Occupational Health & Safety (OHS) Summary Report 2025

Naturel Yenilenebilir Enerji Ticaret A.Ş. — Electricity generation (NACE 35.11.19)

1. Scope and OHS Management Approach

This report summarises the occupational health and safety activities of Naturel Yenilenebilir Enerji Ticaret A.Ş. for the year 2025. OHS services are provided through an authorised Joint Health and Safety Unit (OSGB), with an A-class occupational safety specialist and a workplace physician assigned. The company's activities are classified in the **very hazardous** class under Turkish OHS legislation (Law No. 6331).

OHS management in 2025 was structured around three core documents:

Document	Date	Content
Annual OHS Work Plan 2025	Prepared 08.06.2025, approved 08.07.2025	14 planned activities scheduled monthly (June–December 2025)
Annual Training Plan 2025	June 2025	Training topics and schedule for all employees
Risk Assessment	18.07.2025	5×5 L-type matrix method, carried out by the Risk Assessment Team; submitted for employer approval
Annual OHS Evaluation Report 2025	31.12.2025	Year-end review of 20 OHS work items against the plan

2. Key Results 2025

Indicator	2025 Result
Work accidents	**0** — no work accident occurred in 2025 (Annual Evaluation Report, item 19)
Risk assessment	Completed 18.07.2025; PPE-specific risk assessment also completed
Emergency preparedness	Emergency teams established and trained; first aiders assigned in line with the 1-per-10-employees requirement for the very hazardous class
Health surveillance	Pre-employment and periodic medical examinations carried out; supporting tests (chest X-ray, haemogram, audiometry, spirometry) and tetanus vaccination applied as required
Employee representation	Designated knowledgeable employee (bilgi sahibi çalışan) appointed 28.07.2025 and included in the Risk Assessment Team
High-voltage competence	EKAT (high-voltage work authorisation) training delivered via the Chamber of Electrical Engineers for technical staff working on HV systems

3. Risk Assessment

The workplace risk assessment was prepared on 18.07.2025 (Rev. 00, valid until 18.07.2027) using the **5×5 L-type matrix** method (Risk = Probability × Severity). It was carried out by the Risk Assessment Team consisting of the employer, occupational safety specialists, the workplace physician, employee representatives, support staff and the designated knowledgeable employee. A total of **124 hazards** were identified and rated across the company's solar power plant (GES) operations.

Activity group	Hazards
Electrical works (LV panels and cables, HV cabins, HV cell / transformer replacement)	57
General site operations (incl. night work, living areas, manual handling)	46
Hand tools and power tools	12
Working at height and ladder use	9
Total	**124**

Risk level (RDS)	Hazards	Share
Intolerable (20–25)	17	13,7 %
High (15–16)	33	26,6 %
Medium (8–12)	44	35,5 %
Low (2–6)	30	24,2 %

The highest-rated risks relate to electric shock and arc flash during LV/HV switching, panel, cable, fuse and insulator replacement, and energy isolation (lockout/tagout); falls from height on rooftop installations; lifting operations during cell and transformer replacement; and fire. Control measures defined in the assessment include EN 60903 insulating gloves, EN 61243 voltage detectors, TS EN 60243 insulating mats, EKAT-certified personnel for HV work, remote operation of HV breakers, lockout/tagout equipment and procedure, EN 361 / EN 355 / EN 358 fall-protection equipment, certified lifting accessories (EN 1492, EN 818), and periodic inspection of fire extinguishers.

4. Training

OHS training is delivered in line with the Regulation on the Procedures and Principles of Employees' OHS Training: **minimum 16 hours per employee per year** for the very hazardous class. Basic training for new employees is given as 12 hours by the occupational safety specialist and 4 hours by the workplace physician. Additional training topics are identified and delivered during monthly site visits. Training records are kept with test and attendance forms.

5. Safety Performance Monitoring

Does the company monitor safety performance and progress against previously set targets or against industry standards?

Yes. Safety performance is monitored through (i) the Annual OHS Work Plan, which sets the 2025 activity targets and their schedule; (ii) monthly site inspections by the OSGB, reported in writing to management; (iii) accident and near-miss reporting and investigation; and (iv) the year-end Annual Evaluation Report, which reviews each planned activity. Legal requirements of Turkish OHS legislation are used as the minimum benchmark.

5.1 Targets vs. results — 2025

#	2025 Target (Annual Work Plan)	Planned	Result (Annual Evaluation Report)	Status
1	Deliver planned OHS trainings	Jun–Dec, monthly	Trainings delivered per training plan; 16 h/employee/year standard applied	Achieved
2	Monthly site inspection reports to management	Jun–Dec, monthly	Monthly site visits carried out; training needs identified on visits	Achieved
3	Periodic site follow-up and inspections	Jun–Dec, monthly	Carried out	Achieved
4	Pre-employment & periodic medical examinations	Jun–Dec	Carried out; Ek-2 forms delivered	Achieved
5	Monitor PPE use and suitability	Jun–Dec	PPE risk assessment completed	Achieved
6	Health surveillance / clinic service	Jun–Dec	Periodic examinations and tests completed	Achieved
7	Investigate and report accidents & near misses	Jun–Dec	0 work accidents; notification and investigation procedure in place	Achieved
8	Create / update emergency plan	Sep	Emergency teams formed and trained	Achieved
9	Personnel health file control	Aug, Oct, Dec	Checked monthly	Achieved
10	Safety signage check and reporting	Sep, Oct	Checked monthly	Achieved
11	Fire-fighting drill	Nov	Completed	Achieved
12	Evacuation drill	Nov	Completed	Achieved
13	Year-end evaluation report	Dec	Issued 31.12.2025	Achieved

Note: Work Plan items 4 and 7 (both medical examinations) are combined in row 4.

5.2 Benchmark against legal requirements

Requirement (Turkish OHS legislation)	Standard	2025 Status
Risk assessment renewal (very hazardous)	Every 2 years or upon change	Completed 18.07.2025
OHS training	≥16 h/employee/year	Applied
First aiders	1 per 10 employees	First-aider training delivered by a Ministry of Health-authorised training centre
Emergency team training	At least once a year	Delivered
Periodic medical examinations	Per hazard class	Carried out
Grounding measurements	Annually, accredited body	Completed by accredited body

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