



## **Occupational Health & Safety Policy**

**At British American Tobacco Turkey, we aim to apply the highest standards concerning the health and safety of everyone in our workplaces and operational areas. We are committed to providing and maintaining safe and healthy working environments, which include implementing secure working systems for all our employees, both internally and externally. We accept the responsibility of continuously improving our occupational health and safety performance by operating to benefit the present and future generations while fulfilling the following commitments.**

In fulfilling this commitment, we will:

- Comply with all relevant national laws, regulations, and BAT requirements that affect our business activities.
- Regularly assess and review the impact of our current and future activities on occupational health and safety and establish procedures for their evaluation.
- Effectively utilize the hierarchy of controls to eliminate occupational health and safety hazards and reduce risks. We continuously explore preventive and adequate security measures that protect the health and safety of all individuals within our operations and workplaces.
- Provide safe and healthy working conditions to prevent occupational injuries and health impairments.
- Ensure adequate resources and prioritize maintaining the high competence of our employees.
- Provide training and support the development of our employees to ensure they possess the expertise to perform their duties safely.
- Ensure that visitors, interns, and service providers receive appropriate training to understand and manage occupational health and safety activities.
- Expect all our personnel and external individuals working at our premises to be prepared to address unsafe or inadequately secure behaviors and situations as part of their responsibilities, directly or by involving others, to eliminate such hazards.
- Encourage active employee participation, consult with employees, and foster an open communication environment within our occupational health and safety management system.
- Continuously improve our occupational health and safety management system, review and audit it regularly based on established objectives, to enhance occupational health and safety performance.
- Reward safe behavior and apply disciplinary measures for non-compliance with occupational health and safety procedures. Conduct regular risk assessments for current and future activities and establish corresponding procedures.
- Collaborate with our stakeholders, fulfill our compliance obligations, support and develop our suppliers, and always maintain our commitment to sustainability and social responsibility with our employees and suppliers.

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