

DEFINITIONS

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| Kocaeli or SPV: | Kocaeli Hastane Yatırım ve Sağlık Hizmetleri A.Ş. |
| Kocaeli Integrated Health Campus Project (or “KİP” or simply “Project”): | Kocaeli Integrated Health Campus Project, being executed by Kocaeli or its affiliates |
| EPC Contractor (or simply EPC): | Gama – Türkerler Kocaeli Adi Ortaklığı & Gama Türkerler Dubai |
| Site Management: | All key managerial roles involved in the Construction Site management, mainly referring to the EPC Contractor’s personnel |
| Environmental and Social Management System (ESMS) | The complete set of documents (including but not limited to: policies, manuals, plans, procedures, work instruction and records) developed to address, manage, monitor, audit and review the environmental, social, health and safety aspects of the İBP, aimed at mitigating potential ESHS risks and impacts and improving ESHS performance |
| Guidelines to EPC Contractor | Guidelines to EPC Contractor for the development of its own ESMS and associated EPC Contractor Procedures appropriate to the nature and scale of the Project are contained in SPV ESMS documentation. SPV ESMS documentation, identify also minimum requirements and specific responsibilities for EPC Contractor in line with the EPC contract |
| Construction Site: | The Construction Site includes all areas impacted in any manner by the construction activities. |
| Environmental and Social Management Plans (ESMPs) | Plans issued by SPV addressing significant Environmental and Social aspects (as identified in the ESA) by defining specific management methods, mitigation measures, monitoring activities, reporting, auditing and review. |
| EPC Contractor Procedure | A procedure to be prepared by EPC Contractor, to be used by EPC Contractor to describe how the mitigation and monitoring measures/actions outlined in SPV ESMPs are actually implemented. |

COMMITMENT TO ALLOW WORKERS TO JOIN TRADE UNIONS

The Turkish Constitution is a guarantor of trade union rights. It affirms the right for employees ‘to form labour unions... without obtaining prior permission’ and ‘to become a member of a union’ (Article 51).

Article 34 of the Constitution asserts the right to hold ‘unarmed and peaceful meetings and demonstration marches without prior permission’. Articles 53 and 54 affirm the right of workers to ‘conclude collective bargaining agreements and ‘to strike if a dispute arises during the collective bargaining process.

Gama- Türkerler recognises the Constitutional Rights of the workers which allow any Gama- Türkerler worker to form labour unions or become a member of a Trade Union without obtaining prior permission.

Gama – Türkerler confirms that, all Project workers regardless of contract length, will be committed to allow to join Trade Unions.