

GALSAN



• • • • •

Occupational Health and Safety Policy

Together in the Future....

50 years in plastics



Content

1. Occupational Health and Safety Policy Purpose and Scope
2. Our Commitments
3. OHS Management System
4. Providing a Safe Working Environment
5. Training, Awareness, and Employee Participation
6. Subcontractor Supplier Management
7. Work Accidents, Near-Miss Incidents, and Occupational Diseases
8. Personal Protective Equipment (PPE)
9. Management of Psychosocial Risks
10. Continuous Improvement
11. Responsibility and Enforcement

Occupational Health and Safety Policy

1. Purpose and Scope

This policy aims to protect the health and safety of employees in all activities of GALSAN, to prevent occupational accidents and diseases, and to create a safe and healthy working environment.

Politics; It covers all our production facilities, storage and logistics sites, office spaces, field teams, visitors, subcontractors and suppliers.

2. Our Commitments

GALSAN,

- ✓ Ensuring safe working conditions
- ✓ Zero Accident Culture
- ✓ Prevention of occupational diseases
- ✓ Risk-oriented approach
- ✓ Ensuring OH&S compliance in subcontractors and suppliers
- ✓ It is committed to full compliance with legal and sectoral standards.



Occupational Health and Safety Policy

3. OHS Management System

3.1 Systematic Management

- We are committed to continuously improving the Occupational Health and Safety Management System in accordance with its standards.
- We monitor, measure and report on security performance.

3.2 Risk Assessment

- Hazard identification and risk assessment are carried out for all processes.
- Assessments are updated in case of new technology, equipment, process or change.
- Hierarchical control (elimination → engineering → administrative control → PPE) is applied to eliminate risks.

3.3 Legal Compliance

- We fully comply with national OHS legislation, OEM customer requirements, international conventions and industry standards.



Occupational Health and Safety Policy

4. Providing a Safe Working Environment

4.1 Machinery, Equipment, and Process Safety

- All machines must comply with CE and protection equipment must be activated.
- Lockout-tagout (LOTO) procedures are applied.
- Special control mechanisms are installed in forklifts, cranes, presses, robots and automation systems.

4.2 Occupational hygiene

- Noise, vibration, dust, solvent, dyestuff, oil mist and other chemical exposures are measured regularly.
- Engineering controls are applied so that exposure limits are not exceeded.

4.3 Fire and Emergency Management

- Emergency drills are held at least 2 times a year.
- Fire extinguishing equipment, escape routes and evacuation areas are regularly checked.



Occupational Health and Safety Policy

5. Training, Awareness, and Employee Engagement

5.1 Education

- All employees are given OHS trainings on recruitment, periodic and process/machine-specific.
- Special trainings such as chemical safety, working at height, ergonomics, electrical safety are provided.

5.2 Employee Engagement

- Employees can report risk; suggestions are followed.
- The OHS Board and employee representatives are actively involved in the process.

6. Subcontractor and Supplier Management

- Our subcontractors and suppliers are also obliged to comply with OHS rules.
- Before entering the field, all subcontractors are given OHS training and orientation.
- "Red area – high risk work" procedures are applied in contractor work.
- It is an evaluation criterion for OHS performance in supplier audits.



Occupational Health and Safety Policy

7. Work Accidents, Near Misses and Occupational Diseases

7.1 Event Notification

- Work accidents, near misses and non-conformities are reported immediately.
- Root cause analysis (5Why, Fishbone Diagram, etc.) is performed and corrective actions are taken.

7.2 Performance Monitoring

- LTIR (Lost Time Injury Rate), TRIR (Total Recordable Incident Rate), Near Miss, number of lost days and workforce absences are regularly monitored.
- Performance results are reported to senior management, employees, and relevant OEM customers.

8. Personal Protective Equipment (PPE)

- Inspections are carried out in areas where PPE use is mandatory.
- Appropriate PPE selection, distribution and usage are monitored.
- The use of improper PPE is not tolerated.



Occupational Health and Safety Policy

9. Management of Psychosocial Risks

- A zero-tolerance policy is applied against mobbing, violence, harassment and bullying.
- Stress and burnout risks are monitored.

10. Continuous Improvement

- We strengthen the safety-oriented culture in the field with Kaizen, 5S, Lean Production and TPM applications.
- We adopt the "Safety by Design" approach in new technology and automation applications.
- Measurable OHS targets are set every year and performance is monitored.

11. Liability and Enforcement

- This policy comes into force with the approval of senior management and is reviewed annually.
- Responsibility for implementation is shared by the Plant Manager, site managers and all employees.





GALSAN

Thank you for your interest and cooperation.

Publication Date	01.03.2025
Revision Date	09.12.2025

50 years in plastics

GALSAN

Together in the Future

Galsan Plastik ve Kalıp A.Ş.

www.galsan.com

info@galsan.com

Makine İhtisas OSB 5. Cadde No:1
Dilovası/KOCAELİ