

## Annex 10: UN Women's Empowerment Principles (UN WEPs) Communication on Progress

UN WEPs Progress Report		References
Principle 1	Create high-level corporate leadership for gender equality	Human Rights, Equal Opportunity, and Diversity Our Material Topics and Sustainability Approach
Principle 2	Treat all people fairly at work, respecting and supporting non-discrimination and human rights	Human Rights, Equal Opportunity, and Diversity Capacity Building and Talent Management Remuneration and Benefits <a href="#">VakıfBank Remuneration Policy</a> <a href="#">VakıfBank Ethical Principles Policy</a> <a href="#">Equal Opportunity Policy</a>
Principle 3	Ensure the health, wellbeing and safety of all workers, whether male or female	Human Rights, Equal Opportunity, and Diversity Safe Working Environment Remuneration and Benefits Ethical Principles of Banking <a href="#">Occupational Health and Safety Policy</a> <a href="#">VakıfBank Ethical Principles Policy</a> <a href="#">VakıfBank Human Rights and Employee Rights Policy</a> <a href="#">Equal Opportunity Policy</a>
Principle 4	Promote education, training and professional development for women	Human Rights, Equal Opportunity, and Diversity Capacity Building and Talent Management Employee Development and Training <a href="#">Equal Opportunity Policy</a>
Principle 5	Implement supply chain, marketing practices and enterprise development that empower women	Support to the Real Sector Support for SMEs Human Rights, Equal Opportunity, and Diversity <a href="#">Supplier Selection and Compliance Policy</a> <a href="#">Equal Opportunity Policy</a>
Principle 6	Champion equality through community initiatives and advocacy	Human Rights, Equal Opportunity, and Diversity Corporate Social Responsibility at VakıfBank - Sports <a href="#">Equal Opportunity Policy</a>
Principle 7	Measure and report publicly on progress to create gender equality	2024 Awards Human Rights, Equal Opportunity, and Diversity Corporate Social Responsibility at VakıfBank - Sports Annex-4 Social Performance Indicators