

## Occupational Health and Safety

Health and safety issues were put on the front burner and occupational health and safety actions were successfully implemented during the pandemic in 2020.

### ŞİSECAM OCCUPATIONAL HEALTH AND SAFETY POLICY

We aim to achieve every stage of our operations in a safe and healthy working environment. In line with this objective, as a part of our responsibility to create healthy individuals as well as manpower, we adopt strategies:

- To prevent occupational accidents and occupational diseases by determining the necessary measures to implement and be implemented,
- To make risk assessments by the participation the employees and to reach the acceptable risk levels,
- To use the safe equipment and appropriate technologies for a healthy and safe working environment,
- To ensure the participation of our stakeholders each level of the organization in the improvement of occupational health and safety practices,
- To constitute Occupational Health and Safety culture and tum it into a lifestyle.

In this direction, we declare and undertake

- To meet the relevant standards and requirements in the field of legal obligations for Occupational Health and Safety,
- To increase our performance and our processes with a proactive approach on the continuous improvement on Occupational Health and Safety,
- To continue improving the education and activities of our employees and sub-contractors/ suppliers to their employees, visitors, interns for adopting the principles of OHSAS.



### Occupational Health and Safety Practices

During the Covid-19 pandemic which remained the hottest topic of the year throughout 2020, As Şişecam Family, we quickly identified and took the necessary actions to protect the health of our employees. We also achieved progress with matters related to occupational health and safety and proceeded with projects in this field.

### Activities Conducted

1- During the Covid-19 pandemic, we quickly identified the infection prevention practices, developed the infection prevention policy and communicated them to all of our workplaces. Additionally, we distributed 8.5 million surgical

masks to our workplaces in Turkey, reduced the workload of these workplaces and reduced the in-use capacity of employee shuttles by 50%. Ventilation systems and work environments were periodically disinfected. All cases of coronavirus in the workplaces were closely monitored, and necessary isolation was implemented to prevent spread of the disease.

2- As a result of audits conducted by the Turkish Standards Institution (TSE), Şişecam's all plants located in Turkey as well as Şişecam Headquarters and Şişecam Science, Technology and Design Centre workplaces were awarded the Covid-19 Safe Production/Service certificate.



3- Occupational Health and Safety Painting Competition which turned into a tradition was this year conducted on an online platform. A painting contest aiming to raise awareness on occupational health and safety was organized for employees' children aged 6-10 years, covering all plants in Turkey and abroad. 288 applications were received from all plants on a global scale for the painting competition on the topic of "Imagine a warning sign." Due to the pandemic, no physical award ceremony was conducted, but gifts and presents were sent to all participants and the highest ranking children.

4- The Occupational Health and Safety Critical Performance Indicators project was completed. OHS Score Card (KPI) project was designed to evaluate the occupational health and safety performance of employees at Şişecam workplaces, develop the OHS culture and create a safe work environment. This project is executed in coordination with Industrial Relations and OHS Directorate, carried out under the sponsorship of the HR

Department and included among the HR-One Transformation Projects. The OHS Score Card (KPI) project was completed and launched on December 22, 2020 and promoted to all Human Resources units and OHS experts in practice.

The OHS Score Card (KPI) Project which began to be actively used in 2021 covers the monthly employees (Supervisors, Engineers, Technicians, Officers, etc.) of Şişecam's plants, facilities and businesses located in Turkey.

5- Şişecam Healthcare Monitoring Program has been created and implemented. This program can be used to monitor all employee health services provided by the workplace healthcare units and is also designed to include all data requested by the Ministry of Family, Labor and Social Services Occupational Health and Safety General Directorate. User training materials on the program were developed with the support of physicians at our workplaces in Turkey, and the program has gone live.

6- Under the "Innovation in the Field" project, Occupational Safety Personal Protective Equipment processes were studied. During the second phase of the "Innovation in the Field" project executed under the sponsorship of the Human Resources Department, Personal Protective Equipment processes were reviewed. A project team was formed and activities were commenced to ensure automation of Personal Protective Equipment processes.

With healthy employees, we are taking firm steps toward a health and safety organization.