



AKÇANSA

GENDER EQUALITY POLICY

CONTENTS

- Principles
- Akçansa Gender Equality Manifest
- Goals
- Definitions





PRINCIPLES

- In recruitment and dismissal, remuneration policies, promotion and development opportunities; Akçansa doesn't base itself on any quality that may be perceived as discrimination, such as religion, language, race, sect, physical conditions, gender identity and gender expression.
- Akçansa, which provides a fair, respectful and safe working environment for all its employees and develops various mechanisms to ensure the sustainability of the specified working environment,

Akçansa aims to

**PREVENT HARASSMENT
AND VIOLENCE**

before they occur!



For this purpose, Akçansa raises awareness of its employees with trainings prepared with support from various resources. In case of harassment and violence despite all preventive actions taken,

Akçansa shows
ZERO TOLERANCE

with the mechanisms it has developed against harassment and violence!

Akçansa employees are expected to treat each other with respect.



PRINCIPLES

- Akçansa is a signatory to the “Women’s Empowerment Principles” established in 2010 with the cooperation of the United Nations Global Compact and the United Nations Entity for Gender Equality and the Empowerment of Women. According to these protocols;



% 30

Commitments that will improve gender equality,

Taking initiative for the steps to be taken towards the empowerment of women in society, business and economic life,

Establishing gender equality goals companywide,

Ensuring 30% or more female participation in management,

Establishing policy on zero tolerance for verbal and psychological abuse.

PRINCIPLES

- **Confidentiality Policy and Protection Against Retaliation: While examining reports of violence and harassment at Akçansa, the process is carried out in line with the principle of right of privacy of both the applier and the complaniee.**

In cases which official act is required, essential informations are shared only with relevant authorities. Disciplinary proceeding can be initiated in cases which it is determined that the statements that are deliberately made to harm the honor and dignity of the person and that do not reflect the truth.

- **Akçansa aims to raise awareness of its employees by organizing awareness trainings on gender equality, violence and harassment.**

In this direction Akçansa shares educational videos and messages for the above-mentioned professions on Akçansa Digital Academy, the in-house digital training platform, and on digital communication platforms.



PRINCIPLES

- Akçansa supports guiding of all employees who have been exposed to violence and discrimination or who are at risk of being exposed to violence and discrimination, to the relevant social institutions for getting information and support.



Akçansa accepts that employees who are victims of domestic violence may experience sudden and unexpected problems and provides the required support throughout this process.

- In case of demands for assistance regarding domestic violence, Akçansa makes recommendations to benefit from the relevant nongovernmental organizations for consultation, guidance and support.
- Akçansa protects and supports the rights of aggrieved employees, while carrying out all

these approaches by respecting the privacy of the victims and those at risk.

- Akçansa cares about the health and safety of its employees. It establishes the essential corporate support mechanisms for the employees to realize the situation, to take the necessary steps and to ensure that the position of the victim in our workplace is minimally affected in violence cases.

- **Any employee who uses workplace resources (Phone, fax machine, e-mail, postal, automobiles, office supplies, photocopiers, etc.) to harassment and violence/to threaten with harassment and violence is subject to disciplinary action, including but not limited to dismissal!**

If it's necessary, Akçansa applies to law enforcement, resulting in an arrest, criminal prosecution and/or investigation.

- Akçansa acknowledges that the violence user also needs help and resources. If it's necessary, Akçansa directs the violence user to mechanisms where he can get support.



PRINCIPLES

GENDER EQUALITY IS **OUR MANIFEST!**

Our culture, which is egalitarian, fair, inclusive, safe, doesn't accept any form of violence and harassment, and feeds on diversity,
binds us together.

Any form of violence
SEPARATE US
from one another.





Respect for personal characteristics such as gender, language, race, political thought, belief, religion, sect, sexual orientation, age, physical disability and similar personal characteristics **binds us together.**

Any form of harassment
SEPARATES US
from one another.

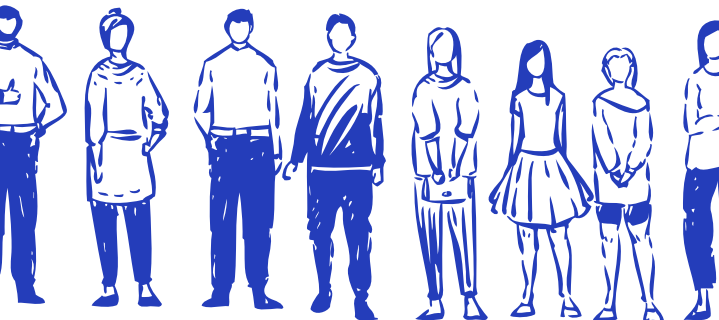
As Akçansa; It is **our commitment** to care about each other's health and safety, to take steps towards the empowerment of women in society, work and economic life, which will enable us to achieve gender equality, and to protect the value that should be given to people because they are human, with equal opportunity, rights and responsibilities!

GOALS

- Offering its employees the positive working environment they deserve is one of the most important priorities which Akçansa is based on.

The corporate culture that is egalitarian, fair, inclusive, safe, doesn't accept any form of violence and harassment, and is nourished by diversity, is the main supporter of this environment.

In the egalitarian working environment offered by Akçansa; qualities such as religion, language, race, sect, gender, physical conditions and life preferences cannot be questioned under any circumstances and no practices that may be perceived as discrimination can be allowed.



The purpose of the gender equality policy is;

gender equality,

By raising awareness on domestic violence and harassment, we aim to support the adoption of the concept of gender equality by all our employees all the while raising awareness against all forms of violence and harassment to guiding its managers with their way of handling this sensitivity and spreading the latter to all its shareholders with the safe work environment it aims to create.



DEFINITIONS

■ **Biological Sex:**

Anatomically, the characteristics that define a person as male or female.

■ **Gender:**

Culturally ascribed meanings to biological sex differences.

■ **You at Work:**

Equality Network at Akçansa Work, which was established on the basis of gender equality to take actions to support the awareness of Akçansa and all its shareholders.

■ **Gender Equality:**

Equal distribution of opportunities, rights and responsibilities between men, women, girls and boys.

(İstanbul Convention, August 2014)



■ **Violence:**

It is the usage of power to the other person in a way that causes physical or mental pain and loss.

■ **Domestic Violence/ Violence in a Close Relationship:**

It is the usage of force by a close person to gain power and control over another. Physical, sexual, emotional, psychological and economic abuse constitutes domestic violence. Domestic violence can occur among all people of all kinds of racial, economic, educational and religious diversity, living or not living in the same household, married or unmarried, short-term or long-term relationships.

DEFINITIONS

TYPES OF

■ **Physical Violence:**

Violence user tries to control the victim with physically aggressive behaviors. Slapping, pushing, punching, pulling hair, tying, biting, dragging, wounding with tools, kicking, crushing, wounding with cigarettes, etc. Such behaviors are included in the definition of physical violence.





VIOLENCE

■ **Psychological Violence:**

It is the constant emotional or psychological pressure on the victim by the violence user. Shouting, teasing, accusing, criticizing destructively, insulting, swearing, name calling, making accusations and allegations to lower self-confidence and self-esteem, offended, exerting pressure, threatening to commit suicide, jealousy, limiting behavior and relationships, intimidation, hiding information, keeping their children away, as well as constantly sending messages, pressure to send them, controlling them by calling from their mobile phones, asking them to report their location, checking their social networking accounts as digital violence etc. Such behaviors are included in the definition of psychological violence.

DEFINITIONS

TYPES OF

■ **Economic Violence:**

It is the systematic application of pressure on the victim in economic decisions and the limitation of the economic movement of the victim. Controlling and taking away income, not taking on expenditures and responsibilities related to children, not including the victim in economic decisions that concern them, arbitrarily restricting their economic needs etc. Such behaviors are included in the definition of economic violence.





VIOLENCE

■ **Sexual Violence:**

It is when the victim is forced into an unapproved sexual relationship and is exposed to sexual harassment, threats, insults and attacks. Forcing unwanted sexual behaviors, touching sexual areas in an unwanted way/ unwanted time, forcing sexual intercourse without being wanted, raping, harassing, using force during sexual intercourse, devaluing behaviors related to sexual orientation, forcing to give birth or not to give birth to a child, cheating, forcing to getting married etc. Such behaviors are included in the definition of sexual violence.

DEFINITIONS

Violence Reporting and Supporting Employees Victims of Violence:

- As Akçansa, we are always with our employees who are victims of violence through our internal support mechanism and the collaborations we have developed with external institutions.
- **Our employees should directly contact the Akçansa Human Resources Assistant General Manager, whose contact information is given below, in order to report violence and request support.**

Ülgen Eryürek Aslan

(Human Resources and Corporate Communications
Vice General Manager)

- akcansa.ethicspoint.com
- Akçansa Çimento Sanayi ve Ticaret A.Ş.
Attention: Ethics Committee
Barbaros Mahallesi, Kardelen Sokak No:2
Apartment 124-125,
Palladium Tower Ataşehir, Istanbul
- 0800 621 2461



DEFINITIONS

Additional Support in Time of Need:

- In addition to our internal support mechanism, when our employees need it, they can apply to the Mor Çatı Women's Shelter Foundation, the Social Support Line, the Domestic Violence Emergency Helpline and the KADES mobile application to get advice, psychological and legal support and to request emergency intervention against violence. Akçansa supports its employees who are on the receiving of domestic violence and harassment on their application process to external support mechanisms and provides them with appropriate guidance.





■ **The Mor Çatı Women's Shelter Foundation**

0(212) 292 52 31-32
morcati@morcati.org.tr
www.morcati.org.tr

■ **Ministry of Family and Social Policies-
Social Support Line**

183

■ **Federation of Women's Associations of
Turkey - Domestic Violence Hotline**

0 (212) 656 96 96
0 (549) 656 96 96

■ **Security General Directorate-Emergency
Response Mobile Application-Women
Support Application (KADES)**

DEFINITIONS

Harassment:

Physical, verbal or visual behaviors based on personal characteristics such as language, race, color, gender, political thought, belief, religion, sect, age, physical disability, etc. that humiliates, upsets or disturbs the person or persons are included in the definition of harassment.

■ Sexual Harassment:

It is a type of harassment that includes sexually explicit words, attitudes, visual, verbal or physical behaviors **that the individual is exposed to without consent.** Continuity is not essential when examining a behavior as sexual harassment. Therefore, even if the behavior occurred only once, it can be considered as sexual harassment.

■ **Simple Harassment:**

It includes behaviors that do not include threats or blackmail, but disturb the person or persons and prevent the maintenance of a fair working environment. Making sexual jokes, insisting on establishing a close relationship, asking questions about their sexual life and similar behaviors can be considered as simple harassment.

■ **Continuous Harassment:**

The behavior, which is described as simple harassment, can be considered as continuous harassment when it is continued without paying attention to the warnings.

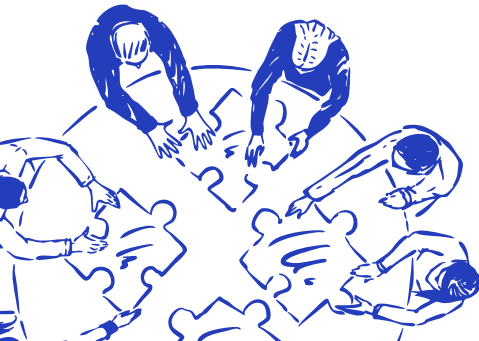
■ **Severe Harassment:**

Behaviors that contain threats or blackmail and aim to manipulate the behavior of the victim can be described as severe harassment. Incidents which it is stated that the victim may gain undeserved gains if they comply with the behavioral guidelines, and that they will be exposed to various obstacles in their business life if they don't comply can also be considered as severe harassment.

DEFINITIONS

■ Harassment Reporting Mechanism:

Harassment statements are transmitted directly to the Akçansa Ethics Committee Consultant through the communication channels listed below. Harassment statements are promptly reviewed in accordance with the principles of confidentiality and impartiality and essential actions are taken. Behaviors are evaluated by considering the effect it has on our employee who is the victim of harassment, not the intention of the abuser. Any behavior that will harm the physical, sexual and emotional immunity of our employees is unacceptable.



Ethics Committee Consultant

Ülgen Eryürek Aslan

(Human Resources and Corporate
Communications Vice General Manager)

■ akcansa.ethicspoint.com

■ Internal Audit and Compliance Department

Palladium Towers Barbaros Neighborhood
Kardelen Street N:2-124/125 Ataşehir/
İstanbul

■ 0(216) 571 30 00





**İŞ DÜNYASI
AİLE İÇİ
ŞİDDETE
KARŞI**

AKÇANSA