

TÜRKONFED

TÜRK GİRİŞİM VE
İŞ DÜNYASI KONFEDERASYONU

TURKISH ENTERPRISE AND
BUSINESS CONFEDERATION

Türk Girişim ve İş Dünyası Konfederasyonu UN Global Compact Sorumluluk Bildirim Raporu 2021-2023

Turkish Enterprise and Business Confederation UN Global Compact Communication of Engagement 2021-2023

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TÜRKONFED, Avrupa KOBİ Birliği üyesidir.
TÜRKONFED is a member of SMEUnited.

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Message from the President of TURKONFED



Our Republic is a revolution to capture and shape the spirit of the time. It is both the name and the action of a tremendous breakthrough in education, health, youth, and women's rights; of a secular, modern, democratic state understanding; and of a vision to raise Türkiye above the level of contemporary civilizations. As TURKONFED, Türkiye's largest voluntary independent business world organization, we, too, have built a common dream for the second century of our country. We have organized 100th Anniversary Meetings all over Anatolia to nurture this dream, which we define as a country based on democratization and equal opportunities in every field; we have been and will continue to work

relentlessly to increase hope and reach a prosperous and modern Türkiye.

For TURKONFED, protecting the achievements and heritage of the Republic is a matter of corporate existence and continuity. With this understanding, we have organized countless events, meetings, and congresses in Anatolia in the last two years. From education to women, from SMEs to youth, we have directed capacity-building programs, training, and technical support that will support and create value for the second-century development of our country. In every province we visited, we came together with representatives of public and local governments, the business world, and academia and shared our pursuit of common sense and vision.

Changes in the 21st century are happening much faster than in the past. Türkiye needs to catch up with the pace of change in the world to make a giant leap in line with its vision of green, digital, and social transformation. With high technology, high value-added production, and branded exports, we can reduce our foreign trade deficit, increase the 1 percent share we have taken from the world economy for the last 100 years, and exceed the 3 percent threshold in high technology exports. A digital transformation potential of 270 billion dollars points to significant opportunities for our 3.5

million SMEs with rapid adaptation to the digital economy. However, these opportunities depend on our country getting out of the traps of middle income, democracy and education. We should primarily focus on education, which connects these traps, and raise generations that can think analytically and are open to the world, science, and knowledge. We must create social and cultural atmospheres where our children and young people, to whom we will entrust our future, can express themselves freely.

Unfortunately, the middle-income trap, which we inherited in the second century of our Republic, is accompanied by the middle education trap. According to the recently announced 2022 PISA study, our country remained below the OECD average in math, science, and reading. On the other hand, we have experienced a significant increase in brain drain after 2015, which continued steadily between 2003 and 2015. We should not lose our brain power in brain drain. Our country should stay caught up in the well-educated workforce that will realize the technology and productivity-based, high-value-added production required by the second century. For this, we need an education system reform that is not rote memorization but liberal and innovative, integrated with technology. As TURKONFED, we have identified the middle education trap as one of our main areas of work for 2024. After the middle-income and middle-democracy trap, we will prepare our middle-education trap report and share it with the public in 2024.

Our country must stay caught up in terms of a well-educated workforce to realize the technology- and productivity-based high-value-added production required for the second century. We need to use the twin transformation leverage more effectively to make the leap we want in terms of both sectoral and labor capacity in global competitiveness. We need to strengthen our SMEs' qualified and technology-supported high-value-added job creation muscles, which are below potential in labor productivity even though they account for a large share of employment. The zero carbon and hydrogen economies will be the determining factors of competitiveness in the second century. Therefore, innovation, research, and development culture should be embedded in the DNA of our country. We can achieve Digital Transformation by increasing our digital footprint, Green Transformation by reducing our carbon footprint, and Social Transformation by strengthening the footprint of women and youth based on equal opportunities.

Süleyman Sönmez

President

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About TURKONFED

TURKONFED (Turkish Business Confederation) is a non-governmental and nonpartisan business organization, aiming to contribute to the development of regional, sectoral and national economic policies. TURKONFED was established in 2004 as a nation-wide confederation, representing 6 federations and 69 associations. Today, TURKONFED represents 31 federations and 363 associations with more than 100,000 companies as members. TURKONFED is member of SMEunited, which is the association of crafts and SMEs in Europe representing over 22 million SMEs from 30 European countries. In this respect TURKONFED is a bridge between the Turkish business world and the European Union. In addition, TURKONFED has members from across the globe that gather under the platform TURKONFED International.

TURKONFED has three main functions: Policy design/advocacy, capacity development, and business development. The working areas and activities of these three functions are determined through TURKONFED Commissions: Economic Development & Sustainability Commission, Commission on Women in Business World, Regional Development Commission, Sectoral Development Commission, Youth, Education & Entrepreneurship Commission, Digital Transformation Commission, Green Transition Commission and finally, Access to Finance Commission.



GOALS

- To be the common voice of the business world, to establish a strong organization with a wide representation base that will take care of the problems of the business world,
- To determine to economic policies, to produce solutions to the problems that concern the business world,
- Contributing to international integration and increasing competitiveness by developing regional and sectoral development visions.

VISION

- To be the umbrella organization trusted and preferred by the business world throughout the country,
- To increase the competitiveness of its members with policies and activities that will reduce the interregional development gap,

MISSION

- To contribute to the creation of regional, sectoral and national economic policies as a voluntary, independent representative and common voice of the business world,
- To help increase national competitiveness and international integration.

OUR VALUES

- Independence
- Transparency
- Volunteering

TURKONFED Business Ethics Code of Conduct

TURKONFED Code of Business Ethics and Conduct was discussed at the General Assembly of the Confederation dated 30.03.2013 and unanimously entered into force as an integral part of the Confederation's Charter.

TURKONFED, together with all its organs and members, agrees to implement the following Code of Business Ethics and Conduct in business life.

The Regional and Sectoral Federations, which are members of the Turkish Enterprise and Business Confederation, and the persons who assume duties in the management staff of these federations undertake to submit the following "Principles of Business Ethics Behavior" to the approval of their General Assemblies in order to transfer them to their statutes and to implement them effectively. It is recommended that member federations and the associations and members of these federations adopt and implement these principles and impose sanctions on their members who violate these principles.

These principles define the rules and standards of personal and corporate behavior, rules and standards adopted by today's business world, which guide the operation of the free competition order. They summarize the general principles to be followed in order to establish good business relations and to enable best practices.

The Confederation family, our member federations, the associations that make up the federations and their members, and the organizations (companies) of these members, act and behave in accordance with the Code of Business Ethics in all their actions and transactions against the people and organizations they do business with, the society in which they are located, their customers, suppliers, partners and employees in Türkiye and abroad, and take part in the widespread adoption of these principles.

Our Objectives

- To define the principles of business ethics that ensure the functioning of free competition and are universally accepted;
- To contribute to the establishment and development of the principle of mutual trust in business life;
- To prevent attitudes and behaviours that do not comply with business ethics;
- To strive for the establishment and improvement of this principle by defending business ethics in the business world and in its own sector;
- To spread and popularise the awareness that compliance with business ethics will contribute to the effective and efficient use of national resources.

General Principles

A. Integrity

The members of the Confederation, a family of associations and their organizations adhere to a code of honorable and honest behavior. Within this framework:

- They do not knowingly harm others with their commercial activities and the services and products they offer.
- They do not use any information that should be kept confidential for their own benefit.
- They do not benefit by influencing the independent decision-making abilities of other persons and organizations in relation to the activities of their companies, subsidiaries, affiliates and the companies or organizations they are affiliated with or manage.
- They do not engage in deceptive behaviors such as misleading statements and promotions about their own and others' commercial and financial status.

- They are responsible for the products and services they produce; they do not refrain from doing what is necessary to eliminate the damage arising from the use of these products and services.

B. Respect for the Law

As a Confederation family, members and organizations of our associations are obliged to respect national and universal legal norms in all their activities. In this context:

- Fulfil all administrative and supervisory obligations stipulated by law.
- They do not keep false or inaccurate records that do not reflect the truth; they do not provide misleading information to the competent authorities.
- They do not engage in illegal or criminal activities. In business life, they do not resort to ways and methods that business and social ethics would not approve.
- They do not engage in activities that will lead to unfair competition by perverting the laws and internationally recognized principles of honesty.

C. Work Environment and Employees

Association members and organizations that make up the Confederation family;

- In its relations with its employees, it complies with the basic principles of honesty, equality, providing a safe and healthy working environment, respecting their personalities, not forcing them to take illegal actions, and contributing to their personal development.
- Individuals and organizations shall not make any discrimination based on race, color, religion, political opinion, philosophical belief, sect, age, physical disability or gender in relation to the rights of employees, and shall adhere to all laws and legal regulations that ensure equal opportunities. Employees cannot be harassed because of these characteristics. Racial, religious discrimination or behavior or actions that may be considered sexual harassment are not permitted in the workplace.
- They ensure that all personal information about employees is protected and kept confidential.
- They encourage their employees to acquire knowledge and skills that will contribute to their professional development.
- They share decisions and information regarding the future of the company, provided that they comply with the restrictions imposed by law and competition.
- They carry out organizational studies in which employees' suggestions, opinions and complaints are listened to and evaluated.

- They endeavor for the development, implementation and dissemination of professional traditions. They help to spread and understand the unwritten traditional business and ethical rules throughout the country.
- They do not allow employees to exert social pressure, psychological violence and mobbing on each other. It takes all kinds of measures to prevent such long-term systematic pressure practices.

D. Obtaining, Using and Storing Information

As a Confederation family, the members and organizations of our associations pay attention to the principles of transparency and honesty in obtaining, using and storing information within the framework of their business relations and duties. Within this framework, in accordance with the law and the condition of not jeopardizing their competitiveness;

- Provide accurate and complete information about other institutions and organizations of which they are members.
- They inform the public about the structure and activities of enterprises in terms of company policies and performance, environment and ethical values.
- Provide shareholders and investors with reliable and detailed information on a regular basis so that they can make well-informed decisions.
- Unless they obtain the permission and approval of customers or business partners, or unless there is a legal obligation, they must protect information that must be kept confidential. They are responsible for the misuse and unfair use of such information.
- They do not attempt to obtain secrets or confidential information about the business by resorting to ways and methods that business and social ethics would not approve.

E. Environment

As a Confederation family, the members and organizations of our associations take care not to damage the nature and cultural and historical texture due to their activities. They comply with all legal regulations related to the environment.

F. Relations with Political Parties

The principles in this section are binding for the members of the Board of Directors of the Turkish Enterprise and Business Confederation and the presidents of the member federations. It is optional for the members of the board of directors of the member federations, except for the chairman, and for the members of the board of directors of the federation member associations and the persons who assume duties in the management staff of both.

- Members shall not employ active members of parliament and public officials in their companies, subsidiaries, affiliates, affiliated or managed companies or organizations, and shall not assign them to any of their management, supervisory or other bodies. Exceptions to this rule are public officials working in member companies with public shareholding and faculty members working at universities.
- Members and employees of their organizations do not direct their relations with political parties in line with their commercial interests and do not try to gain individual or institutional benefits from these relations. They maintain their independence and impartiality towards political parties, cannot take active roles in parties and do not enter into interest relations.

TURKONFED Activities and Global Compact Principles

Human Rights

Principle 1: The business world should support and respect proclaimed human rights.

Principle 2: The business world should not be complicit in human rights abuses.

Labor Standards

Principle 3: The business world should support workers' freedom of association and collective bargaining.

Principle 4: Forced and compulsory labor should be stopped.

Principle 5: All forms of child labor should be stopped.

Principle 6: End discrimination in recruitment and placement.

Environment

Principle 7: The business world should support precautionary approaches to environmental problems.

Principle 8: It should support all kinds of activities and formations that will increase environmental responsibility.

Principle 9: Support the development and dissemination of environmentally friendly technologies.

Anti-Corruption

Principle 10: The business world should fight all forms of corruption, including bribery and extortion.

Representation Power & Efficiency

November 2004

Established in November 2004 by federations consisting of member associations of Türkiye Industrialist and Businessmen Associations Platform and Industrial Associations Platform.

Strong Voice of Anatolia

The most widespread business world organization, building a bridge between large enterprises and SMEs in Anatolia.

Umbrella Organization

The voice of Turkish enterprise and business world, the umbrella organization for all Small and Medium Sized Enterprises (SMEs) in Türkiye.

Source of Information & Capacity Builder of the Business World in Türkiye

Policy design/advocacy: A civil society organization with a think-tank mission with over 100 comprehensive research reports and policy documents published in 20 years.

Capacity development: Training, Coaching, Mentoring

Business development: Business Development Activities (Trade Bridges)

26 Regional 4 Sectoral Federations

The most inclusive and participatory business organization in Türkiye with its associations and businesspeople affiliated to its 26 Regional – 4 Sectoral Federations.

SME United Membership

Member of the European SME Union (SME United) incorporating business organizations representing European SMEs; 80 federations, 12 million firms and 55 million employees. SME United membership provides TURKONFED with the ability to contribute to EU policies and regulations indirectly.

Representation at the Heart of Europe

A bridge between its stakeholders who are the production power of Turkish economy and the world via TURKONFED Brussels Representation opened in 2014.

TURKONFED International

An international network connecting 21 Turkish Business Associations in 4 continents under TURKONFED International.

ACTIVITIES

Leaders of Anatolia Meetings Antalya



With the emphasis of "Anatolia is the driving force of development", we discussed the regional problems and solution proposals, the development dynamics of Anatolia and the competitiveness power of Anatolian businesspeople with our regional federation presidents within the framework of common mind & vision for the road to our dream of Türkiye.

TURKONFED & TÜSİAD Anatolian Meetings Mersin, Bursa, Mardin, Kayseri



We shared TÜSİAD's "Building the Future with a New Understanding" report and TURKONFED's "New Era, New Horizons" vision document with businesspeople from many parts of Anatolia and listened to their opinions.

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The Competitiveness Congresses Istanbul



The 13th, 14th, and 15th Competitiveness Congresses were held between 2021-2023 with the Turkish Enterprise and Business Confederation (TURKONFED) support. While the 13th Competitiveness Congress organized by SEDEFED was held with the theme of "Post-Pandemic Sectors in the Light of Green Transformation and Circular Economy," the 14th Competitiveness Congress discussed the impact of digital transformation and green transformation, which are defined as twin transformation, on sectors in terms of competitiveness. While the main theme of the 15th congress held in November 2023 was "Sectors of the Second Century," the most popular sectors of the next century in line with the developing technologies and geopolitical conjuncture were discussed by national and international experts, businesspeople, civil society, and public representatives.

TURKONFED Enterprise and Business Summit Adana



The 24th Enterprise and Business World Summit, which brought together approximately 500 business people and opinion leaders from all over Anatolia, was held with the theme "Towards the Second Century of our Republic: Türkiye in Our Dreams".

Earthquake Period Activities



TURKONFED took action to meet the urgent needs of the region and heal the wounds from the very first moment of the earthquake disaster covering 10 provinces and delivered the aid of its members and stakeholders all over Türkiye to the region through the federations and associations in the region and relevant institutions and organisations.

- TURKONFED and TÜSİAD, as a continuation of their mobilisation efforts for the earthquake region, visited the disaster area with representatives of the public, politics, local government, NGOs and the business world of the region.
- TURKONFED, together with the Federation of Sectoral Associations (SEDEFED) and Habitat Association, Joint Cooperation Platform for the creation of temporary shelter areas until permanent houses are built
- Cooperation with Ahbap Association to contribute to the redevelopment of the region
- "KASABA" in Hatay Samandağ with a capacity of 1,500 people and approximately 300 containers

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Centenary Meetings



With the 'Centenary Meetings' covering 81 provinces within the area of responsibility of 26 regional federations across Türkiye, it is aimed to bring together the public, regional authorities, universities, civil society, business world and urban actors based on consensus and to share TURKONFED's vision document 'New Horizons for the New Era' and the 'Türkiye in Our Dreams' manifesto included in this document.

Cities Visited:

Bandırma, İzmir, Antalya, Hakkari, Şırnak, Diyarbakır, Aydın, Çorum and Gaziantep

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Centenary Summit Ankara



TURKONFED, which has been explaining its 'Türkiye in Our Dreams' manifesto with meetings held all over Anatolia in the 100th year of the Republic, held its last meeting of 2023 in Ankara. The summit, which brought the business world together, started with the visit of the TURKONFED delegation to Anıtkabir. Within the scope of the summit, TURKONFED Ankara Representative Office was also inaugurated.

Projects

I Can Manage My Business Program



It was launched in April 2019 in partnership with TURKONFED, Visa and United Nations Development Program (UNDP), with the support of 30 banks and e-money institutions, with the aim of increasing the existing capacities of SMEs, making their life cycles sustainable and realizing their growth potential.

- Reaching more than 5000 SME representatives from different provinces of Türkiye in 5 years
- 6-month Boss to Boss training program
- One-to-one mentoring for 50 micro and small enterprises for 5 months through the Be My Guide Mentoring program
- Free Digitalization Supports in the fields of e-commerce and digital marketing
- I Can Manage My Business Online Training System made available to SMEs
- 20th Golden Compass Best NGO Award



2021: İstanbul,

2022: Çanakkale, Van, Ordu, Eskişehir, Malatya

2023: Denizli, Bursa, Diyarbakır, İzmir, Gaziantep

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WeLead



WeLead Project, led by the Turkish Enterprise and Business Confederation (TURKONFED), with the support of Türkiye İş Bankası and in cooperation with the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), was launched in 2021 with the aim of supporting entrepreneurial women working in different regions of Türkiye, regardless of sector, scale and region, to keep up with business development processes faster in a changing and digitalising world.

The project reached more than 5000 women and provided training, mentorship and various supports between July 2021 and December 2023.

2022: İstanbul, Adıyaman, Trabzon, Kayseri, Antalya

2023: Ankara, Amasya, Bursa, Konya, Hatay

Digital Anatolia



The Digital Anatolia Project, which was launched in 2018 to contribute to the digitalisation processes of SMEs focusing on production in Anatolia in order to prepare them for Industry 4.0, to determine a road map for digital transformation on the basis of sectors and to guide their digitalisation processes, and which reached 43 thousand SMEs in its first five years, continues with the theme of 'qualified digital transformation' under the leadership of the Turkish

Enterprise and Business Confederation (TURKONFED), in cooperation with Akbank and Siemens, and with Lenovo solution partnership. 3000 SMEs in 9 cities were visited.

2023: Antalya, Van

The Green Transformation for SMEs



The Green Transformation for SMEs project, organized by TURKONFED in cooperation with Konrad-Adenauer-Stiftung (KAS) and with the support of Akbank for TURKONFED member federations and associations, aims to raise awareness on the importance of green

transformation within the scope of the EU Green Deal and how organizations should prepare for it.

2022: Adana, Elazığ, Samsun, İzmir, Gaziantep, Ankara

2023: Balıkesir

21st Golden Compass Best NGO Award

Economy and Finance Meetings



Organized by TURKONFED's Access to Finance Commission with the support of Integral Investment, the Economy & Finance Meetings: Investment Alternatives and Risk Management Project aimed to address all aspects of financial investment channels that closely concern businesses and especially SMEs. While evaluating new alternatives in investment with names from the business world, we discussed the risks and opportunities in the current economic environment.

Over 300 participants in Istanbul, Kayseri, Bursa, Kocaeli

Online Training Panels:

"Internal Frauds"

"Secrets of Secure Trade with International Rules Around the World"

"General Outlook on Access to Finance"

"Tax Base Increase and New Debt Restructuring"

"Taxation on Real Estate and its Impact on Investments"

"Inflation Accounting"

Local Development for Business World



The partnership between TURKONFED (Turkish Confederation of Enterprise and Business Confederation) and CIPE (International Centre for Private Enterprise), which started with the project "City-Region: New Dynamics in Regional Development", continues its work with the project "Local Development for Business" in its sixth phase.

Within the scope of the project, it is aimed to prepare a needs analysis report on how the crises experienced in the last 10 years have affected the supply chain and to organise workshops on business continuity and supply chain management in 5 provinces.

2021

5 Webinars, 1193 access

2022

Workshops in 5 provinces (Samsun, Istanbul, Izmir, Cappadocia, Kütahya and Zonguldak)

2023

Workshop in 5 provinces (Istanbul, Şırnak, Hakkari, Giresun, Çorum), a needs analysis report

NEET Pro Project



In the 100th anniversary of the Republic, we implemented the "Data is Future" project to increase the employability of 100 young people who are neither in employment nor in education (NEETs) through comprehensive and holistic labour market measures, within the framework of data science and to support their participation in the labour market.

With the support of the European Union and the Republic of Türkiye Ministry of Labour, and with İŞKUR as the operation beneficiary, the project aims to support the employability and labour market participation of young

people who are neither in education nor in employment (NEET) through comprehensive and holistic labour market measures. In this context, the Future with Data Project aims to reintegrate NEETs into working life through data science trainings. For this purpose, NEETs will improve their personal capacities by receiving both vocational and skills trainings, and then they will come together with startup companies and professionals through networking events.

Planned activities and supports:

- Data science training for 80 young people
- On-the-job training for 20 young people in startups
- Personal Action Plan for 60 young people
- 1 digital career fair
- Online trainings for 80 young people

TURKONFED International

Brussels Visit - June 2023



In addition to the integration process in Türkiye-EU relations, updating the Customs Union, energy cooperation, EU funds, green and digital transformation, visa and asylum seeker issues and gender equality priorities, we also discussed entrepreneurship and SME policies in a multi-dimensional manner.

EU Commission, European External Action Agency, European Parliament, Official representatives of the Republic of Türkiye, European SME Association (SMEunited) and UNIZO were visited.

Geneva Visit - September 2023



We exchanged views on the cooperation of the business world and NGOs in the development of Swiss-Turkish relations.

Geneva Chamber of Commerce and Industry, 1875 Finance, Swiss-Turkish Chamber of Commerce and Industry (CCIST), World Economic Forum (WEF), United Nations Geneva Office, Consulate General of the Republic of Türkiye in Geneva were visited.

Bucharest Visit - October 2023



We held discussions on the main sectors in Romania, the areas of activity of Turkish business people and the areas of work supported for development, as well as potential co-operation in the field of green transformation and digital transformation.

Romanian Ministry of Economy, Entrepreneurship and Tourism, Turkish Businessmen Association (TIAD), Romanian Chamber of Commerce and Industry, National Council of SMEs in Romania (CNIPMMR), Embassy of the Republic of Türkiye in Bucharest, Bucharest Chamber of Industry and Commerce (CCIB) & Romanian Agency for Development and Foreign Trade (ARICE) were visited.

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International Partnerships

Business for Goals Platform



Established by TÜRKONFED, TUSIAD and UNDP in 2019, the Business for Goals Platform serves as a platform open to all large-, medium- and small-sized enterprises willing to integrate the Sustainable Development Goals into their corporate policies and strategies, all public agencies keen on public-private partnership, local governments, academia, international organizations and non-governmental sector.

The Business for Goals Platform is a joint action platform established by the private sector to promote the Sustainable Development Goals and forge new partnerships.

The Platform fosters joint learning, development and work with its stakeholders. It takes steps to strengthen all stakeholders so that all can participate in the economy of the future working towards the Sustainable Development Goals in a sustainable development perspective.

Connecting Business Initiative - CBI



In collaboration with UNDP Türkiye, the Turkish Enterprise and Business Confederation (Türk Girişim ve İş Dünyası Konfederasyonu or TÜRKONFED) launched the Connecting Business initiative Türkiye platform on 17 November 2018. Together with the Business for Goals (B4G) platform, the CBI Türkiye platform aims to strengthen the cooperation and collaboration of the private sector with the civil society, international organizations and public institutions in emergency preparedness, response and recovery.

B4G and TÜRKONFED organized business continuity training sessions for small and medium-sized businesses affected by COVID-19 and the Elazığ and İzmir earthquakes. In addition, TÜSIAD, with support from The UPS Foundation, B4G and TÜRKONFED organized a series of earthquake-preparedness workshops in February and March 2021 for representatives from local governments and 47 businesses. The workshop participants were taught how to reduce the possible impact of a large-scale earthquake scenario that could affect Istanbul.

B4G and TÜRKONFED also worked with CBI on a study on the impacts of COVID-19 on women entrepreneurs and co-organized a webinar to share best practices from Türkiye on promoting gender-inclusive practices in the private sector.

In October 2021, TÜRKONFED and B4G launched their Business Climate Resilience Project which aims to facilitate multi-stakeholder discussions and to develop a working group for knowledge exchange and coordination on business and climate resilience.

24st November 2023
TÜRKon/akd/23-162

To our stakeholders,

I am pleased to confirm that TÜRKONFED reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Arda Batu
Secretary General & Board Member