnel, and visitors.

Within Pamyag Gıda San. Tic. AŞ., employees, contractor personnel, and visitors have responsibilities to consider; they must take responsibility for working safely, take all reasonable precautions for their own health and safety, and consider the health and safety of others who may be affected by their actions. Whenever necessary, we will take all reasonable and feasible steps to improve occupational safety conditions by utilizing external experts to address any specific needs.

In this context, we are committed to:

- Creating a safety culture by encouraging the active participation of all employees, contractors, and visitors in the development and support of measures aimed at improving occupational health and safety,

- Establishing and maintaining relevant policies, procedures, systems, information, training, promotional programs, and organizational structures to support effective Occupational Health and Safety (OHS) practices within the organization and ensure they are accessible to everyone,
- Complying with all applicable OHS-related laws, regulations, and standards,
- Implementing appropriate risk and hazard management systems for the risks associated with our organization and ensuring they align with the necessary safety measures,
- Providing safe working spaces and equipment for controlled operations,
- Offering appropriate OHS training for all relevant personnel,
- Creating an annual OHS program to improve health and safety within the workplace,
- Allocating sufficient resources for the continuous improvement of OHS performance,
- Providing regular health monitoring for employees.

CHAIRMAN OF THE BOARD