

HEALTH, SAFETY AND ENVIRONMENTAL PROTECTION POLICY

The health, safety and welfare of employees is of prime importance to QUETZAL and is essential to the efficient operation of its undertaking.

The Company will comply with all of its legal duties in pursuance of providing safe and healthy working conditions for all employees and will take positive actions to ensure that this policy is pursued through the organization. The Company will take all reasonably practicable precautions to ensure the health, safety and welfare at work of its employees by providing:

- A safe working environment by the design, construction, operation and maintenance of all plant, equipment and facilities
- Safe systems of work as set out in the technical extensions of this policy,
- Adequate instruction, information, training and supervision,
- Control of all situations likely to cause damage the property and equipment, as set out in the technical extensions of this policy,
- Effective facilities for the treatment of injuries, which occur at work.
- Effective fire prevention and fire control procedure, as set out in the technical extensions of this policy,
- Adequate facilities for consultation between management and employees,
- The making of such tests, examinations, samples and records as are necessary to monitor the working environment. The Company will provide sufficient financial support for the full implementation of this policy.

The Company will ensure that all persons are competent to carry out the duties asked of them, and will provide all information, instruction, supervision and necessary training.

The Company will ensure that all employees are consulted on matters of health, safety and environmental and will encourage positive employee participation.

The policy will be kept up to date and will be amended to suit any changes in the size or nature of the Company's activities. In support of this intent the policy will be reviewed annually.

The primary overall responsibility for health, safety and environmental of the Company and its personnel is vested in the Company Corporate HSE Manager.

The Company will give full backing to this policy and to the Company Safety Director, whose function it shall be to monitor and operate the policy, and will support all those who endeavor to carry it out. We will utilize the services of a specialist consultant to provide the Company with additional assistance in health, safety and environmental matters, if and when necessary.

Yakut Uzunçam / Managing Director - April-2017 – Istanbul