

POLICY OF COMBATING DOMESTIC VIOLENCE



Limak is aware that domestic violence is directly related to social gender roles and power inequality, not gender difference. Limak considers domestic violence as “acts of physical, sexual, psychological, economic or cyber violence between current or past spouses or cohabiting persons which is not limited to marital status, regardless of whether the offender shares the same domicile with the victim or whether they have shared it before.” Limak aims to support its entire employees to gain awareness regarding domestic violence, including all forms of violence, and to ensure that the careers of employees exposed to violence are pursued in a productive and sustainable manner.

It acknowledges that maintaining life leads to unstable relationships and stands against the sociological and cultural normalization of domestic violence. Limak acknowledges that domestic violence is an internalized process therefore carries out informative training and risk assessment activities by conducting necessary awareness efforts before the behavior/situation in question occurs, without being limited to the realization of the act of violence and ensures that prevention and protection mechanisms are implemented.

Limak, which adopts the principles of equality, diversity and inclusiveness, considers such principles as a guide in possible cases and conducts its processes objectively on the basis of trust and solidarity through defined internal and external application channels. It cares about the safety, physical and mental health of its employees; treats its entire employees equally in the event of possible domestic violence cases without discriminating based on gender, race, language, religion, disability etc. Limak guides the victim of violence to the experts in their fields, institutions or organizations by considering the limits in which it may be involved. It supports its entire employees in the whole process through the practices such as security measures, physical and psychological health support, leave schedules, flexible working hours, financial support, and flexibility in performance evaluation processes. Limak implements all necessary penal sanctions by taking into account the Disciplinary Provisions of Employee Regulation and Labor Law in the event of determination of an employee committing domestic violence.

This policy is applied within the framework of confidentiality principles based on Limak Code of Ethics. Limak takes the necessary confidentiality and security measures to protect the personal information of the victim, witnesses and third parties related to the process, and prioritizes protecting the relationship of trust.