



QUALITY, ENVIRONMENTAL, OCCUPATIONAL HEALTH AND SAFETY POLICY

As Bemas, we undertake to strive with all our Employees to serve with the fittings we supply to the world's leading brands in the Panel Radiator, Combi Boiler, Air Conditioning and White Goods sector, to leverage market share and to realize our following principles in order to be a market leader.

- Ensuring the continuous development of employees by supporting the effectiveness of teamwork with the awareness that quality is a teamwork and training activities.
- Leveraging the strength of team spirit, common synergy and a fair working environment day by day, based on the Total Quality Philosophy.
- Increasing production efficiency and performing the right production the first time.
- Being aware of the needs and expectations of our customers, to prioritize high quality and safety standards, to produce top notch best products and services under the most economical conditions with the goal of Zero Error in a continuous and reliable quality by reducing the cost of the product that fully fulfil its satisfaction.
- Conducting our activities by entrusting our environment to be transferred to future generations.
- Maintaining biodiversity and the ecosystem by considering climate change with efficient and economical use of natural resources such as raw materials, energy, water etc. in all of our processes with a sustainable development perspective.
- Paying attention to the prevention of pollution by reducing the risks related to the environment, improving our recovery methods by ensuring the reduction of wastes at source, encouraging recycling and constantly bringing positive value to the environment.
- Creating a safe and healthy working environment, ensuring the participation of our employees in all processes to reduce the risks related to Occupational Health and Safety, to develop preventive approaches against possible occupational diseases and injuries and to work in line with the principle of Zero Occupational Accidents
- Maintaining our maturity as a reputable, stable, honest and reliable company.
- Adopting an understanding that addresses risks and opportunities to achieve our strategic goals in all internal and external matters.
- Fulfilling the requirements of Quality, Environment, Occupational Health and Safety Standards and the obligations of the relevant legal legislation.
- Identifying root causes of nonconformities and implement permanent solutions.
- Ensuring an open communication environment, encouraging employees to participate actively, increasing their individual performance, rewarding knowledge and success, and maintaining employee satisfaction by measuring it regularly.
- Being a company that constantly improves the performance of the system and focuses on Quality, Environment, Occupational Health and Safety objectives by increasing employee competence and awareness.
- Ensuring effective communication, improving cooperation and increasing our service diversity by following up scientific and technological developments in order to best meet the expectations of our stakeholders.
- From the project stage to the delivery of the finished product, to use new technologies in our manufacturing, services and activities, to determine the risks, to manage them effectively and to continuously improve all processes.
- Ensuring continuity by increasing the technical competencies required for R&D and innovation activities of all kinds by supporting innovative approaches.
- Implementing Quality, Environment and HSE Management Systems, creating measurable targets taking into account good practices in the sector and in the world, regularly reviewing their realization and continuously improving them by taking actions when necessary.
- Effectively using all resources necessary to achieve goals and objectives.
- Introducing a transparent and developmentally sound management system at all stages of our activities and to ensure that interested parties can easily access our Policy.

Bariş YÜCEL

General Manager