

## OCCUPATIONAL HEALTH AND SAFETY POLICY

**We value people:** We believe that our employees are the basis of our success. We prioritize the health and safety of our employees. Based on our policy of equal opportunity, all our employees are equally valuable for us as part of occupational health and safety.

**We believe in open communication and continuous improvement:** We establish sincere, fair and transparent relations at all levels. We listen to the voice of our employees about occupational health and safety as we do in all issues and support their suggestions and utilize their contributions. We thus jointly embrace the culture of occupational health and safety.

**We make a difference:** We never give up pioneering. We follow the legal and sectoral legislation and lead in practice. We regularly inspect all our occupational health and safety practices and check their suitability. We identify the risks that impact our employees and all our stakeholders. We set a culture of prevention by conducting root-cause analyses. Based on our principle of primarily valuing people, we ensure that all our employees participate in occupational health and safety training programs that suit their needs, we also raise awareness in stakeholders on these matters and ensure that they take action.

**We are an agile team:** We believe that success lies in being fast, result-oriented and flexible. We maintain this belief with our culture of occupational health and safety and take rapid action in every topic that impacts human life.

In our Call Service and Marketing Consultancy Services, it is our joint responsibility to protect health and safety, continuously improve our occupational health and safety performance and increase efficiency in a joyful and peaceful manner by preventing occupational accidents and occupational diseases before they occur.