



GÜN + PARTNERS
AVUKATLIK BÜROSU

UN GLOBAL COMPACT

COMMUNICATION ON PROGRESS
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GENERAL

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To: September, 2022

Gün + Partners is a full-service institutional law firm with a strategic international vision, providing transactional, advisory and dispute resolution services. It is one of the oldest and largest law firms in Turkey and is internationally recognized among the top tier legal service providers in the country. The Firm is based in Istanbul, with working and correspondent offices Ankara, Izmir and the major commercial centers in Turkey. The Firm advises a large portfolio of clients in numerous fields of activity, including life sciences, energy, construction & real estate, logistics, technology, media and telecoms, automotive, FMCG, chemicals and the defense industries. All lawyers work in Turkish and English and majority of them also offering fluency in German and French.

Statement of continued support

09/09/2022

To our stakeholders:

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

In this annual Communication on Progress, we describe 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.

Sincerely yours,

Mehmet Gün

Founding Partner of Gün + Partners

I. 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.*

Assessment, Policy and Goals

Gün + Partners prides itself on promoting and showing deference to international standards, especially the Universal Declaration of Human Rights and the European Convention on Human Rights. We believe that it is important to implement the principles that we passionately stand for in our statements and petitions. Therefore, we make sure that all our employees are equal before the law and are entitled without any discrimination to equal protection of the law.

Additionally, our founding partner Mehmet Gün founded the “Better Justice Association” and contributed to the establishment of the “Istanbul Arbitration Association” supporting the principles of equal protection of the law and a right to a fair trial in Turkey.

The Better Justice Association was established to reform the legal and administrative structure of the Turkish Republic, strengthening the state of the rule of law, reinforcing Turkish Judiciary, and making positive their effects on the business and social environment. Better Justice Association publishes and follows up policies on “*the Proposal for the Establishment of a Higher Judicial Council Structure to Ensure the Independence of the Judiciary*”, “*Opinion of the Draft Law on Court Appointed Experts*” and “*Full and Frank Disclosure in the Turkish Civil Procedure*”. The idea for the “Better Justice Association” was first introduced in 2014 by Mehmet Gün in his autobiographical book “From the Steppes of Anatolia to the World of Global Law. Subsequently Mehmet Gün revisited the ideas of judicial independence and accountability of the judiciary, as well as the need for reform in accordance with the Rule of Law, in his book entitled “*Turkey’s Middle Democracy Issues and How to Solve Them: Judiciary, Accountability, and Fair Representation*” published in April 2018.

The Better Justice Association also has innovative proposals developed to bring a solution to Turkey’s judicial problem from the ground up and presented to the public under the title of Turkish Judicial Reform A to Z, under nine key headings. The Association came up with a plan containing innovative solutions; published the designs and drafts of the solutions developed under nine main headings, in both Turkish and English, as a book titled **Turkish Judicial Reform A to Z** and opened them up for discussion by the public of Turkey and the world. During the development of the proposals, the judicial systems and experiences of 20 countries with the most advanced level of democracy, rule of law and welfare in the world was examined. The findings of this exploration were shared with the public through a series of webinars called “**Judicial Councils in the World**”.

In a similar manner, the Istanbul Arbitration Association (ISTA) was established as the one and only non-governmental organization in Turkey with the focus to transform Turkey, and especially Istanbul, into a reputable, reliable, and effective arbitration center, fully recognized in the national and international arenas. To fulfill this aim, ISTA works tirelessly to promote advantages offered by using Istanbul as a seat of arbitration, to foster arbitration in Turkey and to ensure that arbitration practices in Turkey are conducted in a fair, efficient, and productive manner.

Following its establishment phase, the ISTA shattered a record with its large number of founding members and the number of stakeholders that participated. Indeed, it has become a cause célèbre amongst lawyers, academics, experts, and sectoral specialists. The advisory board of the ISTA, the High Advisory Council, is comprised of the pioneers of arbitration in Turkey, which led the ISTA to be an expert association, bringing together under its umbrella all jurists and non-jurists who are active in the field of arbitration. The ISTA also continues such approach with its cooperation with third-party actors. An important movement the ISTA recently made with great vision and foresight was to introduce the ISTA Arbitrator Ethics Rules as a reliable guideline, which contributes to the fair functioning of the arbitration proceedings, and sheds light on the qualities of self-independence and impartiality of the arbitrator.

Finally, Mehmet Gün has co-authored the book titled *“How Unconstitutional is the Privileged Immunity of Experts?”*, wherein he and his colleagues challenged the regulations concerning legal immunity and exclusion of liabilities as granted to the panel of experts and criticized the dominant position of experts as a legal institution in Turkey.

Implementation

In order to promote an environment where employees feel their freedom of expression is protected, Gün + Partners implements the speak-up system in which there are designated speak-up delegators and the lawyers of our firm can “speak-up” to them about any matter they feel is against their personal rights or rights as an employee. This setting of healthy communication is emphasized through the convening of Common Wisdom Meetings in which every single employee of our firm, despite their seniority and including secretaries and staff is given a platform to share their views or comments regarding the upcoming policies and goals of our firm.

This year, Gün + Partners defined its vision for the next 10 years by mutual agreement of all our colleagues and employees. All members of our firm have met, taking the necessary health measures against the pandemic, and jointly defined our vision for the next 10 years by mutual agreement of all our colleagues and employees. Our vision was determined to be an innovative and sustainable institution that is a leader in the services we offer to our clients and cares for society, the environment and our employees.

As a first executive step of the firm's vision, we've created a system where employees from different functions throughout the organization and from different levels of experience, started to attend board meetings. This way, the board meetings became more diverse and employees representing their generation's perspective, as well as hearing about the company strategy and decisions they were able to share the critical company information their peers and network. The management of the company grew into more transparent and accountable. Also, the system brings together younger employees and seasoned executives to develop a purpose led and inclusive strategic vision making Gün + Patners more diverse and equal and fair in decision making.

As the Chairman of the Executive Board of the Better Judiciary Organization, Mehmet Gün made a presentation regarding the Proposal for the Establishment of a Higher Judicial Council Structure to Ensure the Independence of the Judiciary during the "*Independence of Judiciary Following the Constitutional Amendment*" panel dated 15 November 2017. The presentation pointed out the *de facto* dependence of the Council of Judges and Prosecutors ("HSK") on the executive powers, such as the Minister of Justice, in performing its supervisory functions; as well as proposing an alternative to the competence of the executive by introducing a Supreme Authority of Justice. This proposed council is envisaged to have an inclusive election process, ensuring the representation of all segments of the society. The Association has also published informational notes on the "*Progress Report of the European Union*" as well as the "*Judicial Reform Strategy for 2019 and Better Judicial Priorities Information Note*" in June 2019. The organization's Report on the Judicial Reform Strategy for 2019 also got media coverage in the reputable Turkish newspapers "Dünya Gazetesi" on 04.09.2019 and "Sözcü Gazetesi" on 03.09.2019. In addition to printed media, Mehmet Gün participated in the discussion program called "Erhan Ertürk ile Müzakere" broadcast by Media Global on 09.09.2019 and in the special program of Medyascope on 05.09.2019 to talk about the findings of the report. The summary of said report can be found in English under <https://www.mehmetgun.com/wp-content/uploads/2019/09/Judicial-Reform-Strategy-2019.pdf>.

Gün + Partners employees established a politically neutral think tank and civil society organization, for the purpose of identifying issues in Turkey's judiciary and their root causes in order to develop solutions and build a consensus between all relevant stakeholders in support of these proposals, with the belief that the judiciary is the main pillar of our democracy and that the rule of law is not only the path to the advancement of our country, but also the means by which to increase its prosperity in a sustainable fashion. This has allowed employee participation and engagement with the proposal for the establishment of a higher judicial council and court to ensure the independence of the judiciary, as well as reforms in the unions for legal professionals. As a contribution to substantially reforming the rule of law and democracy to strengthen our country's economy, the organization has formulated 80 concrete proposals, organized into 8 chapters and has already presented them for the attention of Mr. Lütfi Elvan, the Minister for Treasury and Finance and Mr. Abdülhamit Gül, the Minister of Justice. Moreover, the details of the **Turkish Judicial Reform A to Z**, shared

by the Better Justice Association with the public are currently being announced to large audiences with live webinar conferences broadcast on the Association's social media accounts as of September 2021. On September 8, 2021 Mr. Gün attended a webinar called "The future of Judiciaries in Europe and Beyond", hosted by the British Institute of International and Comparative Law (BIICL) with Mr. Gün, Hon. Sir William Blair (QMUL), Dr. Sara Razai (BIICL) and David Kosař (Masaryk University Brno) as the speakers.

In the past year The Better Justice Association has begun to organize The "Economy and Law Meetings" meeting series, which will be held in 22 cities in cooperation with the finance and business Newspaper, "Dünya" where the "Turkish Judicial Reform from A to Z" proposals will be shared with the public. The first of the meeting series was hosted in Denizli on Tuesday March 1st, 2022. The second meeting of the series was held on Thursday, March 10, 2022, in İzmir and continued in Bursa, Mersin, Edirne, Hatay, Kayseri.

In order to obtain feedback on the draft proposal and to discuss possible collaborations, seminars have been held with Unity in Democracy Foundation, Turkish Journalists Association, Association for Lawyers from Karatay, Yalova University and Sakarya University Law Clubs, Federation of Sectoral Associations ("SEDEFED"), TEMA, Istanbul and Association on Attorneys' Rights. The conferences will continue in September 2022.

Our Association also attended the **World Justice Forum (WJF)**, organized by the World Justice Project (WJP), an independent non-governmental organization working to promote the rule of law around the world which convened in The Hague, Netherlands. "Turkish Judicial Reform from A to Z" developed by the Better Judiciary Association, which believes that the root cause of Turkey's legal, democracy and economic problems is the judicial problem, that this problem is intertwined with the rule of law and that the solution to all of them starts with the judiciary, was brought to the attention of lawyers from all over the world at the forum.

We believe that the Turkey's advanced level of prosperity comes with the improvement of the judiciary. With this awareness, the Better Justice Association has been working with leading lawyers from Turkey country, academics from different disciplines, businesspeople, and academics since 2012. The proposal of the Supreme Court of Justice, which is presented in Turkish Judicial Reform from A to Z, is a model that will contribute significantly to increasing confidence in the judiciary and protecting the rule of law around the world. We continue to share our suggestions with experts in the international arena. We explain and discuss our suggestions via international webinars. Up until today, we have discussed "**The Future of Judiciaries in Europe and Beyond**", "**The Protection of the Judiciary and the Wider Ecosystem**", "**The Role of Constitutional Courts in the Promotion of Domestic and International Law**" and "**The Importance of Judicial Training in Protecting the Rule of Law**". We stream these webinars in our [YouTube channel](#). Leading diplomats, academics, and opinion leaders such as Sir William Blair QC, Former President of the UK Commercial Courts, Professor Tom Ginsburg from the University of Chicago Law School, Professor Cheryl Thomas from the UCL Institute of Justice, Bernard Brunet, the Head of Turkey Unit at the European Commission, Alvaro Rodriguez UN Resident Coordinator provided highly

supportive comments on our proposals included in the book. The experts considered our proposals to be promising in the way they combine traditional institutions with innovation. Our proposals are regarded to be valuable in their capacity to provide contribution to the concept of judicial councils in Europe and beyond, and also to the Future of Europe discussions.

At Gün + Partners we feel that a strong and independent judiciary is critical to delivering that and ensuring that everyone – regardless of status or wealth – can have access to justice, something which is acknowledged in Sustainable Development Goal 16 (SDG 16). The proposals in Turkish Judicial Reform A-Z ask us to rethink the judiciary as a civic institution whose core focus is running a high-quality public service. As you know, SDG 16 articulates the key role that governance and the rule of law play in promoting peaceful, just, and inclusive societies and in ensuring effective, accountable and transparent institutions at all levels and sustainable development. Here at the Gün + Partners we want to bring our skills to support change for the better in the area we know best, the legal system, because it creates the all-important foundation for an inclusive society and economic growth. Turkish Judicial Reform A-Z focusses on issues in Turkey, it is hoped that the model we propose can be used worldwide to help increase public trust in the judiciary, protect the rule of law and help many more countries achieve SDG 16.

As mentioned above, Istanbul Arbitration Association (ISTA), the founding chairman of which is Mehmet Gün, focuses its activities on ensuring that arbitration practices in Turkey are conducted in a fair, efficient and productive manner, and in conformity with high ethical values. For that purpose, ISTA Arbitrator Ethics Rules were published on November 16, 2018 to bridge an important gap and these Rules were adopted as a pre-condition for acceptance to the list of ISTA Arbitration Practitioners. Additionally, the ISTA worked on the establishment of a comprehensive list of arbitration practitioners in order to ensure visibility and credibility and announced arbitrators' required qualifications for inclusion in this list. Said list provides convenience to the parties of disputes in terms of appointing arbitrators and brings qualified practitioners to the forefront.

ISTA carries out relevant activities through its commissions; namely, "Arbitration and Training", "Activities and Publications", "Promotion and Cooperation". All members are welcome to take part in the Commission activities.

The ISTA has published the "Arbitration Practitioners Qualification Criteria" for the purpose of choosing the arbitrators to be included on the "List of Arbitration Practitioners." Practitioners must comply with the mandatory criteria specified to be entered on the list, such as committing to abide by the ISTA Arbitrator Ethics Rules.

Aside from its aforementioned efforts for the promotion of arbitration in Turkey, as per the ISTA Bylaws, the ISTA may collaborate with national and international non-governmental organizations, public, quasi-public, or private institutions and agencies, arbitration and other alternative dispute resolution centers that are engaged in its areas of activity, and with

respect to any topics related thereto to exchange ideas, experience, and know-how for academic progress, in order to achieve its goals.

One of the main collaborators of the ISTA in terms of fostering arbitration in Turkey and ensuring the fair functioning of arbitration proceedings in Turkey is, indisputably, the Istanbul Arbitration Center (“ISTAC”). The ISTAC Arbitration and Mediation Rules, entered into force on 26 October 2015 and up to present, ISTAC received more than 100 cases.

In line with the overlapping goals of the ISTA and the ISTAC, on 18 July 2018, these two actors signed a protocol in order to establish collaboration in developing arbitration in Turkey, increasing the professional qualifications required of the arbitrators, expansion of membership and connection networks and, most importantly, implementing ethics rules to arbitration. With this protocol, which includes cooperation in many aspects, both institutions plan to develop joint projects in order to ensure Istanbul to be introduced as a preferred seat of arbitration in the international arena, the development of arbitration expertise in Turkey, and to ensure that arbitration practices in Turkey are conducted in a fair, efficient and productive manner.

On July 30, 2020, Gün + Partners published the statement following the continuing discussions with respect to the Istanbul Convention on preventing and combating violence against women and domestic violence. The statement firmly emphasizes that the Istanbul Convention should be fully and effectively applied in order to prevent domestic violence, protect victims of abuse, and end the impunity of perpetrators. A copy of the statement can be found under this [link](#). Unfortunately, the violence against women continues in Turkey. Our colleague Atty. Dilara Yıldız was murdered by her ex-fiancée, and this is not an isolated event. It is a grim example of violence against women that we sadly witness every day. We issued a statement both on International Women’s Day and about this incident. [link](#) and [link](#),

Our firm also supports and collaborates with important associations that support Sustainable Development Goals, such as Habitat Association, a non-governmental organization that produces social capacity building and social impact-oriented projects on the basis of strong partnerships that are compatible with the digitalized world and aim for sustainable development and Tohum Autism Foundation, a non-profit, for public benefit health and education organisation established on 15 April 2003 to promote the early diagnosis of children with Autism Spectrum Disorder (“ASD”), to ensure their specialist education in order to integrate them into the community and to disseminate this nationally.

Along with providing legal services to the Business Council for Sustainable Development Türkiye (BCSD Türkiye) Gün + Partners also became a member of said council, which is the local network and partner of World Business Council for Sustainable Development (WBCSD) in Türkiye, and it is in a strong cooperation with its parent organization. The Council shares knowledge on sustainability with its members and stakeholders through the activities of its working groups.

Gün + Partner is a founding member of Integrated Reporting Türkiye Network (ERTA), which aims at ensuring that businesses report their non-financial information in integration with financial information and promoting integrated thinking. ERTA has become the International Integrated Reporting Council as well as IIRC's official partner with the protocol signed in London on September 19, 2018. ERTA supports and gives high level overview with strong collaboration to the studies regarding the revision of integrated reporting framework and future of corporate reporting.

Measurement of Outcomes

Our employees report feeling that their freedom of expression is respected, owing to the Common Wisdom Meetings. These meeting did not only raise awareness in creating a democratic model of business but also shown the needs and requirements for our firm in an efficient manner. The speak-up system was also a great success both for the employees and the development of the firm and it has propelled us to prepare and implement a firm policy with regards to the holidays with pay to make sure that our employees enjoy their "right to respect for private and family life".

Gün + Partners has also continued its social responsibility projects to promote the protection of human rights such as right to education, health and principle of equality and non-discrimination. As part of these activities, Gün + Partners employees raised donations for the Berdi Primary and Secondary schools in Şanlıurfa, Büyüktokaç Village and collected funds for the procurement of necessary class furniture, fixtures, stationaries, electronics and a selection of 1207 books and magazines. Our founder Mehmet Gün has also continued to award the scholarships he has been giving out for a long time to young students, especially girls, in his hometown with insufficient economic conditions, in order to help them attend their preferred high school and universities. As a result of these scholarships, all of the successful students in the village who normally would not have the sufficient funds to participate in high school and higher education finished their studies and went onto acquiring professions such as teachers, nurses and so forth.

On 30 October 2020 Friday afternoon, the western province of Izmir was hit by an earthquake of 6.6 – 7.0 magnitude. The earthquake affected Aegean See, caused a minor tsunami, and continued with more than 2000 aftershocks reaching over 4 magnitudes. Gün + Partners immediately established an educational trust fund the sole purpose of providing grants for law school students in İzmir who were affected by the earthquake.

Gün + Partners pledges support to UNICEF humanitarian aid efforts in Ukraine. We have pledged our support to the people of Ukraine and will be making a significant donation to UNICEF to support humanitarian aid efforts. We are deeply saddened and disappointed by the latest developments in Ukraine. Our immediate concern is the welfare of the Ukrainian people, and we commend them for their bravery, solidarity, and heroic resistance. Security and peace must prevail domestically and internationally, and it can only be secured if countries are governed by the true will of their people in democracies where the rule of law is respected.

Moreover, for International Women's Day on March 8, our firm donated to “Mor Çatı Women's Shelter Foundation” on behalf of all its employees to support solidarity in violence against women and gender inequality.

Finally, Gün + Partners sponsored the “[destekbizden](#)” project of Tridi, an İTÜ Ari Teknokent initiative, developed to eliminate the equipment shortage in hospitals during the COVID-19 outbreak. Accordingly, our firm has contributed to the production and supply of PPE masks from a total of 5000 Decathlon “easybreath” diving masks for doctors to be delivered to hospitals in need.

When it comes to the ISTA, we are proud to say that it has effectively brought arbitration specialists under the same roof with options of individual, institutional and international membership and is currently offering significant advantages to both its members and other arbitration practitioners who do not prefer to become a member. It also offers its members and other practitioners the opportunity to be among those who lead arbitration as a rapidly flourishing sector in Turkey.

Alongside the promotion of advantages offered by Istanbul, by raising awareness regarding the subject of ethics with the recently launched Arbitrator Ethics Rules, the ISTA has also contributed to international credibility of the arbitration system in Turkey and has a very important function in making Istanbul one of the world's leading arbitration centers. This difference created by the ISTA, and supported through its cooperation, especially with the ISTAC, has surely placed it in a leading position in Turkey. According to the calculations made by ISTA, the popularization of arbitration and bringing Istanbul to the fore as an arbitration centre could bring back an approximately 1 billion US Dollar that is spent abroad on international arbitration.

II. 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 labor;*
- **Principle 5:** *the effective abolition of child labor; and*
- **Principle 6:** *the elimination of discrimination in respect of employment and occupation.*

Assessment, Policy and Goals

Gün + Partners has continued to address labor rights within our internal policies. We are a firm that does not condone child labor or discrimination in any workplace. Although the legal sector is infamous for lengthy working hours, our firm gives utmost importance to the separation between work and private life and keeping both at the same level. We know that our firm cannot exist without our lawyers and other employees; therefore, we give utmost importance to their social and economic welfare.

Gün + Partners embraces the value of equality with the belief everyone must contribute to the struggle for a society freed from any kind of gender inequality. Regardless of seniority of their position, the majority of our employees are female, who are paid equally as their male colleagues for their work of equal value. Accordingly, our firm takes necessary steps to make their maternity leaves and breastfeeding breaks as convenient and flexible as possible.

Implementation

In order to comply with the UN Labor Principles, we have implemented several different models, systems and activities, the examples of which are provided below:

- We have continued implementing a 360-degree feedback system for our performance evaluations, where the employees are given performance reviews from their subordinates, supervisors and peers as well as providing a self-evaluation.
- We have introduced the “Mutual Learning Interviews” where senior and junior associates are given the opportunity to reciprocally review and inform each other with respect to the files they work on together.
- We provide a discount with a gym, which we have agreed on a yearly basis, for preserving our employees’ health.
- We have expanded our Human Resources team within the firm.
- We have allocated matters with regards to labor to two of our partners within the firm.
- We have continued to prepare outing and motivation events for all employees.
- We have provided occupational health and safety educations to all our employees.

- We have agreed with an occupational doctor to be present at the firm one day a week.
- We have implemented the policy of scholarships within the firm, to the lawyers in their master's degrees.

During the COVID-19 outbreak, our firm took swift and effective measures to protect the health of its employees and transitioned to remote working system as early as March 16, 2020. The remote working procedures are still intact during the “normalization” period as the number of cases has not yet decreased. Throughout this period, the Human Resources department of our firm provided our employees with all necessary work equipment, detailed information regarding provision of health insurance and online support through certified psychologists and experts.

Measurement of outcomes

Together with all the improvements stated above, we have become one of the most applied law firms in Istanbul and this shows that we start to be one of the favored law firms in Turkey. Our employees have stated their positive approach to the implemented systems and activities, and we will continue to implement better systems and organize better projects. The 360-degree feedback and the Mutual Learning Interview systems have created further clarity and foreseeability for our employees in terms of their performance evaluations and an overall healthy communication in the workplace. As a result of the inclusive hiring practices and benefits provided to employees, 59% of employees and 58% of Partners at Gün + Partners are female, almost double the figures quoted for the US and Britain. It is our belief in equality that led to us being awarded the IP Stars Prize of Thomson Reuters Managing IP Magazine, the leading publishing group in the world in the intellectual property field, for four years successively. Each year, this Magazine assesses law firms in 81 countries, in areas such as specialization and expertise, workload, market reputation / follower records, results obtained for clients, and exemplary practices in terms of unmatched and unique cases. Gün + Partners has established a model based on gender equality and influence of women in management, standing as an example not only for other law firms, but also for the wider business community.

Also as a result of the above practices, our firm participated in the “Great Place to Work” certification process for the first time this year, where all our employees were surveyed anonymously, and was recognized in this research-based list of Best Workplaces in 2020. Moreover, our firm won “Deloitte Turkey’s Best Managed Companies Award”, becoming the first and only law firm to receive this recognition in Turkey. The Deloitte Best Managed Companies Award recognised our firm for our clear principles of equality and diversity, providing fair opportunities for all, and, in particular, protecting and promoting women in the firm. The Award also highlights our innovative management processes, such as the use of automation and AI, as well as our self-developed Günce software and other software solutions which allow us to instantly monitor business intelligence, making forecasts and projections in real time.

On January 4th, 2022, all members of our firm have met, taking the necessary health measures against the pandemic, and jointly defined our vision for the next 10 years by mutual agreement of all our colleagues and employees. Our vision is to be an innovative and sustainable institution that is a leader in the services we offer to our clients and cares for society, the environment and our employees. With the new vision we have identified around 100 projects and combined them under ESG goals of UNDP.

III. ENVIRONMENT

- **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.*

Assessment, Policy and Goals

GÜN + PARTNERS continues to take the initiative to protect the global environment and prioritize environmental consideration and awareness. We are committed to meet the standards and comply with any all legislation in this regard. We understand that we must raise awareness among our employees in order to minimize our damage to the natural resources.

Implementation

During the 2021 Turkey wildfires which were a series of over two hundred wildfires which burnt 1,700 square kilometers of Turkey's forest in its Mediterranean Region in July and August 2021, the worst ever wildfire season in the country's history, Gün + Partners worked and communicated closely with the regional bar associations (Mugla and Antalya)

Gün + Partners donated 50,000 TL to Mugla Bar's wildfire relief fund for immediate supplies like food, water, shelter to people and animals in need. Also Gün + Partners pledged to plant 1,853,250 million acres to increase forest cover working with Republic of Turkey Ministry of Agriculture and Forestry.

We have trained all employees in order to raise their awareness with regards to environment. We have calculated our employees' entire carbon footprint by hiring a professional team and we determined ways to reduce the overall carbon footprint of our firm. Accordingly, we have reduced our electricity usage and compensated our carbon footprint by financially supporting the Climate Volunteers-Yuntdağ Wind Power Plant. We have recycling points within our office and with the help of the municipality; we give all our recyclable waste to recycle facilities. Moreover, we have obtained additional glass disposal bins to further separate our recyclable waste and have informed our cleaning staff in detail with respect to use of these new recycling bins.

We meet and fully abide by all applicable regulatory standards on environment. We provide training to all of our employees with the aim of increasing their environmental awareness. We take care to minimize the damage to natural resources.

To this end, we participate in a planting program every year and instill a love of nature in students by planting new trees every year as well as making plant donations. Our founder Mehmet Gün has so far planted approximately 10,000 saplings in the remote Anatolian village where he grew up, and he has created a small forest with 1,500 cedar saplings which he has planted to replace the trees that were sacrificed for his education when he was a young boy as far as he can. He donates plants to this region every year.

This year Gün + Partners launched a new vision that creates a business culture that assimilates all dimensions of sustainability (Environmental, Social, Governance), especially the reduction of carbon emissions and the efficient use of natural resources. A comprehensive and holistic environmental management strategy is going to be built in order to align the company's activities with the understanding of environmental sustainability. This strategy will be decided unanimously at the inclusive board meetings.

We understand that our profession is unfortunately still very much paper-based; however, we try to counteract this disadvantage by urging our employees to reuse paper/documents as much as possible. Moreover, our firm is also proud to be leading the digitalization movement in legal profession. In this respect, Gün + Partners, with its growing IT and software department, has developed a customized law firm management software named "Günce" and launched it in the market for the use of lawyers this year. More information can be found under <https://www.gunce.com/about>.

Measurement of outcomes

Our carbon footprint has substantially decreased as a result of the above-mentioned measures. Since our training program has significantly raised awareness, we have increased recurrence of the trainings and extended our training to the cleaning staff as well.

IV. ANTI-CORRUPTION

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

Assessment, Policy and Goals

Accountability, efficiency, and objectivity are our main principles, both within and outside of our firm. Our clients' success is at the heart of our own success and therefore it is very important to be transparent to our clients. We have a zero-tolerance policy for corruption, bribery, and extortion. As we act as the intermediaries of our clients in Turkey and we are subject to relevant advocacy legislations, all of our employees are aware of the risks and sanctions. In the long run, our company goal is to minimize the risk of corruption, bribery, and extortion in all areas.

In the recent years, Gün + Partners has also expanded its Business Crimes and Anti-Corruption practice departments which now consist of 3 partners, 2 managing associates and 6 qualified lawyers. These departments provide expertise in anti-bribery & corruption, anti-money laundering, white collar crime, investigation, sanctions and compliance matters and deal with both internal and external investigations. Our firm has Insurance and Reinsurance, Life Sciences, Energy and Natural Resources, Technology, Media and Telecom, Construction and Real Estate, Competition practice groups who deal with implementation and audit of regulatory compliance structures in more a specialized manner.

Implementation

- We have a strict and high-level policy on accountability, therefore and intermediaries of our clients, we sign FCPA and UK Bribery Act declarations showing that GÜN + PARTNERS has fully in compliance with the relevant legislation.
- We have implemented a billing system in which we send our statements together with the spreadsheets showing how much time and expense were put into the relevant work/business in the most transparent way.
- We have implemented an expense-reporting system in which it is not possible to show expense without its invoice or other documents in the same nature.
- We continue to provide trainings with regard to the above to all our employees.
- As part of our legal services regarding Compliance, we assist our clients to carry out their internal investigations, and more importantly, give compliance trainings to raise awareness within the organization. We also provide proactive legal assistance in order to comply with regulations in regulated markets and provide insights about extraterritorial effect of laws such as FCPA and UKBA. Given our strong ties with reputable big law firms in Europe and USA, we team up with UK and US based law firms to handle that kind of matters.

Measurement of outcomes

As a result of our success in the practice area of Anti-Corruption, Gün + Partners has become a Tier 1 law firm under “Compliance” according to the Legal 500 rankings.

While the current implementation of our anti-corruption policies is valid, when it comes to fighting corruption, we know that taking measures are never enough, unless they are implemented to their core. Therefore, we repeat these trainings to every new employee of our firm and document the trainings.

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