

ANNEX 9: UN WOMEN’S EMPOWERMENT PRINCIPLES (UN WEPS) COMMUNICATION ON PROGRESS

	UN WEPS Progress Report	Related Title
Principle 1	Providing High-Level Corporate Leadership for Gender Equality	Equal Opportunity and Diversity Our Material Topics and Sustainability Approach
Principle 2	Treating All Men and Women Fairly at the Workplace, Respecting Human Rights and Principles of Non-Discrimination, and Supporting These Principles;	Equal Opportunity and Diversity Capacity Building and Talent Management Remuneration and Benefits VakıfBank Remuneration Policy VakıfBank Ethical Principles Policy Equal Opportunity Policy
Principle 3	Ensuring Health, Security and Prosperity for All Women and Men	Equal Opportunity and Diversity Safe Working Environment Remuneration and Benefits Ethical Principles Occupational Health and Safety Policy VakıfBank Ethical Principles Policy VakıfBank Human Rights and Employee Rights Policy Equal Opportunity Policy
Principle 4	Supporting Women Through Education, Courses and Professional Development Opportunities	Equal Opportunity and Diversity Capacity Building and Talent Management Employee Development and Trainings Equal Opportunity Policy
Principle 5	Application of Entrepreneurial Development, Supply Chain and Marketing Methods for Women's Empowerment	Support to the Real Sector Support for SMEs Equal Opportunity and Diversity Supplier Selection and Compliance Policy Equal Opportunity Policy
Principle 6	Promoting Equality through Community Initiatives and Advocacy Work	Equal Opportunity and Diversity Corporate Social Responsibility at VakıfBank-Sport Equal Opportunity Policy
Principle 7	Evaluating the Achievements Regarding Gender Equality and Public Reporting	2021 Awards Equal Opportunity and Diversity Corporate Social Responsibility at VakıfBank-Sport Annex-4 Social Performance Indicators