	<b>Quality Management System</b>	Document No.	QA.POL.005
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<b>Subject</b>	<b>Occupational Health and Safety Policy</b>		

As KORMAS Electric Motor Industry and Trade Inc., we consider protecting the health and safety of our employees as an essential part of our sustainable manufacturing approach and corporate responsibility. Throughout all stages of our production processes involving electric motors, convectors, heater defrosters, axial fans, and automotive components, we adopt the principle of "People First" and are committed to providing safe, healthy, and sustainable working environments.

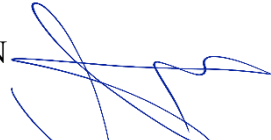
We believe that occupational health and safety culture is not merely a legal obligation, but a strategic value that directly affects employee engagement, operational efficiency, quality, and corporate sustainability. Accordingly, we plan, implement, and continuously improve all our activities in line with the principles of the ISO 45001 Occupational Health and Safety Management System.

As KORMAS, we are committed to:

- Identifying hazards in advance, effectively managing risk assessment processes, and reducing risks to acceptable levels;
- Preventing occupational accidents, near misses, unsafe acts, and occupational diseases;
- Establishing a safety culture not only as a set of rules, but also as a way of behavior, working style, and corporate culture;
- Protecting the physical, ergonomic, and psychosocial health of our employees and continuously improving safe and healthy working conditions;
- Managing work equipment, machine safety systems, process safety, and workplace controls in accordance with national and international standards;
- Ensuring full compliance with applicable occupational health and safety legislation, customer requirements, industry standards, and other relevant obligations;
- Providing regular training and encouraging employee participation to increase awareness and competence;
- Ensuring the active participation of employees, managers, contractors, visitors, and suppliers in OHS processes;
- Strengthening consultation and participation mechanisms through employee representatives, feedback systems, and field observations;
- Being prepared for emergencies, establishing effective response systems, and continuously improving organizational preparedness through drills;
- Supporting technological developments, automation systems, and safety-oriented engineering practices to create safer production environments;
- Promoting sustainable corporate development through an integrated approach to energy, environmental, quality, and occupational health and safety management systems;
- Monitoring and continuously improving OHS performance through performance indicators, internal audits, workplace inspections, and management reviews;
- Enhancing the effectiveness of the ISO 45001 Occupational Health and Safety Management System through a culture of continual improvement.

At KORMAS, we know that a safe working environment is created not only through equipment but also through conscious behaviors. Therefore, we regard safety as a shared responsibility of all employees and believe that safety is an integral part of production.

Guided by the strength we derive from our employees and our corporate values, we will continue to create value for the future by fostering a people-oriented, safe, and sustainable working culture.

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