

## FORD OTOMOTIV SANAYI A.S. THE GUIDE TO FIGHTING DOMESTIC VIOLENCE AND ABUSE

### PURPOSE AND SCOPE

The purpose of the Guide to Fighting Domestic Violence and Abuse of Ford Automotive Industry Inc. is; Announcing the zero tolerance point of view of Ford Automotive Industry Inc. on domestic violence and abuse, defining the support that we give an undertake to our employees in this regard and providing the necessary information.

### DEFINITIONS

**Company:** Ford Otomotiv Sanayi A.S.

**Employee:** Persons who working for a fee within the Ford Automotive Industry Inc.

**Guide :** Ford Otomotiv Sanayi A.S.'s Guide to Combating Domestic Violence and Abuse

**Domestic Violence /Violence:** Domestic violence can be defined as 'an act or neglect by a family member in physical, sexual, emotional, economic, social and cyber dimensions that endanger the life, physical or psychological integrity or independence of another member of the family, and seriously harm his personality or personality development'.

Even if the marriage union has not been established, the violence of one of the partners to the other is also considered within the concept of domestic violence.

### FORD OTOSAN'S POSITION AGAINST DOMESTIC VIOLENCE

Ford Otosan, as promised for the "Business World Against Domestic Violence" project, does not tolerate any form of violence that does not befit the concept of family.

### FORD OTOSAN'S COMMITMENTS

Ford Otosan may provide the below-mentioned support to the employee if the employee notifies Ford Otosan that she/he is a victim of domestic violence, through the communication channels mentioned in this guide.

The support to be given to the employee may vary from case to case. The Human Resources Directorate is the responsible function for support decisions.

### Notification Channels

Victims of violence can call during business hours to request support within the scope of the Guide.

#### **Gölcük Location**

Hilal Yüksel Ayartürk - 02623155212

Gökçen Gökçe Kayalar - 02623155276

#### **Eskişehir Location**

Ebru Ercan Kirbey - 02222132525

Gizem Sezgin Oğraş - 02222132524

#### **Sancaktepe Location**

Aylin Keskin Güven -02166649916

Nurten Dalkıç Öztürk - 02165647416

Ford Otosan e-mail address regarding the subject : [fodestek@ford.com.tr](mailto:fodestek@ford.com.tr)

- Service Route Change Support
- Psychologist Support
- Location or Shift Change Support
- Paid Leave Support
- Advance Support
- Companion Support
- Change in Contact Information Support

### **Confidentiality Commitment**

Any notification made under this guide will be kept confidential. Disciplinary Investigation and/or performance of legal obligations will exceptionally be carefully managed.

### **Disciplinary Assessment**

If an employee who commits domestic violence is detected, the necessary disciplinary investigation will be carried out taking into account the provisions of the Ford Otosan Discipline Procedure, the Labor Law and other legislation.

### **OFFICIAL AND PRIVATE INSTITUTIONS AND HELPLINES TO REFER TO IN CASE OF EXPOSURE TO VIOLENCE**

- In case of physical violence, the person should apply to the nearest health institution.
- Then it is possible to apply to the judicial police or the prosecutor's office.
- Applications can be made to the Family Courts regarding the interim measures stipulated in the Law No 6284 on the Protection of the Family and the Prevention of Violence Against Women. Removal of the suspect from home, providing shelter, temporary financial assistance, temporary protection, psychological, vocational, legal and social guidance and counseling services, providing nursery facilities for children, provision of temporary alimony are the interim injunctions stipulated in the law no 6284.

Numbers to call 7/24 in case of violence;

- **Federation of Women's Associations Emergency Advice Line**
- **0212 656 96 96 - 0 549 656 96 96**
- **183 Family, Women, Children And Disabled Social Work Advice Line**
- **155 Police**
- **112 Emergency**
- **156 Gendarmerie**
- **Legal Aid Centers of Bar Associations:**([kocaelibarusu@org.tr](mailto:kocaelibarusu@org.tr), [eskisehirbarosu@ord.tr](mailto:eskisehirbarosu@ord.tr), [istanbulbarosu@org.tr](mailto:istanbulbarosu@org.tr) )

## **ENFORCEMENT**

This guide takes effect on August 22, 2022, and shall be updated by the Human Resources Directorate.

The Human Resources Directorate is the responsible function for application of this guide