

## INTEGRATED MANAGEMENT SYSTEM POLICY

As Gizil, within our scope of "Engineering, product supply, contracting and digitalization services for industrial facilities"; We aim to act in line with legal requirements, to gain the trust of our stakeholders, to contribute to sustainable development and to serve in line with our Integrated Management System, which we have created in line with our vision, mission, principles and values and which includes all issues of Quality, Environment, Occupational Health and Safety, Information Security, and Anti-Bribery and Corruption. We aim to continuously improve our quality.

Our company is managed in processes, including our main activities such as engineering, digitalization, assembly, testing and commissioning and support processes. Each process is designed to achieve success by following its inputs and outputs. In the area we define as the process house, the integration of management processes, business processes and support processes is summarized. We aim to achieve excellence in all our processes with the support of integrated management systems. In line with these purposes, our basic principles are;

- Based on internal contexts, external contexts, related party needs and expectations, and customer satisfaction, we identify changing demands in a timely manner.
- We provide competitive advantage thanks to our cooperation with our customers, business partners, suppliers and employees, which are the most important parts of our system, based on the win-win principle. We work to maintain service integrity and business continuity.
- We attach the necessary importance to the development of the competencies of our employees, which is the most important value we have, and support them to make maximum contribution in suggestion development and decision-making processes.
- With the awareness of the importance of our company's stakeholder value, we take it as a principle to inform all our stakeholders about our Integrated Management Systems Policy, our continuous improvement activities and all other necessary reports and explanations.
- We are committed to maintaining our integrated management systems process in accordance with all international and national standards we adhere to.
- We adopt the principle of process-oriented management, constantly review our processes, take risk and opportunity-based process management as a basis, and aim to achieve business excellence by constantly improving. With risk-based management, we anticipate risks and take precautions. We aim to be a pioneer in our sector with our opportunity-based management philosophy. To this end, we conduct annual meetings, internal audits and external audits at regular intervals.
- We are committed to a working environment that ensures compliance with the anti-corruption laws applicable within the organization is based on good faith and reasonable belief, supports raising concerns without fear or retaliation, explains the result of non-compliance, and ensures its continuity.
- We undertake to meet the applicable requirements of information security, which are suitable for the purpose of the establishment, measurable, consistent, taking into account the risk assessment and processing results, sharing these results with the relevant parties and updating them accordingly.
- We are committed to working in a safe environment for our employees and all related parties, to identify, prevent, reduce and eliminate the dangers that may cause work accidents and occupational diseases.
- In order to protect the environment and the ecosystem, we are committed to zero mistakes and the necessary self-sacrifice in fulfilling our environmental obligations as well as being a pioneer in our sector.
- We determine the authorities and responsibilities of all our employees together and share their job descriptions.
- We carry out and monitor all management system activities and activities under the leadership of senior management.

This policy aims to guide all activities related to integrated management systems in Gizil and to reveal integrated management systems processes and controls, supported by sub-documents.

**COO, Managing Partner**

**CEO, Managing Partner**