

ICDAŞ A.S. SMOKE-FREE ENVIRONMENT POLICY

ICDAS adopts the protection of the health and safety of its employees, subcontractors, and visitors as a fundamental principle. In this context, it aims to minimize health risks arising from the use of tobacco products and to raise awareness among employees.

Practices Within the Scope of the Policy:

- **Prohibition in Enclosed Areas :** The use of cigarettes and other tobacco products (including electronic cigarettes) is strictly prohibited in all enclosed spaces and communal areas within our facilities.
- **Restriction in Open Areas :** In open areas of the facility, smoking is only permitted in designated "Smoking Areas." These areas have been arranged to ensure that other employees and visitors are not affected.
- **Importance of Compliance with the Rules :** Compliance with these rules is of great importance in maintaining a healthy working environment. It is mandatory for our employees, visitors, and other stakeholders to adhere to these rules to protect everyone's health.
- **Applicability to Visitors :** The smoke-free environment policy also applies to all guests visiting ICDAS facilities.
- **Sanctions in Case of Violations :** Necessary actions will be taken against individuals who act in violation of the policy rules, in accordance with relevant legislation and company regulations.

ICDAS remains committed to creating a healthy working environment. It is of utmost importance that all employees and visitors comply with these rules to ensure the protection of health.

GENERAL MANAGER

19.12.2024