

## **HSE Observation and Reporting Program**

In order to create a safe working environment in SOCAR Turkey group companies, the HSE Observation and Reporting Program is implemented in order to proactively identify the unsafe behaviours/conditions and near misses that may cause potential harm in and around the work area, determine and report actions to eliminate those.

HSE observation reporting is a performance criterion for employees, and among all observations raised, some of the employees can be nominated to win specific awards as per HSE Incentive Program for their contribution to create a safe working environment.

Within the scope of the HSE Observation and Reporting Program, a project has also been initiated for the implementation of the Behavior Based Safety Program (BBS Program).

Behavior Based Safety (BBS) is a program developed entirely in-house that enables the development of an occupational health and safety culture in the workplace by influencing the thoughts, behaviors and behavior styles of the employees by making Behavior Based Safety (BBS) conversations.

BBS Program aims to create healthier, safer and more productive working environments by improving HSE awareness level of the employees. Raising HSE awareness level of the organization is equally important as having an established HSE Management System.

One of the methods used to create the desired level of HSE awareness is to establish a dialogue with employees and ask them open-ended questions about HSE. Making employees talk, by removing them from being passive listeners, not only helps them remember their education and experience, but also allows them to be more creative and increase their level of perception.