

OCCUPATIONAL HEALTH AND SAFETY POLICY

Occupational health and safety (OHS) management is recognized as a core value by Konfrut and its subsidiaries ("Konfrut"), with all activities conducted in full compliance with legal regulations as well as national and international standards.

- Evaluating OHS risks through a systematic approach to create safe working environments and minimize existing risks.
- Reviewing working conditions regularly to prevent occupational accidents and diseases while implementing necessary precautionary measures.
- Creating appropriate workspaces and ensuring the correct use of personal protective equipment for employees, subcontractor workers, and contract farmers.
- Conducting regular evaluations of the OHS management system to take measures for continuous performance improvement.
- Executing collaborations with suppliers and business partners to disseminate a robust occupational health and safety culture.
- Organizing comprehensive training programs to increase OHS awareness among all employees, subcontractor workers, and contract farmers.
- Supporting the active participation of employees and their representatives in OHS processes while evaluating their views and suggestions.
- Developing crisis management processes by planning in advance to ensure readiness for potential emergencies.
- Sharing OHS processes transparently with all stakeholders, providing training, and promoting a safe workplace culture.

All operations are systematically managed and developed by Konfrut and its subsidiaries by strictly adhering to the principles of occupational health and safety.