

Agacan Tarım Gıda Turizm Ltd. Şti.

ACG Industrial & Infrastructure Solutions (ACG IIS)

HEALTH, SAFETY & ENVIRONMENT POLICY

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1. POLICY STATEMENT

Agacan Tarım Gıda Turizm Ltd. Şti. (ACG IIS) is unconditionally committed to protecting the health, safety, and welfare of all its employees, subcontractors, clients, and communities affected by its operations. ACG IIS further commits to identifying, assessing, and minimising its environmental impact across all project activities.

This commitment is not a compliance obligation — it is a core operational principle. No task, deadline, or commercial objective justifies compromising the safety of any person or causing avoidable harm to the environment. The Managing Director of ACG IIS holds personal accountability for the implementation of this policy and for ensuring that all personnel understand it as a non-negotiable foundation of how ACG IIS operates.

2. SCOPE

This HSE Policy applies to:

- All ACG IIS permanent and contracted personnel in all operational locations
- All project sites on which ACG IIS is the principal contractor or a significant subcontractor
- All subcontractors and suppliers engaged by ACG IIS on any project or assignment
- All procurement, logistics, and warehousing operations managed by ACG IIS
- Office environments in Uganda, Turkey, Scotland, and all other operating locations

3. APPLICABLE FRAMEWORKS

ACG IIS aligns its HSE management program with the following frameworks and standards:

Framework	Application
IFC Performance Standards	World Bank-funded and donor-funded project operations
Uganda OSH Act (Cap 220)	All operations in Uganda and East Africa
Turkish OHS Law (6331)	All operations in Turkey
UK Health & Safety at Work Act	Scotland office and UK-based operations
ISO 45001:2018	Occupational Health & Safety Management System structure

ILO OSH 2001 Guidelines

International labour and safety standard baseline

4. HEALTH & SAFETY COMMITMENTS

4.1 Risk Assessment and Hazard Management

ACG IIS conducts formal risk assessments prior to the commencement of all project activities. Hazard identification, risk rating, and control measure implementation are documented and reviewed throughout the project lifecycle.

4.2 Site Safety Standards

- All ACG IIS project sites are subject to a documented Site Safety Plan prior to mobilisation
- A site safety officer or nominated safety supervisor is designated on all active construction and installation sites
- PPE requirements are defined per activity and enforced without exception
- Site induction is mandatory for all personnel including visitors before entry to any ACG IIS project site
- Toolbox talks are conducted at minimum weekly on all active sites and recorded

4.3 Incident Reporting

All incidents — including near-misses, first aid events, lost time injuries, dangerous occurrences, and fatalities — are reported, investigated, and subject to corrective action. ACG IIS operates a zero-tolerance culture towards the under-reporting or concealment of safety incidents.

4.4 Emergency Response

An Emergency Response Plan (ERP) is prepared and communicated to all site personnel prior to project commencement. The ERP covers emergency evacuation, first aid provision, emergency contact procedures, and communication with local authorities.

4.5 Health and Wellbeing

- All personnel have access to first aid facilities appropriate to the site risk level
- Working hours comply with applicable national law and donor/client requirements
- ACG IIS maintains a zero-tolerance policy towards harassment, violence, and substance abuse in the workplace

5. ENVIRONMENTAL COMMITMENTS

5.1 Environmental Impact Assessment

ACG IIS undertakes an environmental impact review at the outset of all project activities. For projects funded by multilateral donors or subject to national environmental regulations, a formal Environmental and Social Impact Assessment (ESIA) process is followed as required.

5.2 Waste Management

All project activities are conducted in accordance with a site-specific Waste Management Plan. Waste is classified, segregated, minimised at source, and disposed of through approved channels. Hazardous waste is managed under separate procedures with documented chain of custody.

5.3 Environmental Protection Measures

- No untreated effluent or construction waste is discharged to watercourses, groundwater, or uncontrolled land
- Fuel, chemical, and hazardous material storage is subject to secondary containment and spill prevention procedures
- Dust, noise, and vibration impacts on surrounding communities are assessed and managed
- Flora, fauna, and sensitive habitats within and adjacent to project areas are identified and protected

5.4 Carbon and Energy

ACG IIS is committed to reducing the energy intensity of its operations and to selecting materials, equipment, and logistics options that minimise carbon emissions where technically and commercially feasible.

6. TRAINING AND COMPETENCE

All ACG IIS personnel performing safety-critical activities hold documented competency in the relevant areas. HSE training is provided at induction and at intervals appropriate to the activity and risk level. Training records are maintained and available for inspection by clients, regulators, and donors.

7. MONITORING, AUDIT AND REVIEW

HSE performance is monitored through regular site inspections, internal audits, and review of incident and near-miss data. The Managing Director reviews HSE performance at minimum quarterly. This policy is reviewed annually and updated to reflect changes in legislation, project scope, or operational context.

Approved by:	Document Reference:
Managing Director Agacan Tarım Gıda Turizm Ltd. Şti.	Document No: ACG-IIS-HSE-001 Version: Rev. 1.0 Issue Date: 28 March 2026 Review Cycle: Annual Aligned: IFC PS / ISO 45001 / Uganda OSH Act