



OCCUPATIONAL HEALTH AND SAFETY POLICY

The Bunzl group, which deals with the distribution of industrial cleaning and hygiene products, non-food consumables, machinery sale and industrial packaging, as well as dealing with the sale of work protection equipment, work uniforms, medical material and clinic furniture is committed to meeting the requirements and expectations of our customers, workers and shareholders, by promoting a culture of preventive measures based on principles and values:

- Honesty
- Leadership and innovation
- Commitment to people and their development
- Solidarity and sustainability
- Continued improvement
- Providing safe and healthy working conditions

Purpose:

The purpose of the occupational health and safety policy of the group of companies that form the BUNZL structure in the Turkish state is to implement a safe and healthy working environment for each and every one of their facilities and employees. Assuming the total responsibility and accountability for the prevention of work-related injuries and deterioration of health, as well as the provision of safe and healthy activities and places. The OSH policy is the reference framework for the companies in the group. In order to achieve this purpose and to achieve the outlined objectives, BUNZL's management promotes and assumes the following basic principles that preside over its activities:

Ensuring that:

- All decisions taken at BUNZL are based on the current legal framework as well as internal regulations.
- Risk prevention is integrated into each and every work process.
- The necessary resources and supports are available to establish, implement, maintain and improve the OSH management system in order to achieve the expected results, ensuring and promoting continuous improvement.
- Communication channels are available with employees' representatives and participation in all aspects of prevention within the company will be encouraged.
- All dangers are eliminated and the risks of OSH are reduced.

Respecting and promoting the basic pillars of OSH at work.

- OSH at work is on the same hierarchical level as all the productive and economic aspects that derive from BUNZL's activity
- Employees safety prevails over all aspects of the management of the company and for this purpose, the necessary resources will be rolled out.
- All accidents must be avoided and should any occur, corrective measures will be taken.
- Continuous improvement is essential for the development of the group's activity.

Establishing a common OSH management system for the whole group based on the same standards, harmonizing the working criteria. The system includes:

- The integration of prevention in all management processes, working methodologies and distribution.
- Effective identification, assessment and control of workplace risks in order to prevent damage and deterioration of health.
- Adequacy between the employees and their workplace through health monitoring and training.
- Proper evaluation, planning and correction through communication with parties concerned. Promotion of consultation and participation within preventive activity that promote health and safety, as well as a safe environment.
- Demanding compliance with the safety regulations established in BUNZL of third parties operating in the company's centres, making them part of the principles of this policy.
- Promoting the participation of employees in the promotion of health and safety at work with absolute guarantees of personal and professional development.
- Promoting a preventive culture in the group by obtaining and maintaining OSH certifications in accordance with international standards.



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- Maintaining proper relations with public authorities

The Management of the organisation is committed to improving on an ongoing basis the Integrated Management System through the use and revision of this Policy, communicating it to all stakeholders and making knowledge of this available to all interested audiences.

Rebeca Moneo
Managing Director JUBA
January 2023

A handwritten signature in blue ink, appearing to read "Rebeca Moneo", written over a faint, light blue circular stamp.