



Health and Safety at Work

Occupational Health and Safety Management

The most important target of all for ENKA and its subsidiaries is that all employees should be able to get back to their homes safe, sound and healthy. Health and Safety is addressed with equal seriousness wherever the name of ENKA is visible. For this purpose, everybody within the boundaries of the worksite, including subcontractors, is considered an ENKA employee and is subject to the same standards.

ENKA İnşaat (including ENKA Headquarters, all ENKA İnşaat projects and ENKA subsidiaries ENKA Teknik and TİTAŞ), ENKA Power, Cimtas Pipe, Çimtaş Steel, Çimtaş Shipyards and Çimtaş Precision Machining all possess OHSAS 18001 certificates and have established and operate their occupational health and safety management systems accordingly.

These management systems rest on the foundations of a strong management commitment, occupational health and safety policies and procedures drawn up in line with this commitment, training plans

developed in conformity with the procedures, and an effective audit and inspection system. Based on the results of audits and inspections, the entire management system is reviewed periodically with improvements made constantly.

ENKA believes that with the right outlook, planning and effective practices, it can prevent all accidents. Its commitment to “Zero Accident” is a strong and resolute policy that begins with the senior management and is declared to employees at all levels together with other stakeholders.

By nature, construction activities are globally considered to be high risk jobs. As ENKA’s main line of business is construction, all its occupational health and safety measures and precautions are implemented with extreme cautious and sensitivity. The occupational health and safety management system at ENKA İnşaat adopts the pro-active approach as its primary approach, and all works begin with the identification, assessment and management of occupational health and safety risks. The risk assessments are carried out in line with the Risk Assessment

Procedure developed by the ENKA İnşaat HSE (Health, Safety and Environment) Department. General Risk Assessments are conducted at the start of each project, and specific risk assessments and Job Hazard Analysis carried out depending on the exact nature of the work. These steps constitute the main stages of the occupational health and safety risk management process.

Since 2010, ENKA İnşaat has been holding an HSE Workshop every year. The 2017 Workshop was held for the fifth time with the motto of "Speak Up - Stay Safe". Participants included project HSE managers and project management teams. Training was provided by internal and external trainers, and an evaluation was made of the HSE performance of the company in 2017.

In accordance with its "Zero Accident" target,

ENKA subsidiary Çimtaş carries out training activities, drills, risk assessments and job hazard analysis, operates a change management system, a near-miss reporting system, reward and penalty schemes and a technical safety premium policy, and conducts internal and external inspections, periodical environment measurements, and health checks at hiring process and periodically thereafter. Occupational health and safety issues are also incorporated into the collective contracts signed with labour unions at Çimtaş workplaces where labour unions are organised.

Cimtas Ningbo reinforces its employees' awareness about occupational health and safety by holding a Safety Week every year, during which training activities, drills and competitions are organised with the participation of every single employee.

Read more...



About the ENKA HSSE Policy: <http://www.enka.com/sustainability/home/health-safety-environment/hsse-policy/>

About the Çimtaş Occupational Health and Safety Policy: <http://www.cimtas.com/departments/health-safety-environment/health-safety-environment-energy-policy/>

Engagement of Employees in Occupational Health and Safety and Environment Committees

ENKA and its subsidiaries establish Health, Safety and Environment (HSE) and Health & Safety (H&S) committees which meet regularly in accordance with the laws and regulations. ENKA İnşaat has HSE committees while the ENKA Headquarters, ENKA Power and the Çimtaş companies Cimtas Pipe and Çimtaş

Precision Machining have H&S committees. These committees meet frequently to review performance in the areas of health and safety at work and environment and to decide on the necessary actions that need to be taken. The committees consist of the employer's representative, H&S experts, the workplace doctor or nurse, a human resources expert, an administrative officer, employee representatives, representatives of the labour union if any and other relevant experts depending on the agenda.

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I have been working in the Health and Safety Department at Bechtel Headquarters for 17 years. Over the years, I have had the opportunity to work with ENKA HSE (Health, Safety and Environment) personnel during the many inspections, evaluations and joint projects and activities on which we have collaborated with ENKA.

During the period of almost 20 years that I have been in contact with ENKA, I have observed that it has changed very rapidly and in a positive direction. I have no doubt whatsoever that ENKA has the values and moral outlook that Bechtel looks for in a business partner. Moreover, having worked one-on-one with ENKA personnel in different countries, I can say that they definitely abide by the high standards that we look for in a business partner in terms of occupational health and safety, quality, integrity and the value which they place on employees and the community.

My views on ENKA's approach to its environmental responsibilities are limited to the impressions I have obtained during the time that I have spent with ENKA personnel at meetings and in the field. However, I can tell you that ENKA attaches much greater importance to the protection of the environment than many of the business partners that Bechtel works with around the world.

I consider working with ENKA to be very beneficial for Bechtel. In recent years, in particular, we have been sharing our opinions and carrying out joint programmes in the area of health and safety, and it is clear that the two companies have been extremely useful to one another.

**Jeffrey Vincoli, Bechtel
ES&H Compliance
Assurance Manger**



Working in Regions with High Health and Security Risks

ENKA aimed to become a global company from the very first day it was founded. In line with this goal, it has so far engaged in activities in 45 different countries, including completed and ongoing projects. A large proportion of these projects are in the Community of Independent States, the Middle East, Europe, Africa and Turkey. Over time, ENKA has come to conduct more and more of its operations in parts of the world where it is relatively difficult to conduct business in terms of health. This reflects the weighting of ENKA's projects towards the energy sector and its involvement in the "Embassy" projects, which are known as special projects. In this context, detailed analyses are conducted before starting on the projects so as to identify the health risks in

the region where the work is to begin and obviate any and all negative consequences which employees might encounter. Recruitment conditions are determined in line with this risk assessment. Special health programmes, such as preventive vaccinations, may also be implemented. A medical facility is set up for each project, and all the employees are closely monitored under the supervision of Turkish and/or local doctors.

Meanwhile, the security risks in the regions where ENKA operates are analysed by the Corporate Security Department. Special safety plans are drawn up for each project, and project security departments are established. In places where the results of the risk analyses demonstrate high risk, agreements are also made with private security firms. These organisations operate under the Project Security Manager.



In 2017, 1,025,123 person-hours out of the total of 53,093,499 person-hours worked at ENKA İnşaat was devoted to HSE training.

HSE Training

Training activities are vitally important for communicating the company's HSE policies, and the procedures which it has put in place in accordance with these policies. For each project, ENKA prepares detailed training plans determining the specific training necessary for the employees, how they are to be conducted and with what frequency. A fully successful training strategy is known to require a regular training programme, competent trainers, and suitable learning spaces.

All ENKA İnşaat projects have training units attached to the project HSE departments. Besides the training coordinators, local trainers are employed in the training departments to deliver training to the local employees in their own languages.

HSE Training at ENKA İnşaat is made up of three main components: Orientation and On-the-Job Training, Technical Training and Systematical Training. Under the heading of Systematical Trainings; training is provided about the process of the management systems in use, headed by ENKA HSE System, Permit to Work System and OHSAS and ISO Management Systems. Technical training is given on topics like working at height, working in confined spaces and safe use of grinders, with the aim of ensuring that the activities in question are carried out safely.

In 2017, 1,025,123 person-hours out of the

total of 53,093,499 person-hours worked at ENKA İnşaat was devoted to HSE training. Within this figure, 338,774 person-hours were spent on technical and systematical training. The number of person-hours spent on HSE training every year is equivalent to the number of person-hours that would be spent on a medium-sized construction project.

The Çimtaş Group companies fall into the hazardous workplace category under the relevant legislation. Employees of Çimtaş Pipe and Çimtaş Precision Machining are provided with H&S refresher training every two years. Moreover, each employee is given at least 12 hours of on-the-job H&S training. 15-minute talks on safety and the environment at work are held three days a week in these two enterprises. At Çimtaş Ningbo, a 15-minute H&S information session is held for employees one day a week. In addition, on-the-spot training is given to the relevant departments about the risk situations that are identified through weekly and monthly H&S inspections.

The table below provides the distribution of 1,100,415 person-hours of HSE training in 2017, given at ENKA İnşaat, ENKA Power, Çimtaş, ENKA Real Estate (ENKA TC, CCI, MKH), ENKA Pazarlama, ENKA Foundation and ENKA Schools.

ENKA HSE Training Hours

	White Collar		Blue Collar	
	Hours of Training (Person-hours)	Average Hours of Training Per Person	Hours of Training (Person-hours)	Average Hours of Training Per Person
ENKA İnşaat	143,517	53.1	881,606	52.6
Çimtaş Group	13,447.5	16.5	39,933	29.6
ENKA Power	2,174.5	17.5	4,426.1	21.4
ENKA Real Estate	4,427	10.1	8,880	18.4
ENKA Foundation	306.6	3.7	58.4	3.7
ENKA Pazarlama	159.9	1.2	73.8	1.2
ENKA Schools	922	2	483	6.2
ENKA Group TOTAL	164,954.5	34.7	935,460.3	49.4



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I graduated from Adapazarı ENKA High School in 2010. While I was studying at university, I did internships as an occupational health and safety and environment engineer on the Bechtel-ENKA Kosovo Motorway Project in 2013 and at Çimtaş Shipyards in 2014. Since August 2017, I have been working in the HSE Department at ENKA Headquarters.

In line with our “Zero Accident Target”, we at ENKA believe that all accidents can be prevented with the right outlook, the right planning and effective practices. We carry out our activities on this basis. Analysis of the accidents that occurred in 2017 shows that our accident frequency ratios reached their lowest levels, coming in even lower than our HSE targets.

In my opinion, a well-structured training system supported by ENKA HSE procedures is the most effective way of passing on ENKA’s HSE culture and awareness to its employees. To this end, more than a million person-hours of training was given to our employees and our stakeholders in 2017.

One of the most important features that distinguish ENKA’s HSE management from those of other organisations is the close and detailed monitoring of the Corporate HSE performance of the projects by the central Corporate HSE Department. The HSE performances are monitored continuously and regularly using predetermined proactive and reactive parameters. Internal and external inspections are carried out to ensure conformity with the system, and the findings are submitted to the project officials and to the upper management.

I will always be proud and honoured to be part of an organisation that is respectful of nature, cares for its employees and furthers the development of the places where it is active, with its projects in Turkey and abroad.

**Seçil Parlar, ENKA
Corporate Health, Safety
& Environment Engineer**



ENKA Lost Day and Work Incident Performance

Total Person-Hours in 2017				60,241,963
Class of Incident /Indicator	Number		TOTAL	
	Women	Men		
Number of Fatalities	0	1	1	
Number of Lost Time Incident	0	13	13	
Lost Time Incident Frequency Rate	0.00	0.04	0.04	
Number of Lost Days	0	348	348	
Lost Time Incident Severity Rate	0	1.16	1.16	
Number of Restricted Work Cases	0	23	23	
Number of Medical Treatments	1	72	73	
Number of First Aid Cases	1	287	288	
Number of Recordable Incidents	1	109	110	
Recordable Incident Frequency Rate	0.003	0.36	0.37	
Absentee Rate			-	
Work Related Illnesses Frequency Rate			-	

Total Person-Hours in 2017				639,594	60,881,557
Class of Incident /Indicator	Number		TOTAL		TOTAL (COMPANY + SUBCONTRACTOR)
	Women	Men			
Number of Fatalities	0	0	0		1
Number of Lost Time Incident	0	5	5		18
Lost Time Incident Frequency Rate	0.00	1.56	1.56		0.06
Number of Lost Days	0	70	70		418
Lost Time Incident Severity Rate	0	21.89	21.89		1.37
Number of Restricted Work Cases	0	0	0		23
Number of Medical Treatments	0	2	2		75
Number of First Aid Cases	0	2	2		290
Number of Recordable Incidents	0	7	7		117
Recordable Incident Frequency Rate	0	2.19	2.19		3.84
Absentee Rate			-		-
Work Related Illnesses Frequency Rate			-		-

In calculating the frequency ratios for recordable incidents, incidents requiring first aid only have been discounted and excluded, whereas incidents requiring medical treatment, restricted work cases, lost time incident and fatality. The ratios of lost time incidents have been calculated by calendar days. The numbers of lost days have been calculated starting with the day following the incident.