

OCCUPATIONAL HEALTH & SAFETY POLICY

Doganlar Mobilya Grubu aims to develop and implement a preventive approach to occupational health and safety across all its activities, in line with its mission, vision and values, and to create safe and healthy working conditions. To this end, the company commits to:

- ◆ Establishing healthy and safe working conditions through a zero-accident and zero-occupational-disease approach,
- ◆ Identifying hazards, risks and near-miss situations in the workplace and eliminating them,
- ◆ Understanding the OHS-related needs and expectations of our employees and relevant parties, and ensuring the necessary communication activities are carried out,
- ◆ Taking proactive measures by making the necessary plans for possible emergency situations,
- ◆ Ensuring participation in all OHS trainings that may be required and monitoring the effectiveness of these trainings,
- ◆ Promoting lessons learned and best practices in OHS and disseminating them across all our areas of operation,
- ◆ Monitoring and improving the OHS performance of contractors within the scope of our OHS Management System,
- ◆ Identifying OHS-related opportunities and integrating them into our processes and practices for evaluation,
- ◆ Setting quantitative targets to achieve strong OHS performance, developing action plans and monitoring implementation levels,
- ◆ Creating a culture in which safe and healthy working habits are internalized, and ensuring the necessary resources for this,
- ◆ Acting in accordance with national and international legal regulations, collective labour agreements and other obligations for which we are responsible regarding OHS in all geographies where we operate, in both new investments and existing operations,
- ◆ Achieving continuous improvement in our OHS activities by ensuring the participation of all levels of the organisation and our stakeholders.

We declare that Doganlar Mobilya Grubu Sanayi ve Ticaret A.S., as employees, supports the work to be done to ensure that OHS activities are maintained in this manner. We commit to making our OHS Policy open and transparent to our stakeholders and third parties.