

FORD OTOMOTIV SANAYİ A.Ş. GUIDE TO COMBATING DOMESTIC VIOLENCE AND ABUSE

PURPOSE AND SCOPE

This Ford Otomotiv Sanayi A.Ş. Guide to Combating Domestic Violence and Abuse aims to announce Ford Otomotiv Sanayi A.Ş.'s zero-tolerance perspective on domestic violence and abuse, to define the support we commit to providing to our employees in this regard, and to provide the necessary information.

DEFINITIONS

Company/Ford Otosan: Ford Otomotiv Sanayi A.Ş.

Employee: Individuals working for Ford Otomotiv San. A.Ş. in exchange for a wage.

Guide: Ford Otomotiv Sanayi A.Ş. Guide to Combating Domestic Violence and Abuse.

Domestic Violence/Violence: Domestic violence can be defined as “an act or omission by one family member that endangers the life, physical and/or psychological integrity, or independence of another family member, causing serious harm to their personality or personality development in physical, sexual, emotional, economic, social, and cyber dimensions.”

Violence perpetrated by one partner against the other when a marital union has not been established is also considered within the concept of domestic violence.

FORD OTOSAN'S STANCE AGAINST THE CONCEPT OF DOMESTIC VIOLENCE

As promised for the “Business World Against Domestic Violence” project, Ford Otosan shows no tolerance for any type of violent act that is unbecoming of the concept of family.

FORD OTOSAN'S COMMITMENTS

If an Employee notifies Ford Otosan that they are a victim of Domestic Violence through the communication channels mentioned in this Guide, Ford Otosan will be able to provide the Employee with the following support(s) (one or more).

The support provided to the Employee may vary from case to case. The final discretion rests with the Human Resources and Transformation Leadership.

Notification Channels

The employee who is a victim of violence can contact the company psychologists for all three locations, as well as the Human Resources and Transformation Leadership Industrial Relations Specialists, Human Resources and Transformation Leadership Business Partners, and individuals trained and assigned to this issue, to request support within the scope of the guide.

Additionally, they can submit their support request via the relevant Ford Otosan e-mail address, fodestek@ford.com.tr.

The support we commit to providing as Ford Otosan is as follows.

These supports are evaluated on a case-by-case basis, and additional case-specific supports can be provided as needed:

- Shuttle Route Change Support
- Adult and Child-Adolescent Psychologist Support for All Three Locations
- Location/Shift Change Support
- Paid Leave Support
- Advance Payment Support
- Companion Support

Confidentiality Commitment

It is essential that all applications made to Ford Otosan within the scope of this Guide be kept confidential to the extent permitted by legislation.

Disciplinary investigation cases are reserved.

OFFICIAL AND PRIVATE INSTITUTIONS AND HELPLINES TO BE CONTACTED IN CASE OF VIOLENCE

- In the presence of violence or the threat of violence, anyone can report this situation to official authorities or bodies.
- Public officials receiving the report are obliged to fulfill their duties under Law No. 6284 on the Protection of the Family and Prevention of Violence Against Women without delay and to inform the authorities regarding other measures that need to be implemented.
- In cases of physical violence, it is possible for the victim to apply to the nearest health institution, receive medical support, have the necessary health assessments made regarding the violent act, and apply to law enforcement forces.
- Law No. 6284 on the Protection of the Family and Prevention of Violence Against Women regulates many protective measure possibilities, including but not limited to providing temporary shelter to the person to be protected, providing temporary financial aid, providing psychological, vocational, legal, and social guidance and counseling services, and taking them under temporary protection upon the request of the concerned person or ex officio in case of vital danger.
- These protective measure decisions are given by the local authority and the family court judgship.

Numbers that can be called in case of violence;

- Federation of Women's Associations Emergency Helpline:
0212 656 96 96 - 0 549 656 96 96
- 183 Family, Women and Children, Social Services Helpline
- 155 Police
- 112 Emergency
- 156 Gendarmerie
- Legal Aid Centers of Bar Associations (kocaelibarosus@org.tr, eskisehirbarosus@ord.tr,
istanbulbarosus@org.tr)

ENFORCEMENT

This Guide entered into force on 22.08.2022.

The follow-up and management of this issue, the prepared Guide, and the implementation of the related process are under the responsibility of the Human Resources and Transformation Leadership.