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**ENKA  
HSE**  
HEALTH | SAFETY | ENVIRONMENT

# HEALTH, SAFETY & SOCIAL, ENVIRONMENT POLICY

## LEADERSHIP & COMMITMENT

## PLANNING

## RISK MANAGEMENT

## IMPLEMENTATION

## COMPETENCY

## OBJECTIVE & KEY PERFORMANCE INDICATORS

## MONITORING & REVIEW

## SOCIAL RESPONSIBILITY



**MEHMET TARA**  
CHAIRMAN OF THE BOARD AND PRESIDENT  
20.07.2023

- DEDICATION TO ZERO INCIDENT AND PREVENTION OF PERSONAL INJURY, WORK RELATED ILLNESSES, MATERIAL DAMAGE, ENVIRONMENTAL POLLUTION, SOCIAL DISPUTE
- KEEP HEALTH, SAFETY, ENVIRONMENT AND SOCIAL RESPONSIBILITY AS A VALUE
- ENSURE TOP-DOWN HSSE COMMITMENT
- PROMOTE CONTINUAL IMPROVEMENT
- ENSURE EMPLOYEE PARTICIPATION IS ACHIEVED
- DEFINE AND COMMUNICATE ROLES AND RESPONSIBILITIES
- ALLOCATE REQUIRED RESOURCES
- ENSURE NON-DISCRIMINATORY AND RESPECTFUL WORKING ENVIRONMENT
- ENSURE SAFE WORKING ENVIRONMENT IS PROVIDED
- BEING ACCOUNTABLE FOR HEALTH, SAFETY, ENVIRONMENT, AND SOCIAL RESPONSIBILITY

- ASSESS INTERNAL AND EXTERNAL ISSUES
- EVALUATE RISKS AND OPPORTUNITIES
- COMPLY WITH ALL APPLICABLE LAWS, REGULATIONS AND REQUIREMENTS
- PROTECT ENVIRONMENT AND AFFECTED COMMUNITIES
- MAINTAIN SUSTAINABILITY
- APPROPRIATE PLANNING TO ACHIEVE OBJECTIVES AND KPIs

- MAINTAIN RISK BASED THINKING
- PROMOTE PROACTIVE APPROACH
- IDENTIFY, ELIMINATE AND MINIMISE ALL HAZARDS, RISKS, ENVIRONMENTAL AND SOCIAL IMPACTS
- IDENTIFY POTENTIAL EMERGENCY AND CRISES SITUATIONS
- REDUCE RISK OF EMERGENCY

- EXECUTE WORK ACTIVITIES IN COMPLIANCE WITH HSSE MANAGEMENT SYSTEMS
- USE NATURAL RESOURCES EFFICIENTLY
- MANAGE EMERGENCY SITUATIONS, PERFORM DRILLS TO TEST EMERGENCY RESPONSE
- PROVIDE SAFE TOOLS & EQUIPMENT
- ENSURE CORRECT DOCUMENTATION AND EFFECTIVE REPORTING IN PLACE
- INVOLVE SUBCONTRACTORS INTO HSSE MANAGEMENT SYSTEM

- INFORM EMPLOYEES ON HSSE POLICY
- PROVIDE HSSE TRAININGS
- CONSULT WITH EMPLOYEES REGARDING HSSE MANAGEMENT SYSTEMS
- FOSTER HSSE AWARENESS OF EMPLOYEES
- IMPLEMENT BEHAVIORAL H&S PROGRAMS

- DEFINE SMART HSSE TARGETS BASED ON APPLICABLE REQUIREMENTS, RISK & OPPURTUNITIES AND CONSULTATION WITH EMPLOYEES
- INFORM SUBCONTRACTORS ABOUT HSSE OBJECTIVES AND TARGETS
- COMMUNICATE AND UPDATE HSSE TARGETS APPROPRIATELY

- MONITOR HSSE KPIs AND OBJECTIVES
- ASSESS COMPLIANCE WITH HSSE MANAGEMENT SYSTEMS
- CONDUCT MANAGEMENT REVIEW REGULARLY
- SHARE LESSONS LEARNED AND BEST PRACTICES
- EVALUATE & MONITOR SUBCONTRACTORS HSSE PERFORMANCES
- IMPROVE HSSE MANAGEMENT SYSTEMS INCORPORATING OUTPUTS OF MANAGEMENT REVIEW

- ESTABLISH GOOD RELATIONS WITH PROJECT AFFECTED COMMUNITIES & NEIGHBORS
- IMPLEMENT FAIR AND TRANSPARENT RECRUITMENT PROCESS
- ENSURE EQUAL OPPORTUNITIES AND WORKER WELFARE
- RAISING HSSE AWARENESS IN PROJECT AFFECTED COMMUNITIES