

UN GLOBAL COMPACT  
COMMUNICATION  
ON PROGRESS

**REPORT 2020**





## A STATEMENT OF CONTINUED SUPPORT

To our stakeholders:

I am pleased to confirm that Çukur & Yılmaz 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 this our first 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 & Yılmaz Law Firm

## B ÇUKUR & YILMAZ LAW FIRM

### 1- OUR FIRM

Çukur & Yılmaz, established in 1993, is a leading full-service business law firm of Turkey, practicing nationwide and internationally.

Çukur & Yılmaz Law Firm is an independent law firm offering 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 & Yılmaz 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.cukuryilmaz.av.tr>**

## 2- OUR VALUES AND PRIORITIES

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



## 3- OUR RESPONSIBLE AND SUSTAINABLE BUSINESS COMMITMENT

In Çukur & Yılmaz 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, 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 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 to 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.

In line with this approach, we have developed Çukur & Yılmaz Academy, the professional and personal development and trainings initiative within Çukur & Yılmaz Law Firm, in 2020.

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

## C PROGRESS IN 2020

### 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- ASSESSMENT, POLICY AND GOALS

- We are committed to the highest norms and standards of human rights at local and international levels; and therefore, our aspiration to be recognised by our stakeholders as an organisation and business partner which is a responsible corporate citizen considerate of fundamental human rights in all our relationships and practices.

- Çukur & Yılmaz 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.

- Protection and enhancement of awareness and implementations with regard to human rights within Çukur & Yılmaz team and offices is one of our main policies and goals.

- We partner with business organisations and civil society guarding fundamental human rights.

- We care and expressly respect the rights of our team members.

### c- IMPLEMENTATION

- We undertake to avoid practices that are discriminatory or damage people's dignity, respect attorneys' freedom of union, association and group negotiation and respect the role and responsibilities that apply to the representation of team members in accordance with current legislation, provides decent employment, implement due diligence procedures to identify possible situations of greater risk in relation to human rights.

- In all our practices and operations, we assess of human rights related risks and impact and develop mechanisms for preventing and mitigating 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.

- We guide to our clients and suppliers in the direction to respect all fundamental human rights.

- In Çukur & Yılmaz Academy, we promote programs for our team members, young lawyers, law school students and business community concerning fundamental human rights and its role within responsible business.

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

### d-MEASUREMENT OF OUTCOMES

- Neither Çukur & Yılmaz 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 enhanced awareness and understanding of our lawyers, team members, business partners and clients regarding human rights through activities and trainings in the frame of Çukur & Yılmaz Academy.

- We provide pro bono and CSR supports to human rights' initiatives and projects of several NGO's.

## 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- ASSESSMENT, POLICY AND GOALS

- In Çukur & Yılmaz law firm, we are committed and dedicated supporters of labour rights at our offices and work places.

- We conduct and monitor zero tolerance policy to any kind of forced and compulsory labour, child labour, human trafficking and modern slavery.

- Çukur & Yılmaz 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 & Yılmaz 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 encouraging individuality is very much part of our culture.



- Our goal is to be a genuine platform for the success and development of our women lawyers and business services professionals.
- Çukur & Yılmaz law firm is therefore committed to the wellbeing of our attorneys and team members which are supported by a dedicated wellbeing policy which covers intellectual, physical, emotional, social and occupational aspects.
- We describe labour policy and goals in Çukur & Yılmaz 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- 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 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. It makes us better placed to meet our client needs, understand each other, work together, and strengthen the culture of the firm. We create an environment at Çukur & Yılmaz law offices where people feel valued, engaged and eager to contribute to the success of our business.
- At Çukur & Yılmaz law firm, people are supported throughout their careers with mentoring, coaching, career planning and guidance, personal and professional development programmes and a wide variety of skills training, all focused on an individual's unique development needs.
- In 2020, we have founded Çukur & Yılmaz Academy providing several professional and personal development programs, trainings and supports to our team members.

- We intimately encourage our team to allocate adequately time to their private lives. We do not have overworking in our offices; we respect resting times, weekends and leisure times of our team earnestly. We implement flexible and alternative working models, where needed.
- In Çukur & Yılmaz law firm, we pride ourselves in being a family-friendly firm and we mind thoroughly fulfilment's value of the roles of motherhood and fatherhood.
- Woman lawyers are majority in our team and an outstanding richness of Çukur & Yılmaz law firm. They lead several practice teams and undertake management roles in our law firm frequently. 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 encompasses a range of strategies and resources to support personal development, counselling, fitness and nutrition, yoga and meditation, conflict resolution and other factors critical to overall health and wellness.
- Our offices are regularly inspected by workplace safety professionals to prevent all kinds of incidents that may occur in a workplace.
- Under Covid-19 pandemic conditions, we have actualized particular workplace safety implementations in order to keep our team members, offices, clients and the people interacting with us safe, including remote and flexible working schemes, online and digital meeting and working applications, travelling limitations and rules of hygiene.
- We supported and relieved our team members, their families and the people connected to those influenced by İzmir Earthquake in October 2020.



#### d- MEASUREMENT OF OUTCOMES

- In 2020, 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 of our team members, while developing and growing our business and managing our offices and work places.
- Employer brand of Çukur & Yılmaz law firm has developed and this has manifested itself at new significant applications and recruitments.
- Çukur & Yılmaz 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, we provided internship opportunities in our offices to several graduates and students of various law schools.
- In spite of Covid-19 pandemic conditions and violent earthquake in İzmir, none of our team members suffered from any fatal disease, health problem or injury. We closely care our team members and provide them utmost support in the event of any kind of health and medical issues.
- In Çukur & Yılmaz's current team, majority of our lawyers are women and they have been leading several practice groups and undertaking management roles.



### 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- ASSESSMENT, POLICY AND GOALS

- Respect to and protection of environment and sustainability is one of the elements of our distinctive character in Çukur & Yılmaz Law Firm. We have developed a clear and concrete strategy and policies in terms of sustainability. We are committed to decrease our carbon footprint, consumptions and wastes gradually.
- Priorities and main goals of Çukur & Yılmaz 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 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- IMPLEMENTATION

- In the framework of our sustainable environment policy, in Çukur & Yılmaz 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,*

*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,*

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

*Use recyclable and renewable materials as much as possible,*

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

*Consume treated water, instead of bottled water,*

*Effectively use IT and communication systems in order to reduce travel requirements and our carbon footprint,*

*Promote online meetings and communication as well as remote working,*

*Encourage our team to walk and to use public transportation,*

*Have a strict shut down principle 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.*

- We educate, 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.
- We organise firm-wide events 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.cukuryilmaz.av.tr>) and corporate brochures to the endangered species of Anatolia (Turkey) in order to raise awareness on this point.

## d- MEASUREMENT OF OUTCOMES

- We measurably reduced our energy consumption, wastes and carbon emission.
- 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.

## 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- ASSESSMENT, POLICY AND GOALS

- We are trusted legal advisers. Çukur & Yılmaz 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 & Yılmaz 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 & Yılmaz 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- IMPLEMENTATION

- We provide anti-corruption compliance trainings to our lawyers and team members on a regular basis through Çukur & Yılmaz 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 & Yılmaz law firm works in close collaboration with business associations and civil society, in promoting awareness and collective action on anti-corruption. Mr. Mustafa Alp Yılmaz, the senior partner of the firm, has successfully completed training business ethics and compliance program of Turkish Ethics and Reputation Association in 2020 leads implementation of these initiatives within our law firm.

- We offer business ethics, compliance and anti-corruption training programs to our clients and NGO's.

### d- MEASUREMENT OF OUTCOMES






- Neither Çukur & Yılmaz 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.





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