

## **Global Compact and Compliance Policy**

### **Human Rights Approach**

In accordance with all legal guidelines, framework texts, and affirmative cross-application policy documents, Akfen REIT deems it suitable to demonstrate a human rights perspective on a local and global level. (UNGC; Principle-01)

Akfen REIT observes that all of its business partners have human rights practices in line with the same framework as it does within the company, and monitors them within the limits of its possibilities. (UNGC; Principle-02)

### **Improvement of Working Standards**

The employees of Akfen REIT are encouraged to openly discuss any issues and job roles with the firm. (UNGC; Principle-03)

Akfen REIT does not allow the creation or development of an application that will cause forced labor of employees within the organization and none of its suppliers. In addition, the exposure of employees outside the practice to practices that can be interpreted as forced labor with individual written or verbal decisions or behaviors is also unacceptable within the framework of the Ethical Codes. (UNGC; Principle-04)

Akfen REIT does not allow child labor to be employed within the company and all other business partners and suppliers. Akfen REIT takes the highest standards in all geographies in which it operates as a criterion for the definition of child labor and accepts to apply the same standard in other low-standard regions as a basis. (UNGC; Principle-05)

Akfen REIT rejects all kinds of discrimination in the recruitment and placement and business activity processes. No one may be discriminated against because of their gender, race, religion, language and other material and spiritual differences. No practices and behaviors that would foster discrimination, even at the level of connotation, are acceptable. (UNGC; Principle-06)

### **Commitment to Environmental Policy**

Akfen REIT supports its employees to make sensitive decisions about environmental problems in all its activities. The development of the employee's initiative to prioritize the environmental impact in decision-making is supported, and decisions made within this framework are given priority. This pertains to all decision-making processes that will have an impact on the environment, regardless of the region or the topic of the activity. (UNGC; Principle-07)

In all kinds of business activities and platforms in which employees take part individually, both as an organization and as a representative of the institution, Akfen REIT places the utmost importance on demonstrating an understanding that will increase and support environmental responsibility. (UNGC; Principle-08)

Akfen REIT has an institutional commitment to the development of environmentally friendly technologies for the establishment of a more liveable world. In the same way, employee participation is supported by all kinds of facilitators who will enable the development of environmentally friendly applications at all stages of their activities together with all their employees. (UNGC; Principle-09)

## **Combating Corruption**

Akfen REIT has adopted the principle of avoiding practices and behaviors that can be interpreted as corruption within the framework of global understanding and acceptance in general and the special laws and cultural codes of all geographies in which it operates. Any requests that may be interpreted as bribery, concession, abuse of power, discrimination and conflict of interest are rejected by reporting and any such applications are prevented by applications that will lead to termination of the contract without exception. (UNGC; Principle-10)