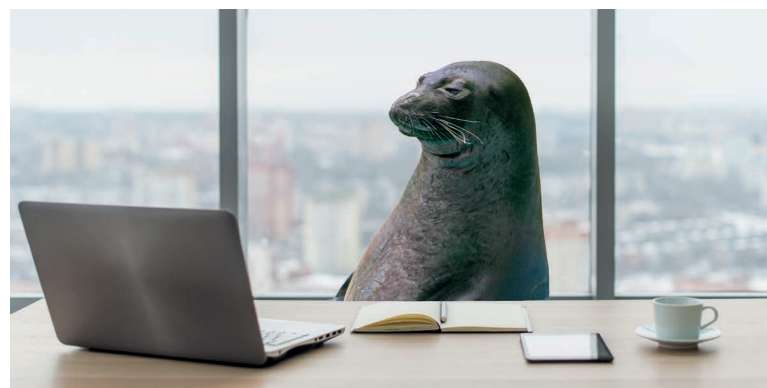


# UN GLOBAL COMPACT COMMUNICATION ON PROGRESS

## REPORT 2021







## A STATEMENT OF CONTINUED SUPPORT

To our stakeholders:

I am pleased to confirm that Çukur & Partners Law Firm reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In the 2021 annual Communication on Progress, we provide information about our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Kindest Regards,

**Devrim Çukur**

Managing Partner of Çukur & Partners Law Firm

## B ÇUKUR & PARTNERS LAW FIRM

### 1- OUR FIRM

As one of the leading law firms of Turkey, practicing nation-wide and internationally under the brand of Çukur & Yılmaz since 1993, in order to better reflect and emphasize our new strategy, development, and structure, we have rebranded our law firm ÇUKUR & PARTNERS, as of November 2021.

Çukur & Partners Law Firm is an independent law firm that offers a full range of legal services across a broad spectrum of Turkish and international legal matters, rendering sophisticated and practical legal consulting, transactional advisory and dispute resolution services; particularly on corporate, commercial, compliance, employment, projects and technology areas.

Lawyers of Çukur & Partners are people-oriented, responsive, innovative and long-term teammates of our clients and business community. Our positive and solution-focused practice approach and smart business models help and accelerate our business clients to achieve their goals wisely.

In terms of access to more information about our firm, practices, sectors, please visit our web site

<http://www.cukurpartners.com>



## 2- OUR VALUES AND PRIORITIES

- We practice responsively
- We serve people accountably
- We are teammates
- We deliver solutions innovatively
- We work positively



## 3- OUR RESPONSIBLE AND SUSTAINABLE BUSINESS COMMITMENT

In Çukur & Partners Law Firm, responsible and sustainable business is our distinctive character and integral part of what we do and how we practice and live.

We rely on impact economy and meaning in life which refers wiser business decisions, assess the impact of these decisions on others, and protect its interests long-term. This is how we run our business.

In our understanding, the meaning of a “good law firm” is something further than being an internationally recognized legal solutions’ provider at high-profile and complex legal matters.

Moreover, we take our responsibilities very seriously and care about the impact of our actions on our clients and people we interacted with, our profession, our local and wider communities, the environment and our workplaces.

Our responsible business approach is not only an intangible commitment; it’s a transparent and accountable initiative and lifestyle by means of concrete collaborations, actions and measurable outcomes.

We want our actions to have a real social value impact and so focus our activity on empowerment and unlocking potential in the areas of education, children and youth, sustainable environment, healthcare, art & culture and entrepreneurship.

Our engagement in social responsibility takes many forms. We provide volunteers for community initiatives; give free (pro bono) legal advice, intellectual support and donations, develop joint projects as well as many other activities and services. Our attorneys and team members actively lead and take part in several civil society organizations. We bring the same energy and discipline to this pursuit as we do to our service to clients.

Çukur & Partners Academy is a platform where our law firm coordinates the training, personal and professional development, coaching, mentorship, and other support activities to law schools’ students, young lawyers who have just stepped into the profession, and business community within the framework of corporate social responsibility studies of Çukur & Partners Law Firm. In this context, we are glad to announce that “ÇUKUR & PARTNERS SOCIAL CLUB” has gone live as a social and cultural development and event group under Çukur & Partners Academy, in 2021.

You can find more information regarding our responsible and sustainable business approach on <https://cukurpartners.com/your-responsible-business-partner/> pages of our website

## C PROGRESS IN 2021

### 1- HUMAN RIGHTS

#### a- GLOBAL COMPACT HUMAN RIGHTS PRINCIPLES


Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: Make sure that they are not complicit in human rights abuses

#### b- HUMAN RIGHTS - ASSESSMENT, POLICY AND GOALS

- Human rights norms are among our highest priorities at the local and international levels. We adhere to these norms in all our relationships and practices. Therefore, it’s our goal to be recognized by our stakeholders as responsible organization and business partner that respects fundamental human rights.





- Çukur & Partners Law Firm respects of, promotes and advocates to the Universal Declaration of Human Rights of the UN, the European Convention of Human Rights of the COE and other international and local regulations in terms of human rights.

- As Çukur & Partners, one of our primary purposes is to protect and develop awareness and consideration regarding human rights in all our practices.

- We partner with business organizations and non-governmental organizations that protect and care about paramount human rights.

- In addition, we follow the principles of human rights in our offices, and we care about and openly respect the rights of our team members.

#### c- HUMAN RIGHTS - IMPLEMENTATION

- We attach importance to avoiding practices that discriminate or damage the dignity of individuals. We are committed to respecting the roles and responsibilities applicable to the representation of team members by current legislation, providing decent work conditions, and implementing special procedures necessary to identify possible situations that pose a greater risk to human rights.

- We evaluate the risks and impacts related to human rights in all our practices and operations and develop solutions to prevent and reduce these risks in our activities.

- Based on our commitment, we have set up a code of conduct and ethics policy as well as other relevant policies and documents, published on our website, to make our position clear for all our attorneys, clients and business partners.

- As the team of Çukur & Partners, we guide our clientele and business partners to respect and follow all fundamental human rights.

- In Çukur & Partners Academy, we organize programs related to fundamental human rights and the role of human rights in responsible business for our entire team, young lawyers, law school students, and also for the business world.

- We offer our support to civil society studying for awareness and protection of human rights through our pro bono services and CSR programs.

#### d- HUMAN RIGHTS - MEASUREMENT OF OUTCOMES

- Neither Çukur & Partners Law Firm and nor any of our clients or team members have been the subject of investigations, legal cases, rulings, claims or any other incidents related to human rights violations.

- We have ensured that Human Rights are always on our agenda with the activities and training we carry out within the framework of Çukur & Partners Academy. At the same time, with these events, we increased the awareness and understanding of our lawyers, teammates, business partners, and clients on human rights.

## 2- LABOUR

### a- GLOBAL COMPACT LABOUR PRINCIPLES

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: The elimination of all forms of forced and compulsory labour;

Principle 5: The effective abolition of child labour; and

Principle 6: The elimination of discrimination in respect of employment and occupation

### b- LABOUR - ASSESSMENT, POLICY AND GOALS

- In Çukur & Partners Law Firm and all our offices, we always respect labor rights, and as a priority, create a peaceful working space within this framework.

- We have a zero-tolerance policy against all forms of forced and compulsory labor, bullying, child labor, human trafficking, and modern slavery, and we always keep following these issues.

- Çukur & Partners Law Firm strives to raise awareness among our clients and suppliers with regards to the labour principles of Global Compact and international and labour regulations.

- We are a happy team and lawyers working in an inclusive, supportive and healthy environment in Çukur & Partners law offices. This is unequalled ground of our law firm's reputation and the power ensuring our high quality and accessible services to our clientele.

- We are a people business, and we know that encouraging individuality is an essential part of our culture. The unique and one-of-a-kind perspective of each of our colleagues' supports moves us forward in the completion of our whole.

- Our aim has always been to be an essential platform for the success and development of our female lawyers and business services professionals without any discrimination.





- Çukur & Partners Law Firm nurtures the well-being and happiness of all team in various aspects. It has dedicated to the well-being of our lawyers and team members, supported by a special welfare policy covering intellectual, physical, emotional, social, and professional levels.

- Çukur & Partners Academy is the main tool of our law firm creating opportunities and supporting personal and professional development and well-being of our team members. Therefore, Çukur & Partners Law Firm has founded Çukur & Partners Social Club under the Academy that organizes cultural, art, sports, and well-being events regularly.

- We describe labour policy and goals in Çukur & Partners Law Firm as;

- *Inclusive and supportive,*
- *Respectful to and enriching through diversity,*
- *Ensuring equal opportunities,*
- *Conscious about life/work balance,*
- *Family friendly,*
- *Valuing and appreciating women,*
- *Taking care of wellness and health*

## c- LABOUR - IMPLEMENTATION

- Our values of teamwork and respect as well as fairness, trust, transparency, equality of opportunity, acceptance of differences and understanding in an atmosphere free from discrimination and prejudice underpin our equality and diversity policy and our open and friendly culture breeds inclusivity.

- We believe that promoting diversity means creating a supportive and inclusive work environment where everyone has the opportunity to succeed without any obstacles based on their gender, identity, race, national or ethnic origin, social or economic background, disability, religious and political beliefs or other ideologies, sexual orientation, age or any other basis.

- We encourage all our attorneys and everyone to participate in firm-wide discussions and share ideas as we believe in harnessing the diverse perspectives of everyone in the firm. For this reason, we regularly organize meetings where we can exchange all ideas. We believe that it makes us a better place to meet our clientele needs, understand each other, work together, and strengthen the corporate culture. We create an environment at Çukur & Partners law offices where people feel valued, engaged and eager to contribute to the success of our business.



- We are aware of the impact of our individual and corporate identities on each of our colleagues' happiness and integrity. For the purpose that, at Çukur & Partners Law Firm, people are always supported throughout their careers with mentoring, coaching, career planning and guidance, personal and professional development programmes and a wide range of skills training, that focused on an individual's unique development needs.

- At Çukur & Partners Law Firm, we care for our team's health, well-being, development, and self-improvement. In this manner, within the Çukur & Partners Academy, we have many free-of-charge events, training, and development programs that we have prepared within this framework for students of law schools and young lawyers as well as our team members.

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- Furthermore, Çukur & Partners Social Club has been established within the Çukur & Partners Academy. It is an event group which provides several social and cultural developments. Participation in all Social Club's events takes place voluntarily, and open to all our team members euqually.

- We intimately encourage our team to allocate adequately time to their private lives. We do not have overworking in our offices; we respect the resting times, weekends and leisure times of our team earnestly. We implement flexible and alternative working models, where needed.

- In Çukur & Partners Law Firm, we pride ourselves in being a family-friendly firm and we mind thoroughly fulfillment's value of the roles of motherhood and fatherhood.

- In our recruitments, we do not ask any questions that may cause violations of privacy, such as private life, family life, or future family planning, and we do not make our hiring choice in this light of information.

- Women lawyers are the majority in our team and an outstanding richness of Çukur & Partners Law Firm. They lead several practice teams and undertake management roles in our law firm frequently, and our business takes its power from the majority of women within the company. We are one of the first signatories of UN's Women Empowerment Principles (WEP's) which underlines our dedication to the role of women in business.

- Our well-being approach considers human health as a mental, spiritual, and physical whole. Çukur & Partners Law Firm works hard to support all other critical factors to personal development, counseling, fitness and nutrition, yoga and meditation, general health and wellness.

- Our offices are regularly inspected by occupational safety professionals to prevent all kinds of incidents that may occur in a workplace.

- We continued to implement special workplace safety practices to keep our team members, offices, customers, and people who interact with us safe, during the Covid-19 pandemic conditions. We have adapted to the pandemic conditions that change from moment to moment, with immediate adaptation.

- We have easily adapted to the remote and flexible working models, where the demand has been increasing in recent years, with our digital and online adjusted working infrastructure.



**d- LABOUR - MEASUREMENT OF OUTCOMES**

- In 2021, we have not faced any dispute, conflict or legal proceeding with regard to any employee of our team. On the contrary, cooperation, motivation and dedication within our team has notably enhanced.
- We listened out and profit by vision, ideas, and suggestions from our team members, while developing and growing our business and managing our offices and workplaces. In this context, to benefit from different ideas, we held regular monthly meetings with our junior, senior, and partner lawyers.
- The employer brand of Çukur & Partners Law Firm has been developed, and this has manifested itself in new significant applications and recruitments.
- We have opened first ever non-lawyer management positions in our law firm and expanded the management team by means of participations corporate communication, client relations, accounting and financial affairs.
- Çukur & Partners Academy has become a hub attracting young and talented lawyers as well as law school students through its wide range of programs and supports. Besides, in line with the high demands of graduates of the country's most distinguished law schools, we have hired top-qualified registered trainee attorneys and new associates in our offices.
- We profoundly care for our team members and provide them with the utmost support in case of any kind health and medical issues.
- In Çukur & Partners' current team, majority of our lawyers are women and they have been leading several practice groups, undertaking management roles, and enriching our brand identity from their point of view.



**3- ENVIRONMENT**

**a- GLOBAL COMPACT ENVIRONMENT PRINCIPLES**

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: Undertake initiatives to promote greater environmental responsibility; and
- Principle 9: Encourage the development and diffusion of environmentally friendly technologies

**b-ENVIRONMENT - ASSESSMENT, POLICY AND GOALS**

- Respect for the environment, conservation of nature, and sustainability are elements of our distinctive character in Çukur & Partners Law Firm. We have developed a clear and concrete strategy and policy concerning sustainability. In this matter, we are committed to gradually reducing and monitoring our carbon footprint, consumption and waste.
- Priorities and main goals of Çukur & Partners Law Firm's sustainability and environment strategy are;

*Undertaking responsibility to reduce our own operational environmental impact and carbon footprint by virtue of green initiatives,*

*Decreasing our consumption and waste by means of green office policies, energy and resources efficiency, environmentally sustainable business and delivery models,*

*Raising awareness and responsibility of our clients, team members, suppliers, all stakeholders and the society on protection of nature, the Earth and the environment,*

*Supporting environment and sustainability organisations working on nature, climate change, resource conservation, waste management, pollution prevention and biodiversity through our CSR and pro bono practices.*





## c- ENVIRONMENT - IMPLEMENTATION

- In the framework of our sustainable environment policy, in Çukur & Partners law offices and work places, We;

*Identify key resources used by our firm and implement measures to ensure that we use those resources and energy in an efficient manner, moreover, to improve it day by day,*

*Implement sustainable waste management practices across the firm in order to minimize the quantity of waste we produce and maximize the amount of waste we recycle,*

*Develop a paperless initiative, a program to promote green workplace behaviours, adopt best practices and leverage technologies to reduce paper in the workplace, also reuse even manuscript papers as scribble paper,*

*Minimise the use of single-use plastics throughout our offices,*

*Use recyclable and renewable materials as much as possible, and using recycled and regenerated materials for printed documents,*

*Endeavour usage of plant extract cleaning products compatible with nature in our offices,*

*Consume treated water, instead of bottled water to reduce the amount of plastic waste,*

*Effectively use IT and communication systems in order to reduce travel requirements and our carbon footprint, moreover, we also promote online meetings and communication as well as remote working,*

*Encourage our team to walk and use public transportation to minimize the environmental damage caused by vehicle absorption and exhausts,*

*Have a strict principle to shut down for lightening, computers, air conditioning and other energy consuming items, unless needed and used,*

*Use shared offices, printers and devices in order to minimize our energy consumption,*

*Incorporate environmental factors into our business decisions, and we care about them.*

- We engage and create awareness among our team members, clients and suppliers, promoting 'green' initiatives throughout the firm.



- We use and benefit from expertise and experiences of environmental organizations toward enhancing our sustainability, and we try effort to participate in all online and live events as best as we can.
- We organise firm-wide events under Çukur & Partners Academy and Social Club in nature as well as environmental responsibility activities.
- We actively support environmental, sustainability, biodiversity and climate change projects and initiatives of several NGOs' through our pro bono and CSR practices.
- We allocate all visuals of our corporate website ( <http://www.cukurpartners.com> )and corporate brochures to the endangered species of Anatolia (Turkey) in order to raise awareness on this point.

## d- ENVIRONMENT - MEASUREMENT OF OUTCOMES

- We measurably reduced our energy consumption, wastes and carbon emission.
- We have used materials made of recycled paper for the printed documents.
- We called respective department of the municipality every week to deliver them all the recyclable and segregated waste we created at the office. Herewith, we followed the recycling process of the progress and finished it with the purpose.
- We enhanced awareness of our lawyers, team members, business partners and clients on the subject of environment and sustainability through operative implementations, activities and trainings.
- We provided wide range of pro bono and CSR supports to environment and sustainability initiatives and projects of several NGO's.
- We shared the plenitude stationery that we had in our law firm with a school with students in need, with the awareness that our recycling, sharing, and social awareness.



## 4- ANTI-CORRUPTION

### a- GLOBAL COMPACT ANTI-CORRUPTION PRINCIPLE

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

### b- ANTI-CORRUPTION - ASSESSMENT, POLICY AND GOALS

- We are trusted legal advisers. Çukur & Partners Law Firm's reputation is based on the highest ethical, technical and quality standards of the firm.
- We value and maintain our reputation for providing the highest levels of integrity, honesty, transparency, professional service and excellence. These standards are expected from all attorneys and members of the firm.
- Çukur & Partners Law Firm's ethical principles and code of conduct are mainstay elements of our responsible business commitment.
- Beyond professional and ethical standards of our profession in Turkey, international regulations draw frame for our approach to ethics.
- In Çukur & Partners law offices, we have zero-tolerance policy against corruption, money laundering, bribery, financing of terrorism and extortion.
- We have defined policies, processes, practices and control structures by which we ensure appropriate behaviour and consistent standards across the firm.

### c- ANTI-CORRUPTION - IMPLEMENTATION

- We provide anti-corruption compliance trainings to our lawyers and team members on a regular basis through Çukur & Partners Academy.
- Our anti-corruption policies are translated into action by establishing compliance systems and procedures for risk management while ensuring effective internal communication. We closely monitor the implementation of our business ethics and code of conduct in practice.
- Çukur & Partners Law Firm works in close collaboration with business associations and civil society, in promoting awareness and collective action on anti-corruption.

- We expect and monitor the same business ethics and standards from all our suppliers and business partners, particularly in terms of anti-corruption, anti-money laundering, anti-bribery, as well as financing and extortion of terrorism.
- We offer business ethics, compliance and anti-corruption training programs to our clients and NGO's.

### d- ANTI-CORRUPTION - MEASUREMENT OF OUTCOMES

- Neither Çukur & Partners Law Firm and nor any of our team members have been the subject of investigations, legal cases, rulings or any other incidents related to violations of business ethics or any kind of corruption.
- We enhanced awareness and caution of our lawyers, team members and clients regarding anti-corruption.
- We have not worked with any client or supplier involved in any kind of corruption issue or fallen into disrepute.







# CONTACTS


## İZMİR

-  Şehit Nevres Bulvarı, No:3/31, Kızılay İş Merkezi, 35220, Alsancak / İzmir / TURKEY
-  +90 (232) 465 07 07
-  +90 (232) 465 02 36

## İSTANBUL (LEGAL OPERATIONS CENTER)

-  Pegagaz Sokak No:6, Pega Kartal Residence & Tower, A Blok, K:5, Ofis No:23  
34880, Kartal / İstanbul / TURKEY
-  +90 (216) 504 14 99

## İSTANBUL

-  Esentepe Mah., Harman Sk., Nidakule Levent, No:7, Kat:6, Şişli / İstanbul / TURKEY
-  +90 (212) 367 49 86

[www.cukurpartners.com](http://www.cukurpartners.com)

