



OCCUPATIONAL HEALTH SAFETY AND ENVIRONMENTAL POLICY

As ONKO Pharmaceutical Company;

The Occupational Health, Safety and Environmental Policy we have adopted is based on respect for human beings and the environment we live in. The health, safety and environmental policy is a top priority of every field in which the ONKO Pharmaceutical Company operates. In order to ensure a safe and healthy working environment, everyone is obliged to make necessary work within their own jurisdiction. One of our most important goals is to protect our employees and the environment we are in against the risks of our work.

For this purpose;

- We are committed to using appropriate technology, taking preventive and preventive measures to reduce the risks that our stakeholders may be exposed to, and making efforts for a working environment where environmental and work accidents and occupational diseases are not experienced,
- To comply with all the Ministry of Health legislation and regulations and current GMP (Good Manufacturing Practice) standards required by the pharmaceutical industry and the activities carried out in our organization, as well as the applicable labor law and local requirements, environmental legislation and local requirements,
- To determine the risks related to Occupational Health and Safety hazards arising from our activities and to keep these risks under control by minimizing them, In this context, it is also possible to identify and remove dangerous situations and movements that may cause occupational accidents, occupational diseases and environmental hazards in the workplace by carrying out an effective risk assessment, Effective management of our risks through our continuous improvement and preventive behavior approach,
- Keeping the environmental impacts of our organization's activities under control of possible significant effects on the environment and human health, and to use the most appropriate technologies to reduce these impacts,
- To organize training activities to raise the awareness of our employees and sub-employers about occupational health and safety issues, suppliers and freight production companies are evaluated in terms of occupational health and safety and environmental issues, as well as to keep these knowl- edge continuously active by repeating the trainings periodically,
- ISO 45001 Occupational Health and Safety Management System and the ISO 14001 Environmental Management System to ensure the continuity of the requirements and periodically determined targets and to improve continuously by passing on to prevent injury and occupational diseases and environmental pollution,

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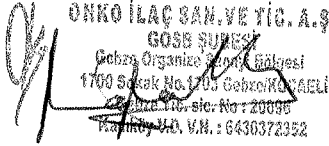


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- Reducing production waste rates for a sustainable environment, effective use of energy and natural resources, minimizing waste and promoting recycling,
- Within the framework of transparency and volunteerism; ONKO Pharmaceutical Company has to make an exemplary company in terms of H.S.E. protection practices in all related parties (employees, suppliers, subcontractors, customers, public authorities and all public) on Occupational Health and Safety (H.S.E.) performances,
- Continuously reviewing the Occupational Health, Safety and Environmental Policy, using relevant management systems to continuously improve performance with objectives to prevent risks to the environment and occupational accidents and occupational diseases,

We commit as Occupational Health and Safety and Environmental Policy.

S. Tuğba KOÇ
General Manager



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