



**Kocaeli Hastane Yatırım ve Sağlık
Hizmetleri A.Ş. (Kocaeli or SPV)**

**Kocaeli Integrated Health Campus Project
(KİP)**

DOCUMENT NUMBER:

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DOCUMENT TITLE:

**ENVIRONMENT, HEALTH, SAFETY, SOCIAL AND
HUMAN RESOURCES POLICIES – FINAL**

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ENVIRONMENT, HEALTH, SAFETY, SOCIAL AND HUMAN RESOURCES POLICIES

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ENVIRONMENT, HEALTH, SAFETY, SOCIAL AND HUMAN RESOURCES POLICIES

Kocaeli Hastane Yatırım ve Sağlık Hizmetleri A.Ş. (SPV) is developing the **Kocaeli Integrated Health Campus Project (“KİP” or “the Project”)** financed by International Financing Institutions (IFI’s). IBP Campus will be constructed over a 353,381 m² land consisting of several hospitals with a total enclosed area of 353,382 m² and bed capacity of 1,180. The health campus is going to include 3 hospitals which are: the Main Hospital, the Physical Therapy and Rehabilitation Hospital and the High Security Forensic Rehabilitation Hospital. The Main Hospital includes a General Hospital, a Women & Paediatric Hospital, a Cardiovascular Hospital and an Oncology Hospital.

The Project, which will have 335,648 m² of closed area, will meet the future health requirements of the Kocaeli Province and its nearby provinces. When the new campus will start to operate at full capacity, it is predicted to provide healthcare services to approximately 2.5 million people and over 8,000 people (polyclinics and emergency) per day in modern conditions. SPV has developed an **Environmental and Social Assessment (ESA)** prior to construction phase in order to manage significant impacts on environment, local communities and workers. The ESA includes potential impacts, appropriate mitigation measures, monitoring activities and commitments.

SPV is committed that the operations are conducted in order to reduce impacts on **environment** to the possible extent. Environmental risks from the operations will be assessed properly in order to implement all possible prevention actions and mitigation measures.

SPV is committed that the operations will be conducted in a socially responsible way. The principles of fairness, loyalty, honesty, transparency and mutual respect will be followed. Contributing to the development of the **local communities** is aimed. A strong dialogue with stakeholders will be developed and a positive legacy in individuals and groups that collaborate with SPV is leaved.

SPV is committed that a safe, healthy, successful and dynamic workplace that foster individual abilities and encourage cooperation among **workers** is created.

SPV has developed an **Environmental And Social Management System (ESMS)** including **Environmental and Social Management Plans (ESMPs)** in order to manage risks, minimize impacts and achieve continuous performance improvement in line with the “*plan, do, check and act*” approach. The results are committed to be reported to stakeholder and affected communities periodically.

SPV is committed to comply with:

- Turkish Law, Regulations and Standards
- Commitments undertaken in the ESA
- IFC Performance Standards and IFC General and Sector Specific Guidelines
- EBRD Performance Requirements
- OPIC Environmental and Social Policy Statement
- Good International Industry Practices

SPV and EPC Contractor are committed to meet the More Stringent Requirements among above mentioned IFI and Turkish standards and requirements.

ENVIRONMENT, HEALTH, SAFETY, SOCIAL AND HUMAN RESOURCES POLICIES

Requirements of the policies, ESMS and ESMPs addresses environmental, labor and working conditions, occupational health and safety, public health and safety, process safety, social, stakeholder engagement, and security aspects specifically. These requirements are also applicable to the Construction Contractor (**EPC Contractor**) and they will be applied by both parties in close cooperation.

ENVIRONMENT, HEALTH, SAFETY, SOCIAL AND HUMAN RESOURCES POLICIES

ENVIRONMENTAL, HEALTH AND SAFETY POLICY

- SPV will minimize impacts from the Projects activities to the environment by assessing environmental risks and applying all appropriate preventions and mitigation measures.
- SPV will take all necessary measures to ensure a healthy and safe condition and workplace for all employees, contractors, visitors and local communities.
- SPV will give the best effort to implement all necessary health and safety measures to prevent potential occupational and environmental incidents.
- SPV will identify hazards and risks, and establish rapid response mechanisms for emergency situations.
- SPV will encourage effective use of natural resources and prevent pollution of the environment. Project units will be planned, designed, constructed and operated in accordance with this commitment.
- SPV will provide necessary resources in the scope of the ESMS so as to accomplish the requirements and reach the goals.
- SPV will monitor targets and acceptance criteria indicated in the ESMP's, compare them with similar sectors and provide continuous improvement to its environmental performance.
- SPV will raise awareness among workers on the importance of acting with an environmentally responsible approach, by emphasizing collective achievements and individual tasks.
- SPV will also ensure that all employees adopt, apply and observe application of HSE rules.

ENVIRONMENT, HEALTH, SAFETY, SOCIAL AND HUMAN RESOURCES POLICIES

SOCIAL POLICY

- SPV will minimize impacts from the Projects activities to affected communities by assessing social risks and applying all appropriate preventions and mitigation measures.
- SPV will pay respect for people as a priority and commits to guarantee the rights in the Project operations.
- SPV will establish a transparent and mutually respectful relation with communities.
- SPV will implement engagement activities with affected communities in a proactive manner, disclose Project related information through appropriate and transparent means and ensure that any discrimination does not occur in this process.
- SPV will assess risks of the activities on the health of the communities; implement necessary mitigation measures to decrease health and safety risks on the community.
- SPV will ensure that means to express concerns and comments on the operations are provided to affected communities and appropriate response within a reasonable timeframe will be received by an adequate grievance mechanism procedure.
- SPV will provide the security of activities, assets and staff in an appropriate manner in order to avoid risks to workers' and communities' health and safety creating from security arrangements.
- SPV will respect cultural background of the affected communities and conduct its operations avoiding impacts on tangible and intangible cultural heritage.

ENVIRONMENT, HEALTH, SAFETY, SOCIAL AND HUMAN RESOURCES POLICIES

HUMAN RESOURCES POLICY

- SPV will comply with all applicable national and international labor laws and regulations, and respect all applicable agreements with workers' organizations.
- SPV will provide equal employment opportunities in compliance with all applicable legislation. No discrimination based on gender, race, religion, nationality or belief, disability, marital status, age or sexual orientation will be tolerated. No harassment will be tolerated.
- SPV will not employ any forced labor or child labor, ensure that this rule is strictly followed and applied by all its Contractors and Subcontractors, and ensure that primary suppliers do not make use of forced labor or child labor.
- SPV will ensure that workers' accommodation is planned and managed in line with applicable national and international standards.
- SPV will ensure that all workers are informed about the labor rights in a transparent and culturally appropriate way.
- SPV will ensure that a safe and healthy workplace is provided by means of conducting risk assessments related to its operations and implementation of mitigation and prevention measures.
- SPV will ensure that application of HSE rules is adopted, applied and observed by all employees. Adequate training on health & safety issues related to workers' roles and tasks will be provided. Workers will be fostered to report any concerns about health & safety issues.
- SPV will implement adequate training programs and exercises so as to enhance skills and capabilities of its workers.
- SPV will ensure that chance to express concerns and comments about the operations to workers are provided and appropriate response within a reasonable timeframe will be received by an adequate grievance mechanism procedure.
- SPV will ensure that retrenchment issues are handled in compliance with national and international laws, regulations and principle of non-discrimination. Retrenchment will comply with agreements with workers' organizations.