



OCCUPATIONAL HEALTH AND SAFETY POLICY

Mavi's Occupational Health and Safety (OHS) Policy **considers providing a healthy and safe working environment for all Mavi employees as one of its core priorities**, reflecting Mavi's respect for human life and the surrounding environment. Under this Policy, everyone at Mavi is responsible, within the scope of their authority, for fulfilling all applicable requirements and taking the necessary precautions to ensure a healthy and safe working environment.

One of the most critical objectives of the company is to protect all its employees and the environment it operates in from the potential risks associated with its line of business. Where necessary, Mavi shall take all reasonable and practicable steps to improve occupational health and safety conditions by procuring services from its employees and/or external providers. Accordingly, the company commits to:

- Preventing physical and/or psychological harm and injury to all employees, suppliers, contractors and customers, and providing all employees and customers with the most appropriate hygienic and ergonomic physical conditions, guided by the principle of zero workplace accidents and with the belief that all accidents are preventable,
- Establishing and maintaining safe and healthy working conditions by taking all necessary measures to prevent accidents/incidents, injuries and occupational diseases,
- Building a strong occupational safety culture by encouraging the active participation of all employees, contractors and visitors in the development and implementation of the measures aimed at the continuous improvement of occupational health and safety,
- Ensuring compliance with all applicable national and international Occupational Health and Safety legislation, regulations and standards in force,
- Ensuring increased employee awareness and informed conduct through the provision of Occupational Health and Safety training,
- Taking all necessary measures, providing the necessary tools, equipment and personal protective equipment, and ensuring their use where necessary, in the workplace and its annexes, in accordance with the applicable OHS legislation in force and other OHS-related requirements, to ensure the health and safety of employees, subcontractors, visitors and company personnel working outside the workplace,

- Identifying risks in the workplace that could lead to workplace accidents and occupational diseases, and conducting and maintaining efforts to mitigate the effects of such risks and hazards,
- Identifying and eliminating in advance, through effective risk assessment, all unsafe acts and conditions as well as potential accident risks that could lead to workplace accidents and occupational diseases in the workplace and its annexes,
- Setting quantitative goals, establishing action and prioritisation plans, and monitoring achievement levels to ensure a successful OHS performance,
- Ensuring that visitors and subcontractors providing services at the workplace comply with the Occupational Health and Safety rules established by Mavi.