

OCCUPATIONAL HEALTH AND SAFETY POLICY

As Arkem Chemicals B.V., part of a leading and reliable organization in its sector, we ensure that the operations we undertake are carried out with commitment to protect human health and ensure occupational safety in line with our corporate values. This Policy is guided by the Universal Declaration of Human Rights, the United Nations (UN) Global Compact, Fundamental ILO Conventions and national laws.

For this purpose, in line with our corporate values and sustainable growth strategies and ensuring information security and guarantee business continuity, we are committed to;

- Ensure full compliance with all relevant Occupational Health and Safety laws, regulations, codes of practice and regulations,
- Provide a safe working environment for all employees by conducting health and safety risk assessments at regular intervals and providing adequate personal protective equipment,
- Safety in the workplace, physical health in the workplace, psychological health in the workplace and stress prevention,
- Establish constructive relations with employee representatives and develop social dialogue,
- Look after the health and safety of local communities in our areas of operation,
- Cooperate with relevant parties/stakeholders in all our fields of activity,
- Identify hazards, near-misses and possible health deterioration situations in the work environment and planning the necessary activities to prevent risks,
- Provide the necessary communication activities to understand the needs and expectations of our employees and relevant parties regarding OHS,
- Establish and monitor performance criteria to achieve Occupational Health and Safety targets,
- Take proactive measures by making the necessary plans for possible emergencies,
- Ensure the participation of employees at all levels of the organization in matters related to Occupational Health and Safety and to include ideas and suggestions from all employees in decision-making processes,
- Provide opportunities for all OHS training that may be required and to monitor the effectiveness of the training,

- Create a culture in which safe and healthy working habits are internalized and to provide the necessary resources for this purpose.

The Managing Director is responsible for the implementation and monitoring of this policy. The Health and Safety Policy is reviewed by the Managing Director at least once a year for its currentness and effectiveness. Any revisions deemed necessary are submitted to the CEO for approval and put into effect. Once put into effect, it is published on the website and on the company's local network environment (OneDrive) and made accessible to all stakeholders.

The quantitative targets determined by the Managing Director within the scope of our Sustainable Procurement Policy are defined in detail in the Corporate Strategic Sustainability Targets (<https://arkem.eu/strategic-sustainability-goals>) document MNG-SG, which is an integral part of this policy.

For detailed notifications and feedback, you can contact the Sustainability Committee via sustainability@arkem.com.