



## **FIGHT AGAINST DOMESTIC VIOLENCE POLICY**

Tekfen considers domestic violence as an attack on human dignity and a violation of fundamental human rights. Tekfen is aware that domestic violence is a serious public health problem without income or education level boundaries. And we believe that the public sector, the private sector and non-governmental organizations must fight together to overcome this problem.

Tekfen stands by all its employees in fighting against domestic violence by being committed to providing a workplace environment that is intolerant to all forms of violence. The company has adopted the following principles in order to keep domestic violence away from its employees and to support them to overcome its negative effects.

### **AWARENESS**

- Recognizing the importance of awareness in fighting domestic violence by organizing educational and informational activities aimed at raising awareness.

### **SUPPORT**

- We encourage our employees who are exposed to and/or exhibit acts of domestic violence to apply for the necessary psychological/medical support.
- We evaluate these applications in the most effective way and provide guidance towards the best possible support actions and/or resources both within and outside the company.
- We manage the incidents by considering all the dimensions, with the provision that the employee who is exposed to domestic violence may experience physical and mental health safety and/or performance problems.
- In case we detect a domestic violence through the use of company resources, we implement the disciplinary process.

### **CONSENT AND PRIVACY**

- We ground the evaluation of the application and the management of the process on the employee's own consent.
- We respect the private lives of individuals and carry out the process in accordance to the principle of confidentiality.

**Cahit Oklap**

**President, Tekfen Group of Companies**