

Occupational Health and Safety Policy



PURPOSE:

As Greenbay Resort & Spa and its employees, in line with the United Nations Sustainable Development Goals and principles of the circular economy, we aim to be a leader in occupational health and safety (OHS) within our industry. We strive to continuously improve and maximize our OHS performance by adopting sustainable development strategies both nationally and internationally.

SCOPE:

This policy covers:

- Our company,
- All our employees,
- Personnel of suppliers, contractors, subcontractors, and other organizations included in contracts.

The Board of Directors is committed to fulfilling the requirements set forth in this policy and expects the same commitment from all employees.

To achieve our goals, we commit to:

- Complying not only with the existing national OHS regulations but also with relevant international standards, and continuously reviewing and improving our OHS management system,
- Identifying all risks and near-miss incidents arising from our operations that may affect the health or motivation of our employees, conducting proactive risk assessments regularly, updating them, and preventing occupational accidents and diseases,
- Providing the necessary resources and implementing best practices for eliminating hazards, minimizing OHS risks, preparing for emergencies (e.g., fire, flood, earthquake, explosion), ensuring and improving safety, increasing awareness, and enabling rapid alarm responses,
- Ensuring the planning, implementation, performance evaluation, continuous improvement, and development of our Occupational Health and Safety Management System in line with sustainability principles,
- Encouraging the participation, communication, and consultation of employees, employee representatives, and all our stakeholders in all OHS-related activities.