

ASELSAN OHS

As the ASELSAN family, we have been designing, producing and developing with great devotion with the aim of contributing to the welfare and sustainable development of our country by making use of the possibilities and capabilities of modern technology since our establishment. We always put the needs, feedback and culture of our family, which is the architect of our success in our pursuit of perfection, at the center, and we strengthen our processes with our Development value. An integral part of our corporate culture, which is the assurance of the continuity of our success, is our occupational safety culture. We are working to keep occupational safety at the highest level for our human value, which is at the center of our culture. In line with the Integrated Management Systems objectives, we are working to achieve a successful performance beyond the standards and ensure the continuity of the system in order to improve the system with the leadership of our executive management and the participation of our entire ASELSAN family, by fulfilling the requirements of legal requirements and management standards. Integrated Management Systems Policy is the basis of occupational health and safety at ASELSAN. Our policy, which is approved by the Chairman of the Board of Directors and our General Manager and expresses the representation of occupational safety in our management, includes our commitments regarding Occupational Health and Safety (OHS). Our work accidents and our evaluations on work accidents are regularly reported to our Executive Board, chaired by the Chairman of the Board of Directors and our General Manager. The coordination of Occupational Health and Safety practices at ASELSAN is provided by the Occupational Health and Safety Boards (OHSB). OHSBs hold meetings at regular intervals, evaluate the work and take decisions regarding Occupational Health and Safety. İSGK is chaired by our Deputy General Managers, who are members of the Executive Board. Risk assessment is the study carried out to determine the occupational safety hazards that exist in ASELSAN or that may come from outside, the factors that cause these hazards to turn into risks, and the analysis and rating of the risks arising from the hazards, and the decision of control measures. Occupational safety risks are defined within the scope of the ISO 45001 Occupational Health and Safety Management System standard and are regularly monitored. Risk assessment is carried out in every field at ASELSAN with the participation of Occupational Health and Safety Boards members. As a result of risk assessment studies, it is ensured that occupational health and safety measures are taken in accordance with the principle of eliminating hazards at their source, depending on the work done and the characteristics of the facility, in cooperation with the relevant units. Before the investments to be made, studies are carried out to make risk assessments and to determine the necessary measures in this context. Risk analyzes are updated when deemed necessary based on near miss/dangerous situation notifications from employees. Risk rating processes are restarted so that risk assessment can be carried out and necessary measures can be determined in this context, in workplace changes or relocations. During environmental controls, change studies are evaluated and controlled. In case of purchasing new equipment or starting a new project, a preliminary assessment is made for potential risks, then the study is expanded and transferred to risk analysis. In case of detection of a new risk originating from equipment or projects by occupational safety experts, the risk analysis of the user section is updated. In addition, for the new machinery and equipment to be purchased, by obtaining the approval of the occupational safety expert, the replacement of high-risk equipment with a lower-risk equivalent, taking precautions in the environment, etc. can be put into use before the equipment is supplied. With the "Risk Elimination Contest" held throughout the year, it is aimed to spread the awareness of occupational health and safety by increasing the competencies of the employees in

identifying risks in their work areas, suggesting actions, thus contributing to the occupational health and safety information system, perceiving risk and taking action. Employees show intense participation in competitions that are held regularly. The notifications made are reviewed by a higher committee and various awards are given to those deemed worthy of reward, and necessary actions are defined for all notifications. Occupational accidents are recorded by the Occupational Medicine unit. Analysis is carried out by the team created for root cause analysis. If there is an additional precaution to be taken within the scope of the accident, the actions and those responsible are defined and the Corrective Action process is initiated. While performing the root cause analysis, besides the occupational safety specialist and the workplace physician; Employees who have had an accident, employees who have knowledge of the area and process, support personnel, department officials, etc. are also included in the analysis team. Occupational health risks are defined within the scope of the ISO 45001 Occupational Health and Safety Management System standard and are regularly monitored. The most important occupational health hazard is the environmental conditions that will create overt/hidden exposures that lead to the death of more than one employee immediately or over time as a result of work accidents and / or diseases (including occupational disease) and prepare the environment for large-scale industrial accidents. In order to increase the awareness and safety culture of the ASELSAN family, priority is given to the organization of trainings and events. Studies are carried out in many different areas, from trainings given within the scope of infectious diseases such as COVID-19, HIV/Aids, tuberculosis, malaria to hygiene activities. The fragility of production and supply chains on a global scale is one of the most important risks to climate change, as we have seen during the COVID-19 pandemic. A large part of our company's more than 5,000 suppliers consists of domestic companies and our localization efforts continue rapidly. While we strengthen ourselves against the risks of global health problems, we continue our efforts to improve our domestic companies in these matters. In addition, we organize hygiene education in nurseries and primary schools, and we apply our awareness of being a responsible producer in every field.

2021 OHS Statistics

2021			
	Employee*	Contractor**	Total
# of Fatalities	0	0	0
# of Injuries-non lost time	30	10	40
# of Injuries-lost time	11	5	16
# of Accidents	41	15	56
# of Occupational diseases	0	0	0
Lost working days	89	22	111
Lost time injury rate (total # of injuries that caused the employees to lose at least a working day / total hours worked)* per 1,000,000	0,59	1,92	0,75
Total injury rate (total # of injuries / total hours worked)* per 1,000,000	2,20	5,76	2,64
Occupational diseases rate (total # diseases / total hours worked)* per 1,000,000	0	0	0

*Represents %100 of total employees

**Represents %69 of total contractors (1266/1822)