

OCCUPATIONAL HEALTH AND SAFETY POLICY

1. Purpose

The purpose of this policy is to create and disseminate an occupational health and safety culture at Akbank TAŞ (the Bank) and to determine the principles, rules and commitments regarding occupational health and safety.

2. Scope

This policy covers the Bank's employees and their activities, subcontractors, visitors, suppliers and customers.

3. General Principles

In line with our values, we observe the social benefit and we care about respecting the right of individuals to a healthy and safe life. We consider creating and maintaining a safe and healthy working environment as an indispensable part of our responsibilities and activities.

Within the framework of our people-orientated approach, we always aim ;

- To carry out analyses to identify risks in all working environments against the negative effects of factors that threaten occupational safety and human health, to create action plans as a result of the analyses and to take measures by prioritising the risks,
- To ensure the participation of employees in occupational health and safety practices, to examine all incidents and accidents that occur or are likely to occur during our activities, and to make the necessary improvements to prevent recurrence,
- To cooperate with Akbank employees and customers, as well as subcontractors, visitors, suppliers, neighbours and all organisations that look after the public interest; to listen to them, to respond to their demands, to protect their health and safety, to advance and continuously improve their performance,
- To raise awareness of all our stakeholders on health and safety; to raise their awareness and support them with training,
- To fulfil and supervise the requirements of international standards and legal regulations in all workplaces,
- In all working models (office, remote, hybrid, mobile, etc.), meeting all legal requirements to make the working environment safe,
- To take all ideal measures to provide a safe working environment that protects the physical, psychological and social well-being of employees requiring special policies,

- To improve our occupational health and safety performance by setting quantitative targets, monitoring and analysing them,
- To continuously review the entire system with a view to the continuity and improvement of the occupational health and safety system.

4. Occupational Health and Safety Practices

4.1 Risk Analysis and Monitoring

Possible risks are analysed in advance with the participation of our employees and experts in all units of the Bank, and proactive approaches are adopted to prevent these risks.

4.2 Emergency Plans

Emergency plans, which include the measures to be taken in case of emergencies that may occur in the Bank and the actions to be taken for the applications, are created with the coordination of the Occupational Health and Safety Unit.

4.3 Training and Informing

Training and informative activities are carried out for the Bank's employees on occupational health and safety issues as specified in the legal legislation.

4.4 Health Surveillance

Considering the health and safety risks that employees may be exposed to in their working environment, health surveillance is carried out and occupational accidents and occupational disease processes are monitored. In locations with fifty or more employees, work entry and periodic examinations are carried out by appointed workplace physicians.

5. Duties and Responsibilities

The Board of Directors approves the Bank's Occupational Health and Safety Policy and ensures its implementation.

Occupational health and safety activities are organised and carried out by the Occupational Health and Safety Unit.

6. Update and Review

The policy document is updated with the approval of the Board of Directors in line with the recommendations of the Occupational Health and Safety Unit and the needs.

7. Enforcement

The Occupational Health and Safety Policy was approved by Akbank TAŞ Board of Directors and entered into force.