



ONSA RAFİNERİ A.Ş.

SUSTAINABILITY POLICY

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ENERGY MANAGEMENT

Conscious of carrying the responsibility of the Energy Management system, Onsa Rafineri A.Ş. is committed to continuously improving its energy performance and making it environmentally and economically sustainable throughout its activities and services. In order to realize this commitment, Energy Management studies are carried out in the light of the following principles;

To ensure effective energy use without sacrificing comfort by using existing energy resources in the most efficient way and to manage energy activities in parallel with the "Sustainable Development" approach,

To comply with national and international legislation and laws, regulations and mandatory standards, to analyze the current situation for energy management, to get support from specialist organizations and to perform tests in order to achieve the necessary savings,

To determine the state of energy savings by making trend analysis,

To research, implement and maintain greenhouse gas emission reduction methods,

To communicate effectively with customers, authorities, stakeholders and subcontractors in order to create shared value and beneficial results on Energy Management related issues,

To implement the energy management system by integrating it with corporate management practices, to continuously improve it by reviewing,

To play an active role by providing the necessary resources to increase energy efficiency and make it sustainable in the production, transmission, distribution and consumption stages of energy, and to improve energy awareness throughout the organization,

To ensure that choices are made in accordance with energy efficiency in the purchase of energy efficient products, equipment and services and in design issues with the aim of improving energy performance.



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QUALITY

As Onsa Rafineri A.Ş, our main establishment purpose is to produce Gold, Silver, Platinum and Palladium by refining precious metals in the highest quality and most suitable for customer requirements, and to recycle Gold, Silver, Platinum and Palladium by recycling precious metal wastes.

In line with this purpose;

To ensure the satisfaction of our customers with our product quality,

To continuously improve all processes that affect the success of our company and the quality of our products,

To increase the individual contributions of our employees by meeting the training needs of our personnel at the maximum level,

To analyze the current and future expectations of our customers in the best way and to offer them products and services in the best and most suitable conditions,

To constantly improve the quality of service provided and to keep customer satisfaction at the highest level, and to be a business that stands out with its name in the sector,

Not compromising the requirements and commitments of the system in order to continuously improve the effectiveness and efficiency of the established quality system

Are the quality policy of Onsa Rafineri A.Ş.



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ENVIRONMENT

The use of scrap and waste – hazardous – non-hazardous wastes, which are secondary sources in precious metal production, is technologically efficient in terms of energy and material requirements, and is very clean in terms of environment. Recovery of precious metals is much more environmentally friendly than production from ore. In precious metal recovery, most of the cost consists of the processes carried out in the process of making the wastes generated during the production process harmless to the environment.

As Onsa Rafineri A.Ş., we develop policies and strategies that contribute to the protection and improvement of the environment, prevention of environmental pollution, protection and improvement of biodiversity, wildlife, ecology, flora and fauna, waterways and resources in our activities. In this direction, we, as Onsa Rafineri A.Ş., consider protecting the environment as one of our main duties for the healthy future of humanity and natural life.

In Onsa Rafineri A.Ş.'s precious metals recovery activities, the following issues are implemented with environmental awareness;

To comply with national and international environmental regulations and standards and to keep them up to date,

To ensure measurable continuous improvement in every possible area related to the environment,

Establishing and implementing an environmental management system that identifies, evaluates and effectively controls environmental factors and risks,

To reduce waste at its source, to recycle hazardous and non-hazardous wastes, to ensure that non-recyclable wastes are disposed of with the most appropriate technologies without harming the environment,

Minimizing pollution and chemical waste,

Using natural resources and all kinds of energy sources in the most efficient and economical way, reducing natural resource consumption with water management and energy management programs,

To reduce the amount of carbon gas released to nature by investing in new technology tools,

To use less harmful alternative transportation ways to nature,

To continue its activities with a sustainable development approach and to leave a livable world to future generations.

To provide continuous training to employees and subcontractors and to encourage them to implement these principles

To continuously improve our environmental management system in the light of these principles.

The Board of Directors will be a constant follower of the implementation of the environmental policy and targets to which it is committed.



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WORKER HEALTH AND SAFETY

Since the board of directors of Onsa Rafineri A.Ş. adopts as a target principle to do what is necessary to ensure the occupational health and safety of its employees, to provide the conditions in this regard, and to keep the tools and equipment in full, it approaches by believing in the principle of "WORK SAFETY FIRST" in Occupational Health and Safety. However, in order for this principle to be implemented, all employees will strictly abide by the rules regarding occupational health and safety in their work. Because no job is urgent and important enough to endanger the life safety and health of our employees.

Onsa Rafineri A.Ş. undertakes to comply with all Occupational Health and Safety legislation (laws, statutes and regulations) in force in the country and region where it works, the conditions of domestic and foreign organizations it is a member of, international agreements, contracts and specifications signed with the employer.

During all its activities, Onsa Rafineri A.Ş. considers minimizing accidents by preventing the possibility of accident at the source and making efforts to prevent occupational diseases as its main goal. It is also aimed to eliminate all kinds of dangers with the least damage and the inevitable dangers with the best known techniques in a way that will not harm the employees, the facility and the nature.

The duties, authorities and responsibilities of everyone working in our company regarding occupational health and safety have been determined and announced to the relevant parties. All opportunities will be mobilized for all employees to use their Occupational Health and Safety personal protectors, and necessary training, drills and announcements will be made so that employees can have a sense of responsibility. Methods to protect worker health will be researched by planning emergency risks and making actual practices.

In order to establish, support and maintain the direction and targets that will ensure the implementation, maintenance and announcement of the Occupational Health and Safety Management System in all its activities, Onsa Rafineri A.Ş. established and put into writing the Management System that will fulfill the requirements specified in the OHSAS 18001 Occupational Health and Safety Management System Standard. In order to ensure the permanence, protection and continuity of the established system and the measures taken, and to objectively prove that the system is implemented adequately and effectively in accordance with TS 18001, its performance will be measured by internal audits and reviewed and evaluated by the senior management.

In order to realize continuous improvement, objectives and targets have been determined, Occupational Health and Safety management programs have been established in line with these objectives and targets, the authorities and responsibilities of individuals have been defined, and their continuity has been ensured through training, information and auditing studies. Our subcontractors and suppliers will also be required to work in accordance with the TS 18001 Occupational Health and Safety Management System Standard.

The board of directors of Onsa Rafineri A.Ş. undertakes to comply with the Occupational Health and Safety Management System, which has been defined, put into effect and is being implemented, and to allocate the resources necessary for the system to work in the most efficient way to ensure that the work can be done at the specified level and time.



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SOCIAL RESPONSIBILITY

As Onsa Rafineri A.Ş., we emphasize our social responsibility principles and the importance and priority of the issue for our society in order to support social, environmental and economic problems that will contribute to all our stakeholders.

As part of its core values of humility, respect for people and closeness to the public, Onsa Rafineri A.Ş. accepts acting with social responsibility awareness in all its activities as one of the basic and unchangeable elements of its management approach. In this context, we expect all of our institutions forming Onsa Rafineri A.Ş. to manage the economic, social and environmental impacts of their activities with a sense of responsibility and to keep the development of society on their agenda as a priority. We do not see the scope of our social responsibility understanding as limited to our business activities and their effects. We determine our understanding of social responsibility and our priorities in this regard, taking into account what is best for the society and the environment. We take care to take a leading role in activities aimed at protecting democracy, human rights and the environment. As Onsa Rafineri A.Ş., the Code of Ethics, which we have prepared and implemented within the framework of Corporate Social Responsibility Principles, guides us in the way we do business.

Onsa Rafineri A.Ş.'s "Sustainability" and "Social Responsibility" activities are handled in the context of social, environmental and economic dimensions. Continually improving and moving to further goals constitute the main lines of our corporate sustainability approach.

Onsa Rafineri A.Ş.'s Corporate Sustainability Policy is evaluated both in the region where our factory is located and throughout the country, in a way that reveals the responsibility of Onsa Rafineri A.Ş. to its stakeholders. For this reason, our "sustainability" approach and "corporate social responsibility" practices are considered as a whole in order to establish a value chain with suppliers and all stakeholders.

Our Corporate Sustainability Policy covers the following principles on the basis of environmental, social and corporate governance;

To continuously improve all processes by effectively managing risks,

Working with zero accident principle on occupational health and safety,

Increasing company performance and efficiency of production,

To provide an open communication environment by encouraging active participation of employees,

To use energy efficiently, to protect the environmental balance and natural resources,

To increase the knowledge and social awareness of stakeholders on climate change,

To follow a sustainable environmental management policy based on national environmental legislation, relevant environmental standards and the best technologies in this field,

To ensure information security and business continuity in all its activities,



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To comply with national and international legislation requirements,

To manage relations with its stakeholders in a transparent manner and with a common mind,

To ensure continuity in customer satisfaction,

Developing its suppliers towards sustainability practices,

To share the sustainable environmental policy practices with the public in a transparent manner,

Presenting Corporate Social Responsibility activities to its stakeholders in line with company strategies, targets and priorities,

Adopting Corporate Governance Principles as a corporate culture, especially ethical values and anti-corruption,

In this context, within the scope of “Governance and Sustainability”, the Company's Corporate Governance Structure, Risk Management, Business Ethics and Anti-Corruption, Sustainability Management and Stakeholder Engagement are important.

In addition to our activities regarding the continuation and realization of works in line with the Corporate Governance approach within the company, due care is given to the continuation of our "Social Responsibility" activities in this direction, by paying due attention to the works to carry out this together with our company's stakeholders.

In this framework, ensuring sustainability in our company's corporate activities, along with equality of all stakeholders, responsibility for information and corporate governance practices, are among the main objectives of our company.

Our understanding of sustainability is carried out both within the organization and within the framework of social studies for the society, taking into account both corporate social responsibility and impact criteria on society. In this direction, within the framework of our Sustainability Policy, Onsa Rafineri A.Ş.'s Corporate Social Responsibility approach carries an integrated integrity within the scope of company culture and business processes and all company policies.

Therefore, within the framework of Sustainability Governance, activities on Climate Change and Emission Rates, R&D Management, Energy Efficiency, Environmental Management Systems, Occupational Health and Safety, Supply Chain Management are important. Climate change is considered as the basic evaluation of our Sustainability Policy in the axis of environment, occupational health and safety, corporate governance, ethical values, supply chain and social responsibility. In this respect, these processes are shared with all our stakeholders, especially company employees, shareholders and stakeholders.

Within the scope of its Sustainability Policy, Onsa Rafineri A.Ş, which evaluates Social Responsibility activities as the accountability of institutions and their ability to fulfill their duties and responsibilities



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towards their stakeholders, accepts as a corporate policy to implement sustainable and developable social responsibility practices.

Within the framework of Onsa Rafineri A.Ş. Sustainability Policy, there is an integrity related to social, ethical and environmental management, based on the participation of stakeholders and taking into account the satisfaction and expectations of the stakeholders. In addition, strategic regulations are envisaged for the realization of social responsibilities based on corporate governance understanding. In this direction, within the framework of the company's vision and corporate activities preferred by its stakeholders, both sustainability and social responsibility understanding and practices are continuously developed and maintained.

In this framework, the Corporate Sustainability Policy is developed in environmental, social and managerial aspects and followed at the Board of Directors level.

In line with the corporate, social and environmental activities and activities of Onsa Rafineri A.Ş, it is important for the company to manage, improve and audit these processes, to report the managerial, social and environmental performance and to present the results to the information of all stakeholders and the public.

Sustainability and social responsibility activities of Onsa Rafineri A.Ş within this scope are taken into practice within the scope of company policies and developments are followed in order to implement and develop approaches that will enable the application of national and international standards. We undertake following

Prevention of Child Labor: Not to allow or support child labor, to act in accordance with the procedures and principles of child labor,

Prevention of Forced and Compulsory Labor: Not to employ any of our employees under pressure or based on debt in any matter, to employ all of our employees in appropriate positions with their own consent, under equal conditions,

Ensuring Occupational Health and Safety: To fulfill the legal requirements for the occupational health and safety of all our employees, to take all kinds of preventive measures to prevent occupational accidents, to provide our employees with an adequately equipped working environment and all kinds of hygienic opportunities to meet their basic needs,

Fees and Wages: To provide all our employees with wages and social rights determined within the framework of the law,

Non-Discrimination: While employing our employees, based on their ability to do business, not discriminating people by language, religion, race, gender, social class, pregnancy, marital status and physical disability,



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Preventing Abuse and Exploitation: Not to punish our employees, not to abuse and exploit, to treat our employees with respect and dignity,

Freedom of Representation: To respect the representation rights of our employees,

Prevention of Environmental Pollution: To determine environmentally friendly policies and standards for the prevention of environmental pollution and to protect nature, and to raise awareness of our employees in this regard,

Compliance with Law and Other Obligations: To continue our activities in accordance with the current laws and regulations, the rules of our customers and business partners, and the quality management systems we apply voluntarily,

Bribery Prevention: Not to accept any gift or payment that will provide financial gain from all our employees and suppliers, and not to make such requests,