



OCCUPATIONAL HEALTH AND SAFETY POLICY

At Koton, human health, safety, and well-being are our priorities under our strategic focus area “We Respect People,” as part of our “Respect for Life Manifesto”. We aim to create a healthy and safe working environment for all our employees and stakeholders through our operations, while conducting our activities in line with our Company’s vision, strategy, culture, and values.

At Koton, in order to ensure the health and safety of our employees and stakeholders, we are committed under our Occupational Health and Safety (OHS) Policy to:

- Complying with all applicable local and international laws, regulations, and standards on Occupational Health and Safety;
- Creating appropriate working and shopping environments at our logistics centers, offices, and stores to ensure the health and safety of our employees and customers; eliminating hazards; continuously planning corrective and preventive actions to reduce risks; and fostering an occupational safety culture accordingly;
- Providing Occupational Health and Safety training in line with local legislation and international standards to contribute to the health and well-being of all our stakeholders;
- Achieving our goal of becoming an organization with a zero-accident rate for our employees and suppliers;
- Using digital solutions in Occupational Health and Safety management;
- Establishing an Occupational Health and Safety Management System that complies with international Occupational Health and Safety standards; and
- Continuously improving our Occupational Health and Safety performance.