

QNB Türkiye Policy on Combating Domestic Violence

PRESENTATION

In line with the values of “People First” and “Trust” as its corporate culture, QNB Bank A.Ş. (“QNB Türkiye”) recognizes that Domestic Violence is a fundamental equality problem and a violation of human rights; and public, private sector and non-governmental organizations should work together to eradicate this social problem causing the workforce's human capacity to remain idle and underutilized. In this context, the Bank puts effort to provide an egalitarian environment where employees who are exposed to Domestic Violence can share in confidentiality, offer support and opportunities of assistance, and oppose all forms of violence.

PURPOSE

The purpose of this Policy is to demonstrate that QNB Türkiye adopts a “zero tolerance” approach in combating Domestic Violence, will strive to raise awareness of Domestic Violence among all its employees, will create support and assistance mechanisms that employees can benefit from in confidence and confidentiality, and will operate with an effective review, audit and sanction mechanism.

RESPONSIBILITY

The Bank's Board of Directors is ultimately responsible for the effective implementation of this Policy. The Human Resources Department and the Sustainability Committee are responsible for the control and revision of the implementation of this Policy, as approved by the Bank's Board of Directors.

This policy is reviewed at least once a year by the Human Resources Department and the Sustainability Committee in line with changes in requirements and operating conditions updates and amendments deemed necessary. Upon the recommendation of the Sustainability Committee, the revised policy shall enter into force as of the date of approval by the Board of Directors.

SCOPE

This Policy aims to define QNB Türkiye's approach to Domestic Violence (definitions and principles), the corporate support mechanisms, application channels, methods and principles adopted in the application process, and the authorities and responsibilities of the units that will be involved in this process in order to raise awareness about Domestic Violence, prevent violence and reduce the negative effects of violence on employees.

This policy to combat Domestic Violence is limited to employees working within the borders of the Republic of Türkiye and covers QNB Türkiye branches, executives, board members and employees.

The implementation of the Policy in QNB Türkiye's subsidiaries shall be determined on a case-by-case basis with the subsidiaries' respective Boards of Directors. QNB Türkiye also encourages/guides its subsidiaries in establishing the necessary mechanisms and issuing policies to this end.

1. Definitions

Domestic Violence: Domestic violence is any act of violence (physical, sexual, psychological, economic, digital/cyber, etc.) that occurs within the family, within the family unit or between current or former spouses, regardless of whether the Perpetrator and the Victim of Violence currently share the same household or have previously shared the same household. The term “domestic violence” is sometimes used instead of “family violence”, but the definition of “domestic violence” has a broader scope than “family violence” as it does not limit violence to acts that take place within civil or religiously ceremonial partnerships. The term domestic violence is similar in meaning and scope to intimate partner violence, and therefore can be used interchangeably in the literature.

Perpetrator: An individual who has perpetrated violence against an intimate partner in the past or present.

Victim of Violence: An individual who has been subjected to violence by a person with whom he/she has a close relationship.

2. Policy Content

The procedures and principles in the implementation of this Policy are as follows:

- No form of violence is tolerated for any reason.
- It is applied without discrimination on the basis of gender, gender identity, sexual orientation, marital or family status, pregnancy, ethnic origin, national identity, birth, religion, sect, belief, language, accent, appearance, health condition, disability, age, educational status, social class, cultural and social position, political or philosophical opinion, status or any other basis.
- An egalitarian and solidaristic corporate culture is promoted to ensure a violence-free and safe working environment for employees.
- Necessary steps are taken to support the safety and well-being of employees and to build a violence-free life through awareness-raising efforts to combat Domestic Violence.
- Support mechanisms are created to ensure that the position and career of employees who are exposed to violence at home/family/intimate partner relationship are minimally affected by this situation.
- It is ensured that employees act in accordance with QNB Türkiye policies and guidelines in cases of Domestic Violence.
- QNB Türkiye takes a stance against Domestic Violence in the sector, raises awareness and supports employee well-being.
- The approval and consent of employees shall be taken as basis in the application processes to support mechanisms.
- Privacy of employees is respected; all processes are carried out in accordance with the principle of confidentiality.

3. Channels to Apply

QNB Türkiye employees who are exposed domestic violence may seek support through the following channels, depending on their specific needs.

- **Employee Support Line for Domestic Violence (0850 532 45 82)**

This 24/7 helpline provides employees affected by domestic violence with confidential information and guidance regarding their legal rights and the relevant legal procedures.

- **HR Support Line (QNB Portal - Senin İçin Buradayız – “We Are Here for You” page)**

Accessible through the QNB Portal, this line enables employees affected by domestic violence to request all types of support provided under the QNB Türkiye Employee Support Procedure within the scope of Combating Domestic Violence, excluding legal assistance.

- **Human Resources Business Partnership Team**

Supporting career management processes and providing guidance on employee-related matters, there is an HR Business Partner assigned to every QNB Türkiye employee. The HR Business Partnership Team pays regular visits to branches and departments, engaging in one-on-one meetings with employees as needed.

QNB Türkiye ensures that employees can easily access detailed information on available support mechanisms and procedures through the QNB Türkiye Domestic Violence Prevention Guide and the Employee Support Procedure within the scope of Combating Domestic Violence, both of which are available on the QNB Portal under the “We Are Here for You” section.