

THE ENHANCED COMMUNICATION ON PROGRESS REPORT

for



United Nations
Global Compact



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RECTOR'S STATEMENT

Dear Members of the Ozyegin University Community,

I am delighted to share with you our commitment to the principles of the United Nations Global Compact (UNGC) and our dedication to advancing the United Nations Sustainable Development Goals (SDGs). Ozyegin University recognizes its profound responsibility to contribute positively to global sustainability efforts and drive meaningful change within our campus and beyond.

The UNGC provides a visionary framework for businesses and organizations to align their strategies and operations with ten universally accepted principles encompassing human rights, labour, environment, and anti-corruption. By embracing these principles, we affirm our commitment to ethical conduct, social responsibility, and environmental stewardship.

Our university's alignment with the UNGC principles resonates deeply with our core values and mission, inspiring us to foster a culture of inclusivity, equality, and sustainable practices. In the pursuit of these ideals, we are dedicated to making a meaningful impact on society and the environment, creating a brighter and more equitable future for all.

Furthermore, our dedication extends to the United Nations Sustainable Development Goals (SDGs). These 17 interlinked goals provide a roadmap for addressing some of the world's most pressing challenges, from poverty and inequality to climate change and sustainable economic growth.

At Ozyegin University, we recognize the significance of these goals and are committed to integrating them into our academic programs, research endeavours, and operational practices.

We believe that education plays a pivotal role in driving positive change. As we educate the next generation of leaders, innovators, and global citizens, we empower them with the knowledge, skills, and values required to address complex societal issues and contribute to a more sustainable world.

In the spirit of our commitment, Ozyegin University will actively engage in projects, initiatives, and partnerships that promote responsible future business practices, environmental conservation, social progress, and innovation. Our efforts will not only reflect our dedication to the UNGC principles and UN SDGs but also reinforce our role as a catalyst for positive transformation.

With this report, I invite all members of the Ozyegin University community – faculty, staff, students, and alumni as well as our suppliers and value chain to join us in this journey. Together, we can create a lasting impact, advance sustainable development, and inspire change that transcends borders and generations.

Esra GENÇTÜRK
Rector

INTRODUCTION: THE ENHANCED COMMUNICATION ON PROGRESS

This report is the primary mechanism for Ozyegin University (OzU) to demonstrate progress made against the Ten Principles of the UN Global Compact and the Sustainable Development Goals (SDGs). With this report OzU discloses progress made in the areas of governance, human rights, labour, environment, and anti-corruption. This report allows us to:

- *Share our processes and policies that demonstrate our commitment to corporate sustainability, the Ten Principles, and the SDGs.*
- *Show our efforts taken to prevent negative social and environmental impacts on those topics.*
- *Receive insight, learn, and continuously improve performance.*

As we strive toward a sustainable future, corporate transparency and objective reporting have become increasingly important for advancing the Ten Principles, the Sustainable Development Goals, and the Paris Climate Agreement. We decided to use the enhanced communication of progress format 2023 and guidelines disclosed February by UNGC as it provides more quantifiable and comparable data, which will enable us to easily track progress over time. Each topic aligns with major global reporting frameworks such as the Global Reporting Initiative (GRI), Carbon Disclosure Project (CDP), and International Standards of Accounting and Reporting (ISAR), in order to facilitate robust disclosure without adding to an already crowded sustainability reporting landscape. Additionally, the questions align with the UN Guiding Principles on Business and Human Rights (UNGPs).

We used the guide in answering the questionnaire which is designed as an encouraging tool for increased learning and progress.

The sections address 1) the governance frameworks, policies, and processes that must be implemented in order to create transformational change on social and environmental issues, and 2) tangible outcomes tracked through quantitative metrics. Where possible, the UNGC aligned the questions with relevant existing sustainability reporting frameworks and key UN guidance, such as the UN Guiding Principles on Business and Human Rights.

Our report is organized into five sections. The first section, Governance, provides a cross-cutting overview of Ozyegin University's sustainability governance structure. The other four sections—Human Rights, Labour, Environment, and Anti-Corruption—survey university's performance in more detail with respect to the Ten Principles of the UN Global Compact. For the two sections—Human Rights and Environment—we provide our own material topics for disclosure.

The time period covered: 01/2022-06/2023.

Through this comprehensive report, we hope that we can pave the way for all the academic institutions to use the ***Enhanced Communication on Progress*** which supports decision-making processes and helps universities' measure progress in a standardized way, facilitating recognition, transparency, and comparability of operations as participants work to implement the Ten Principles of the UN Global Compact the Sustainable Development Goals.

GUIDANCE FOR COMMUNICATION ON PROGRESS

Each of the following sections in this report

- The first column, **Question**, contains the number and subject of the question in the Communication on Progress questionnaire prepared by the UN Global Compact. The questionnaire was developed with technical input and contributions of more than 70 organizations, including UN entities, civil society organizations and business participants.
- The second column explains **Ozyegin University's commitment or performance** in advancing corporate sustainability based on the UNGC recognized rationale and calculation methodologies produced by external reporting frameworks and standard setters. The matrix tables with the lowest-performance answers on the left, increasing to the best-performance answers on the right are used. Such framing allows us and readers to visualize our current level of performance while guiding future improvements. It also helps us to consider and compare differences in action across sustainability topics.
- The third column, **Related Reporting Standards**, provides a hyperlink to the existing sustainability reporting standards where possible.
- The last two columns of each table, **Mapping to the Ten Principles of the UN Global Compact and Mapping to SDG Targets**, connect each of the questions to the relevant Principle(s) of the UN Global Compact and targets of the Sustainable Development Goals (SDGs).

We used the same questions of CoP which include standardized choices and clearly defined metrics. Questions are classified into one of five categories: Materiality, Commitment, Prevention, Performance, or Remediation and Reporting. These topics reflect actionable sustainability practices that Ozyegin University implements to improve its performance in education, research, operation and knowledge transfer activities to society.

Table 1 provides an overview of the structure of the sections and the categorization of areas within it.

	Materiality	Commitment	Prevention	Performance	Remediation and Reporting
Governance	N/A	G1-G5	G6-G8	G10, G11	G9, G12, G13
Human Rights	HR1	HR2	HR3-HR6	N/A	HR7-HR8
Labour	HR1	L1- L1.2	L2-L5	L6-L10	L11-L12
Environment	E12	E1- E1.1	E2-E5	E6-E11, E13-E21	E22
Anti-Corruption		AC1- AC2	AC3-AC4	AC5	AC6-AC8

Note: G = Governance, HR = Human Rights, L = Labour, E = Environment, AC = Anti-Corruption. Text included in each box references specific questions in the survey. For example, the first question in the Governance section is labelled G1.

Section 1: Governance

Question	Ozyegin University's Commitment to UNGC Principles in Detail	Related Reporting Standards	Mapping to the Ten Principles of the UN Global Compact	Mapping to SDG Targets
G1: Board/ senior management engagement	<p>Foundation universities are under the supervision of the Turkish Council of Higher Education (YOK-CoHE) in accordance with the Turkish Higher Education Law and are regulated by specific legislation; Foundation Universities Bylaws. Foundation universities are able to make policies, set priorities, charge tuition, and progress in line with their institutional mission and strategic plan.</p> <p>Ozyegin University has 5 (five) Governing Bodies:</p> <p>The Board of Trustees governs the university and steers its long-term administrative, educational, social, and financial strategic plans on behalf of the Hüsni M. Ozyegin Foundation. It mainly oversees the implementation of the founding vision and mission of the university.</p> <p>The University Senate is the academic governing body of the university, making decisions and plans about its educational, scientific, research and publication activities.</p> <p>The University Executive Board assists the rector in implementing the university strategy and policies.</p> <p>Rector is the academic head of the university and chairs the senate, executive board and university committees. The Rector prepares the plans for investment, budget and recruitment after consulting with the relevant university organs and the executive board.</p> <p>The Vice Rector assists the rector in academic affairs. The Vice Rector also represents the Rector when needed.</p> <p>As Turkey's very first university that is accredited with ISO14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System, it has been the first university to have a Health, Safety and Environment (HSE) Committee in Turkey.</p> <p>Therefore, Rector</p> <ul style="list-style-type: none"> • issues an annual statement about the relevance of sustainable development to OzU (SDG Report) • Issues an annual statement that addresses impacts on both people and the environment. (HSE Annual Review) • Issued a statement highlighting a zero tolerance for corruption (Code of Ethics) • Sign off on organizational sustainability targets in Strategic Plan. 	<p>GRI Disclosures 2-12, 2-14, 2-22 (2021)</p>	<p>Principle 1 Principle 7</p>	<p>5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7</p>

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G2: Publicly stated commitment	<p>Ozyegin University's commitment to the Ten Principles of the UN Global Compact, first in 2018 is made by public by rector. It was released through channels such as on the website, within the 2020 Sustainability Reports, 2021 Sustainable Development Goals Report, 2023-24 Ozyegin University General Catalogue, 2023, Staff Handbook (available at MyOzU application).</p> <p><i>OzU has publicly stated commitment regarding the following sustainability topics.</i></p> <table border="1" data-bbox="327 383 1283 721"> <thead> <tr> <th></th> <th>No, this is not a current priority</th> <th>No, but we plan to have a commitment within 2 years</th> <th>Yes, and the commitment is focused on our own operations</th> <th>Yes, and the commitment includes our own operations and suppliers</th> <th>Yes, and the commitment includes our own operations and the value chain</th> </tr> </thead> <tbody> <tr> <td>Human Rights</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>Labour Rights/ Decent Work</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> </tr> <tr> <td>Environment</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> </tr> <tr> <td>Anti-Corruption</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> </tbody> </table>		No, this is not a current priority	No, but we plan to have a commitment within 2 years	Yes, and the commitment is focused on our own operations	Yes, and the commitment includes our own operations and suppliers	Yes, and the commitment includes our own operations and the value chain	Human Rights	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	<input type="radio"/>	Labour Rights/ Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	Anti-Corruption	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	<input type="radio"/>	<p>GRI Disclosure 2-23 (2021)</p>	<p>Principle 1 Principle 7 Principle 10</p>	<p>8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7</p>
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G3: Code of conduct	<p>The University Senate approved the University Code of Ethics in 2015. This code states the ethical values and principles that all members of OzU and its stakeholders must adhere to in dealing with ethical issues. OzU has an open and honest interaction with its students, faculty and staff with regard to ethics. OzU's ethics policies and procedures create awareness of ethical issues, stimulate ethical behaviour among students, faculty and staff, and aim to extend this awareness and behaviour to partner institutions.</p> <p><i>OzU has a code of conduct in place regarding each of the following sustainability topics.</i></p> <table border="1" data-bbox="327 997 1283 1289"> <thead> <tr> <th></th> <th>No, this is not a current priority</th> <th>No, but we plan to have a code of conduct within two years</th> <th>Yes, focused on employee conduct</th> <th>Yes, focused on employees and suppliers</th> <th>Yes, focused on own operations and the value chain</th> </tr> </thead> <tbody> <tr> <td>Human Rights</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>Labour Rights / Decent Work</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> </tr> <tr> <td>Environment</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>Anti-Corruption</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> </tbody> </table>		No, this is not a current priority	No, but we plan to have a code of conduct within two years	Yes, focused on employee conduct	Yes, focused on employees and suppliers	Yes, focused on own operations and the value chain	Human Rights	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	<input type="radio"/>	Labour Rights / Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	Environment	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	<input type="radio"/>	Anti-Corruption	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	<input type="radio"/>	<p>NASDAQ G6.1 GRI Disclosure 2-23 (2021)</p>	<p>Principle 1 Principle 7 Principle 10</p>	<p>5.2, 5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7</p>
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G4: Individual or group responsible	<p>OzU creates an accountability mechanism to enact environmental and social policies; enforce initiatives and evaluate and manage risk; and address negative impacts by appointing by the Rector to be responsible for human rights and Human Resources Director to be responsible labour/decent work, HSE Coordinator to be responsible for environment and Chief Financial Affairs to be responsible for corruption. HR Director and HSE Coordinator are senior managers with decision making rights and have access to relevant information. General Secretary and Chief Financial Affairs are also senior managers with direct influence at the highest levels of organization.</p> <p><i>OzU appointed an individual or group responsible for each of the following sustainability topics.</i></p> <table border="1" data-bbox="310 578 1230 883"> <thead> <tr> <th></th> <th>No one is specifically responsible for this topic</th> <th>Yes, with limited influence on outcomes</th> <th>Yes, with moderate influence on outcomes</th> <th>Yes, with direct influence of some outcomes</th> <th>Yes, with direct influence at the highest levels of the organization</th> </tr> </thead> <tbody> <tr> <td>Human Rights</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> </tr> <tr> <td>Labour Rights / Decent Work</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> </tr> <tr> <td>Environment</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> </tr> <tr> <td>Anti-Corruption</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> </tr> </tbody> </table>		No one is specifically responsible for this topic	Yes, with limited influence on outcomes	Yes, with moderate influence on outcomes	Yes, with direct influence of some outcomes	Yes, with direct influence at the highest levels of the organization	Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	+	Labour Rights / Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	+	GRI Disclosure 2-13 (2021)	Principle 1 Principle 7 Principle 10	5.2, 5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7
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G5: Formal structure	<p>OzU established Center for Energy, Environment and Economy (2009), Health, Safety and Environment Department (HSE) (2012), Campus Advisory Board (2013) HSE Committee (2014), Sustainability Platform (2018), as formal structures to address social and environmental issues. All are accountable to the rector, and they have direct influence at the highest level of organization.</p> <p><i>OzU has formal structures to address each of the following sustainability topics.</i></p> <table border="1" data-bbox="310 1133 1268 1438"> <thead> <tr> <th></th> <th>No formal structure</th> <th>Yes, and with limited influence on outcomes</th> <th>Yes, with moderate influence on outcomes</th> <th>Yes, with direct influence on some outcomes</th> <th>Yes, and with direct influence at the highest level of the organization</th> </tr> </thead> <tbody> <tr> <td>Human Rights</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> </tr> <tr> <td>Labour Rights / Decent Work</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> </tr> <tr> <td>Environment</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> </tr> <tr> <td>Anti-Corruption</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> </tr> </tbody> </table>		No formal structure	Yes, and with limited influence on outcomes	Yes, with moderate influence on outcomes	Yes, with direct influence on some outcomes	Yes, and with direct influence at the highest level of the organization	Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	+	Labour Rights / Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	+	Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	+	Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	+	GRI Disclosures 2-9, 2-13 (2021)	Principle 1 Principle 7 Principle 10	5.2, 5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7
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G6: Risk assessment processes	<p>At OzU, "risk assessment" focuses on how health, safety and environment issues affect us and encompasses risks to the management including financial risks, operational risks, transition risks, environmental risks, strategic risks, etc. detailed in HSE Risk Assessment Web Pages. Health, Safety and Environment Council meets every month to identify social, environmental, and corruption risks to the university, with the end objective of guiding the university toward better performance.</p> <p><i>OzU has a process to assess risks and publishes on the web pages.</i></p> <table border="1" data-bbox="310 597 1346 829"> <thead> <tr> <th></th> <th>No, this is not a current priority</th> <th>No, but we are planning to develop one within the next two years</th> <th>Yes, related to our own operations</th> <th>Yes, related to our own operations and suppliers</th> <th>Yes, related to our own operations and the value chain</th> </tr> </thead> <tbody> <tr> <td>Human rights risks</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> </tr> <tr> <td>Labour rights risks</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> </tr> <tr> <td>Environmental risks</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> </tr> <tr> <td>Corruption risks</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> </tr> </tbody> </table>		No, this is not a current priority	No, but we are planning to develop one within the next two years	Yes, related to our own operations	Yes, related to our own operations and suppliers	Yes, related to our own operations and the value chain	Human rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	Labour rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	Environmental risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	Corruption risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	GRI Disclosure 205-1 (2016)	Principle 1 Principle 7 Principle 10	5.2, 5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7
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G7: Due diligence	<p>Ozyegin University aims first and foremost to avoid causing or contributing to adverse impacts on people, the environment, and society, and to seek to prevent adverse impacts directly linked to education, research, operations, or contributions to services. When involvement in adverse impacts cannot be avoided, OzU utilizes all its resources to mitigate or prevent their recurrence and, where relevant, remediate them according to" ISO14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management Systems.</p> <p><i>OzU has a due diligence process through which it identifies, prevents, mitigates, and accounts for actual and potential negative impacts on the following sustainability topics.</i></p> <table border="1" data-bbox="310 1252 1346 1495"> <thead> <tr> <th>Risk category:</th> <th>No, this is not a current priority</th> <th>No, but we are planning to develop one within the next two years</th> <th>Yes, related to our own operations</th> <th>Yes, related to our own operations and suppliers</th> <th>Yes, related to our own operations and the value chain</th> </tr> </thead> <tbody> <tr> <td>Human rights risks</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>Labour rights risks</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>Environmental risks</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>Corruption risks</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> </tbody> </table>	Risk category:	No, this is not a current priority	No, but we are planning to develop one within the next two years	Yes, related to our own operations	Yes, related to our own operations and suppliers	Yes, related to our own operations and the value chain	Human rights risks	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	<input type="radio"/>	Labour rights risks	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	<input type="radio"/>	Environmental risks	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	<input type="radio"/>	Corruption risks	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	<input type="radio"/>	GRI Disclosures 2-12, 2-23-a-ii, 3-1, 3-3-d (2021)	Principle 1 Principle 7 Principle 10	5.2, 5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7
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Question	Ozyegin University's Commitment to UNGC Principles in Detail	Related Reporting Standards	Mapping to the Ten Principles of the UN Global Compact	Mapping to SDG Targets																		
G8: Raising concerns about company conduct	<p>OzU's workforce can raise concerns about the university's conduct related to human rights, labour rights, environment, or anti-corruption through internal reporting mechanisms described in Human Resources Policy 10.e. Grievance Process the Complaint Management Procedure. The process offers a transparent process for employees to express their concerns and file their grievances. OzU ensures that there is no retaliation or discrimination against those who express grievances, and that grievances will be treated with confidentiality. Management will treat all grievances seriously and take prompt and appropriate action. Grievance Process protects OzU members, including students from the effects of misconduct—including legal liability, lasting reputational harm, and serious financial losses. Such mechanisms enable OzU members and contractors to speak up about unethical or illegal conduct, fostering a corporate culture of trust and responsiveness.</p> <p><i>Please see Human Resources Policy regarding the process OzU has through which members of the university's workforce can raise concerns about the company's conduct.</i></p> <table border="1" data-bbox="310 613 1176 961"> <thead> <tr> <th></th> <th>No</th> <th>Yes</th> </tr> </thead> <tbody> <tr> <td>Is the process communicated to all employees/workers in local languages?</td> <td><input type="radio"/></td> <td>+</td> </tr> <tr> <td>Is the process available to non-employees (e.g., suppliers, consumers, communities, and other business relationships)?</td> <td><input type="radio"/></td> <td>+</td> </tr> <tr> <td>Is the process confidential (e.g., whistleblowing process)?</td> <td><input type="radio"/></td> <td>+</td> </tr> <tr> <td>Are there processes in place to avoid retaliation?</td> <td><input type="radio"/></td> <td>+</td> </tr> <tr> <td>Can concerns be raised about suppliers or other business relationships (e.g., clients, partners, etc.)</td> <td><input type="radio"/></td> <td>+</td> </tr> </tbody> </table>		No	Yes	Is the process communicated to all employees/workers in local languages?	<input type="radio"/>	+	Is the process available to non-employees (e.g., suppliers, consumers, communities, and other business relationships)?	<input type="radio"/>	+	Is the process confidential (e.g., whistleblowing process)?	<input type="radio"/>	+	Are there processes in place to avoid retaliation?	<input type="radio"/>	+	Can concerns be raised about suppliers or other business relationships (e.g., clients, partners, etc.)	<input type="radio"/>	+	<p>Reporting Guidance on the 10th Principle Against Anti-Corruption – B3;</p> <p>GRI Disclosure 2-26 (2021)</p>	<p>Principle 1 Principle 3 Principle 7 Principle 10</p>	<p>5.2, 5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7</p>
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G9: Lessons	<p>Ozyegin University HSE Committee documents all learnings to best understand if sustainability and environmental policies are being well-implemented, if the university's actions are effective, where there may be opportunities to improve, and how best to work toward continuous improvement.</p> <p><i>OzU captures lessons regarding each of the following sustainability topics.</i></p> <table border="1" data-bbox="323 402 1283 776"> <thead> <tr> <th></th> <th>No lessons are regularly captured</th> <th>Conducts root cause analyses/investigation of incidents</th> <th>Conducts root cause analyses/investigation and changes organizational policies, processes, and practices accordingly</th> <th>Systematically conducts root cause analyses/investigation and leverages learnings to influence both internal and external affairs</th> </tr> </thead> <tbody> <tr> <td>Human Rights</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> </tr> <tr> <td>Labour Rights / Decent Work</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> </tr> <tr> <td>Environment</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> </tr> <tr> <td>Anti-Corruption</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> </tr> </tbody> </table>		No lessons are regularly captured	Conducts root cause analyses/investigation of incidents	Conducts root cause analyses/investigation and changes organizational policies, processes, and practices accordingly	Systematically conducts root cause analyses/investigation and leverages learnings to influence both internal and external affairs	Human Rights	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	Labour Rights / Decent Work	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	+	Anti-Corruption	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	GRI Disclosure 3-3-e(2021)	Principle 1 Principle 7 Principle 10	5.2, 5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7
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G10: Executive pay linked to sustainability performance	<p><i>OzU has no executive pay to performance on one or more of the following sustainability topics</i></p> <table border="1" data-bbox="310 914 1075 1182"> <thead> <tr> <th></th> <th>No, and we have no intention to change</th> <th>No, but we plan to within two years</th> <th>Yes</th> </tr> </thead> <tbody> <tr> <td>Human Rights</td> <td>+</td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>Labour Rights / Decent Work</td> <td>+</td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>Environment</td> <td>+</td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>Anti-Corruption</td> <td>+</td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> </tbody> </table>		No, and we have no intention to change	No, but we plan to within two years	Yes	Human Rights	+	<input type="radio"/>	<input type="radio"/>	Labour Rights / Decent Work	+	<input type="radio"/>	<input type="radio"/>	Environment	+	<input type="radio"/>	<input type="radio"/>	Anti-Corruption	+	<input type="radio"/>	<input type="radio"/>	CDP W6.4 (2022) ; Nasdaq G3 2335 ; GRI Disclosure 2-19 (2021) ; WEF Common Metrics	Principle 1 Principle 7 Principle 10						
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G11: Board composition	<p>Percentage of individuals within the OzU Board of Trustees by Number</p> <table border="1" data-bbox="352 313 936 644"> <tr> <td>Total number of board members (#)</td> <td>9</td> </tr> <tr> <td>Male (%)</td> <td>6</td> </tr> <tr> <td>Female (%)</td> <td>3</td> </tr> <tr> <td>Non-binary (%)</td> <td>-</td> </tr> <tr> <td>Under 30 years old (%)</td> <td>-</td> </tr> <tr> <td>30-50 years old (%)</td> <td>-</td> </tr> <tr> <td>Above 50 years old (%)</td> <td>100</td> </tr> <tr> <td>From minority or vulnerable groups (%)</td> <td>-</td> </tr> <tr> <td>Executive (%)</td> <td>100</td> </tr> <tr> <td>Independent (%)</td> <td>-</td> </tr> </table>	Total number of board members (#)	9	Male (%)	6	Female (%)	3	Non-binary (%)	-	Under 30 years old (%)	-	30-50 years old (%)	-	Above 50 years old (%)	100	From minority or vulnerable groups (%)	-	Executive (%)	100	Independent (%)	-	<p>UNCTAD, ISAR D.1.2(2019), UNCTAD, ISAR D.1.3 (2019); GRI Disclosures 29 (2021), 405-1 (2016)</p>	<p>Principle 1 Principle 6</p>	<p>5.5, 8.5, 8.7, 8.8, 16.7</p>
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From minority or vulnerable groups (%)	-																							
Executive (%)	100																							
Independent (%)	-																							
G12: Sustainability reporting	<p>OzU produced its first sustainability report according to Global Reporting Initiative (GRI) in 2020. Rather than solely reporting on environmental data, OzU shares transparent accounts of its economic, social and environmental performance with its Sustainability Report. Through the integrative reporting of the GRI standards, the university made able to hold itself more accountable and publicize its commitment to improving its footprint and impact. As an institution with a goal providing a world-renowned education and contributing to society through research and knowledge transfer, we produced second report in 2021 according to SDGs .</p>	<p>Nasdaq G9.1</p>	<p>Principle 1 Principle 7 Principle 10</p>	<p>8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7</p>																				
G13: Information assurance	<p>As Turkey's very first university that is accredited with ISO14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System, it has been the first university to have a Health, Safety and Environment (HSE) Council in Turkey, the information on environment, human rights, labour rights/ decent work and corruption disclosed in this questionnaire is assured by BSI. BSI is a third-party assurance which certificates high data quality and integrity. Besides, the information on human rights/labour/decent work, corruption is assured by the YOK audit, and YOKAK External Evaluation. YOK audit and YOKAK evaluation are conducted by competent assurance providers with appropriate experience and qualifications.</p>	<p>CDP C.10.1 (2022); GRI Disclosure 2-5 (2021)</p>	<p>Principle 10</p>	<p>16.1, 16.6</p>																				



Question	Ozyegin University's Commitment to UNGC Principles in Detail	Related Reporting Standards	Mapping to the Ten Principles of the UN Global Compact	Mapping to SDG Targets
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G14: Practical actions

Our university places a profound emphasis on the significance of governance education by seamlessly integrating lectures on governance principles and applications within every faculty and department. This exemplifies our institution's steadfast dedication to nurturing a comprehensive understanding of effective governance practices across diverse academic domains.

[GRI Disclosures 3-3-c and 3-3-d \(2021\)](#)

Principle 1
Principle 2
Principle 4
Principle 6

3.8, 4.7, 4.a,5.2, 6.5,8.1,8.2, 8.5,9.a,1.4,10.5, 11.2

Staff and Student Wellbeing

UOY provides the mental health support to both its students and staff through different channels. Psychological counseling services are to support students by detecting their symptoms or concerns, the necessity of their personal intervention, working their personal potential academic, personal or social. All groups and classes are only to support study for students. All students receiving results are eligible for psychological counseling services and those services are free of charge. There is also a "Healthy Psychology Institute" (Psychology Department) which is a non-graduate degree programme which is offered by Ozyegin University to all its academic and administrative staff as well as their families. Faculty living under the same roof, the programme is free of charge and designed to provide valuable tools, questioning the challenging issues which affect students' efficiency and quality of life.

Supporting "Teachers Network"

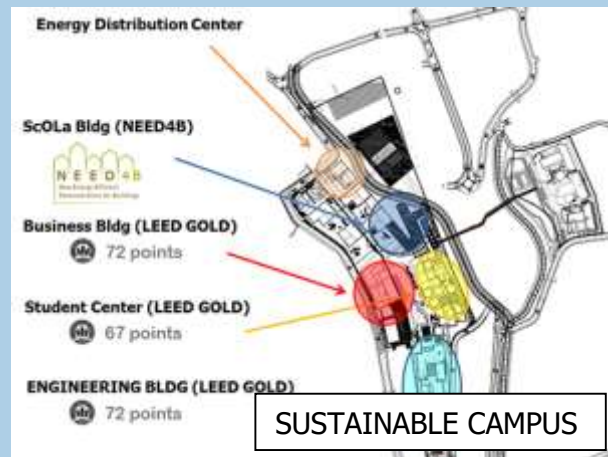
Teachers' Network aims empowerment of teachers by creating a sustainable learning environment in which teachers can collaborate with their colleagues and stakeholders of education from various disciplines. The Network creates a platform for interaction where teachers can lead, change and transformation to help improve student success and the quality of education in Turkey. Activities held by teachers and the output produced within education working groups and faculty programs reached more than 23,000 people across 30 cities in Turkey thanks to the network member's capability of bringing together teachers with educational stakeholders.

Ozyegin University regularly hosts and supports the network's annual 3-day long "Summer Meeting" which is an education festival where teachers from dozens of cities, from different branches and levels, meet off each other, produce together.

öğretmen ağı

Gender Equality in Recruitment and Career Planning

Guided by the gender equality policies, Ozyegin University actively addresses barriers to women's education and career progression. The University remains focused on delivering strategic, evidence-based meaningful change across priority areas: leadership and governance, employment conditions, and women's career advancement. As of 2021, 50% of the academic staff and 50% of the administrative staff are women. In the 2021-2022 Academic year, 25 out of 4 promotions at Ozyegin were awarded to women (50%) and 50% of Ozyegin's research grant results were assigned to female faculty (50%) in the previous academic year.



ATTUNE

UNIVERSITY LIFE GOES BEYOND FORMAL EDUCATIONAL ACTIVITY

ATTUNE - Activate University for Climate Change

ATTUNE is a programme that directly addresses Climate Change on the university campus and both promotes and encourages action by all members of the university community. It is an innovative learning programme that contributes to a university becoming increasingly sustainable.

ÖZÜ GENDER IDEATHON

CINSİYET EŞİTLİĞİ İÇİN BİR FIKRİM VAR!

Bu kez "Kadınlar" konusunu eleştirelim, bir yarışma. 8 Mart - 2 Nisan tarihleri arasında gerçekleştirilecek ÖZÜ Gender Ideathon'a seni de katıl. Cinsiyet eşitliğine gönüllü olarak katılmak istiyorsan da: [bilgi@ozu.edu.tr](#)

Toplamda Çıktılar: 00TL

- 3.000 TL
- 4.000 TL
- 1.500 TL

ÖZÜ ÜNİVERSİTESİ

Abusive Supervision, Workplace Incivility, Mobbing, Sexism and Sexual Harassment (AIMSS) Project

The ongoing AIMSS project funded by TÜBİTAK and supervised by Dean of the Faculty of Social Sciences, Prof. Dr. Canan Simen, aims to provide an extensive study on workplace mistreatment. Studies conducted in Turkey point to the pervasiveness of workplace mistreatment especially in the form of mobbing and abusive supervision. While these studies point to the seriousness of the issue, in most of them scales developed in different cultural contexts have been used, and the focus was on a single type of workplace mistreatment in relation with an antecedent or outcome variable. To fill the gaps in the literature, Project AIMSS seeks to understand the different types of workplace mistreatment and their consequences in the workplace by using measurement tools that also reflect the cultural context. Project also aims to develop prevention and intervention programs to address different mistreatment types.

Section 2: Human Rights

Ozyegin University respects, upholds, and promotes adherence to human rights.

Human rights are universal rights afforded to each person in “recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family” which form the “*foundation of freedom, justice, and peace in the world*”, as expressed in the Universal Declaration of Human Rights (1948).

The first two of the Ten Principles of the UN Global Compact are derived from this Declaration. They state:

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

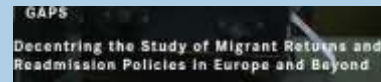
Principle 2: make sure that they are not complicit in human rights abuses.

In upholding these principles, Ozyegin University respects human rights and addresses negative impacts related to its operations. Beyond mitigating negative impacts, as a university, it plays an instrumental role in educating new generation, fostering an environment that supports diversity and inclusion, monitoring and upholding human rights across value chains, ensuring vulnerable and marginalized populations are not left behind, and promoting positive change within society at large.

The questions in the Human Rights section aim to better understand which human rights topics are the most important to each organization, the policies and processes established to mitigate negative impacts, and the steps taken to advance human rights at an organizational and societal level.

Question	Ozyegin University's Commitment to UNGC Principles in Detail	Related Reporting Standards	Mapping to the Ten Principles of the UN Global Compact	Mapping to SDG Targets
HR1: Material topics	<p>According to GRI 3: Material Topics, material topics are topics that represent the organization's most significant impacts on the economy, environment, and people, including impacts on their human rights.</p> <p><i>Ozyegin University has identified following as material human rights topics connected with its operations.</i></p> <ul style="list-style-type: none"> • Freedom of expression • Safe and healthy working environment • Non-discrimination in respect of employment and occupation • Gender equality and women's rights • Working conditions (wages, working hours) • Digital security / privacy • Access to water and sanitation 	<p>GRI Disclosure 3-2 (2021)</p>	<p>Principle 1 Principle 2</p>	<p>1.1, 1.2, 1.3, 1.4, 1.5, 1.a, 1.b, 2.1, 2.3, 2.5, 2.a., 2.c., 4.1, 4.4, 4.5, 4.7, 5.1, 5.2, 5.4, 5.6, 6.1, 6.2, 8.7, 8.8, 9.1, 10.2, 10.3, 10.7, 11.1, 16.1, 16.2, 16.3</p>
HR2: Policy commitment	<p>Ozyegin University Code of Ethics is the publicly available statement of the OzU's responsibilities, commitments or expectations with regard to respect for human rights across its activities and business relationships. Art. 4 states that OzU protects and promotes fundamental rights and freedoms of all its members as well as all members of society. Ozyegin University is sensitive to social problems. Ozyegin University supports all activities that aim to contribute to society and fulfil social responsibilities; and, to that end, enters into cooperation with relevant institutions.</p> <p>Art. 5 states that Members of Ozyegin University must respect and value differences among individuals, never allow discrimination or harassment, treat all colleagues, employees, students, stakeholders and external parties and individuals with kindness and respect; and protect the dignity and honor of all stakeholders. Ozyegin University hires academic and administrative staff and admits students regardless of gender, race, color, national or ethnic origin, creed, religion, age, disability, sexual orientation or gender identity; and does not discriminate on the basis of gender, race, color, national or ethnic origin, creed, religion, age, disability, sexual orientation or gender identity in the administration of its educational and employment policies, its scholarship conferment, or any university-sponsored program.</p>	<p>GRI Disclosures 2-23-a-iv, 2-23-b, 3-3-c (2021)</p>	<p>Principle 1 Principle 2</p>	<p>1.1, 1.2, 1.3, 1.4, 1.5, 1.a, 1.b, 2.1, 2.3, 2.5, 2.a., 2.c., 4.1, 4.4, 4.5, 4.7, 5.1, 5.2, 5.4, 5.6, 6.1, 6.2, 8.7, 8.8, 9.1, 10.2, 10.3, 10.7, 11.1, 16.1, 16.2, 16.3</p>

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HR2.1: Policy details	<p>Code of Ethics</p> <p>(a) is approved at the Senate on 23.06.2015; (b) is informed by relevant internal and/or external stakeholders; (c) stipulates the university's human rights expectations of personnel, student and business partners and other parties directly linked to its operations, products or services; (d) is publicly available and communicated internally and externally to all personnel, business partners and other relevant parties; (e) is reflected in operational policies and procedures of university necessary to embed it throughout university and publish at MyOZU intranet (staff & student SharePoint).</p>	<p>GRI Disclosures 2-23-c, 2-23-d, 2-23-e (2021)</p>	<p>Principle 1 Principle 2</p>	<p>1.1, 1.2, 1.3, 1.4, 1.5, 1.a, 1.b, 2.1, 2.3, 2.5, 2.a., 2.c., 4.1, 4.4, 4.5, 4.7, 5.1, 5.2, 5.4, 5.6, 6.1, 6.2, 8.7, 8.8, 9.1, 10.2, 10.3, 10.7, 11.1, 16.1, 16.2, 16.3</p>																																																	
HR3: Stakeholder engagement	<p>OzU has engaged with affected stakeholders through Campus Advisory Board, HSE Committee, Gender Unit Advisory Board in the course of the reporting period. All meeting noted can be provided upon request. Besides, even though rights of refugees and migrants is not chosen as a material topic, OzU has many projects on this topic. For example, OzU holds 'CHARM - Jean Monnet Chair of Migration and Mobility in Europe' Project and conducts three projects on migration, identity and social Integration.</p> <table border="1" data-bbox="310 797 1339 1243"> <thead> <tr> <th data-bbox="310 797 499 938">Human Rights Topics:</th> <th data-bbox="499 797 659 938">No engagement on this topic</th> <th data-bbox="659 797 816 938">To better understand the risks/ impacts in question</th> <th data-bbox="816 797 974 938">To discuss potential ways to prevent or mitigate</th> <th data-bbox="974 797 1089 938">To agree on a way to prevent/mitigate</th> <th data-bbox="1089 797 1205 938">To assess progress in preventing /mitigating</th> <th data-bbox="1205 797 1339 938">To collaborate in the prevention/mitigation</th> </tr> </thead> <tbody> <tr> <td data-bbox="310 938 499 987">Freedom of expression</td> <td data-bbox="499 938 659 987">○</td> <td data-bbox="659 938 816 987">○</td> <td data-bbox="816 938 974 987">○</td> <td data-bbox="974 938 1089 987">○</td> <td data-bbox="1089 938 1205 987">○</td> <td data-bbox="1205 938 1339 987">+</td> </tr> <tr> <td data-bbox="310 987 499 1036">Access to water and sanitation</td> <td data-bbox="499 987 659 1036">○</td> <td data-bbox="659 987 816 1036">○</td> <td data-bbox="816 987 974 1036">○</td> <td data-bbox="974 987 1089 1036">○</td> <td data-bbox="1089 987 1205 1036">+</td> <td data-bbox="1205 987 1339 1036">○</td> </tr> <tr> <td data-bbox="310 1036 499 1084">Digital security / privacy</td> <td data-bbox="499 1036 659 1084">○</td> <td data-bbox="659 1036 816 1084">○</td> <td data-bbox="816 1036 974 1084">○</td> <td data-bbox="974 1036 1089 1084">○</td> <td data-bbox="1089 1036 1205 1084">○</td> <td data-bbox="1205 1036 1339 1084">+</td> </tr> <tr> <td data-bbox="310 1084 499 1133">Gender equality and women's rights</td> <td data-bbox="499 1084 659 1133">○</td> <td data-bbox="659 1084 816 1133">○</td> <td data-bbox="816 1084 974 1133">○</td> <td data-bbox="974 1084 1089 1133">○</td> <td data-bbox="1089 1084 1205 1133">○</td> <td data-bbox="1205 1084 1339 1133">+</td> </tr> <tr> <td data-bbox="310 1133 499 1182">Rights of indigenous peoples</td> <td data-bbox="499 1133 659 1182">+</td> <td data-bbox="659 1133 816 1182">○</td> <td data-bbox="816 1133 974 1182">○</td> <td data-bbox="974 1133 1089 1182">○</td> <td data-bbox="1089 1133 1205 1182">○</td> <td data-bbox="1205 1133 1339 1182">○</td> </tr> <tr> <td data-bbox="310 1182 499 1243">Rights of refugees and migrants</td> <td data-bbox="499 1182 659 1243">○</td> <td data-bbox="659 1182 816 1243">○</td> <td data-bbox="816 1182 974 1243">○</td> <td data-bbox="974 1182 1089 1243">○</td> <td data-bbox="1089 1182 1205 1243">○</td> <td data-bbox="1205 1182 1339 1243">+</td> </tr> </tbody> </table>	Human Rights Topics:	No engagement on this topic	To better understand the risks/ impacts in question	To discuss potential ways to prevent or mitigate	To agree on a way to prevent/mitigate	To assess progress in preventing /mitigating	To collaborate in the prevention/mitigation	Freedom of expression	○	○	○	○	○	+	Access to water and sanitation	○	○	○	○	+	○	Digital security / privacy	○	○	○	○	○	+	Gender equality and women's rights	○	○	○	○	○	+	Rights of indigenous peoples	+	○	○	○	○	○	Rights of refugees and migrants	○	○	○	○	○	+	<p>GRI Disclosures 3-1-b, 3-3-f (2021)</p>	<p>Principle 1 Principle 2</p>	<p>1.1, 1.2, 1.3, 1.4, 1.5, 1.a, 1.b, 2.1, 2.3, 2.5, 2.a., 2.c., 4.1, 4.4, 4.5, 4.7, 5.1, 5.2, 5.4, 5.6, 6.1, 6.2, 8.7, 8.8, 9.1, 10.2, 10.3, 10.7, 11.1, 16.1, 16.2, 16.3</p>
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HR4: Prevention/mitigation	<p><i>Type of actions OzU has taken with the aim of preventing/mitigating the risks/impacts associated with this human rights topic.</i></p> <table border="1"> <thead> <tr> <th data-bbox="317 358 506 532">Human Rights Topics:</th> <th data-bbox="506 358 632 532">Provided internal training/capacity building for the direct workforce</th> <th data-bbox="632 358 758 532">Built capacity among relevant business relationships</th> <th data-bbox="758 358 884 532">Conducted an audit process and/or corrective action plan</th> <th data-bbox="884 358 1010 532">Collective Action with peers or other stakeholders to address the issue</th> <th data-bbox="1010 358 1136 532">Collaborated with governmental or regulatory bodies</th> <th data-bbox="1136 358 1283 532">No action within reporting period</th> </tr> </thead> <tbody> <tr> <td data-bbox="317 532 506 581">Freedom of expression</td> <td data-bbox="506 532 632 581">+</td> <td data-bbox="632 532 758 581">○</td> <td data-bbox="758 532 884 581">○</td> <td data-bbox="884 532 1010 581">+</td> <td data-bbox="1010 532 1136 581">+</td> <td data-bbox="1136 532 1283 581">○</td> </tr> <tr> <td data-bbox="317 581 506 630">Access to water and sanitation</td> <td data-bbox="506 581 632 630">○</td> <td data-bbox="632 581 758 630">○</td> <td data-bbox="758 581 884 630">○</td> <td data-bbox="884 581 1010 630">+</td> <td data-bbox="1010 581 1136 630">○</td> <td data-bbox="1136 581 1283 630">○</td> </tr> <tr> <td data-bbox="317 630 506 678">Digital security / privacy</td> <td data-bbox="506 630 632 678">+</td> <td data-bbox="632 630 758 678">+</td> <td data-bbox="758 630 884 678">+</td> <td data-bbox="884 630 1010 678">+</td> <td data-bbox="1010 630 1136 678">+</td> <td data-bbox="1136 630 1283 678">○</td> </tr> <tr> <td data-bbox="317 678 506 732">Gender equality and women's rights</td> <td data-bbox="506 678 632 732">+</td> <td data-bbox="632 678 758 732">+</td> <td data-bbox="758 678 884 732">○</td> <td data-bbox="884 678 1010 732">+</td> <td data-bbox="1010 678 1136 732">○</td> <td data-bbox="1136 678 1283 732">○</td> </tr> </tbody> </table>	Human Rights Topics:	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships	Conducted an audit process and/or corrective action plan	Collective Action with peers or other stakeholders to address the issue	Collaborated with governmental or regulatory bodies	No action within reporting period	Freedom of expression	+	○	○	+	+	○	Access to water and sanitation	○	○	○	+	○	○	Digital security / privacy	+	+	+	+	+	○	Gender equality and women's rights	+	+	○	+	○	○	GRI Disclosure 3-3-d (2021)	Principle 1 Principle 2	1.1, 1.2, 1.3, 1.4, 1.5, 1.a, 1.b, 2.1, 2.3, 2.5, 2.a., 2.c., 4.1, 4.4, 4.5, 4.7, 5.1, 5.2, 5.4, 5.6, 6.1, 6.2, 8.7, 8.8, 9.1, 10.2, 10.3, 10.7, 11.1, 16.1, 16.2, 16.3
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HR5: Training	<p>OzU embeds its policy commitments for responsible business conduct, including the commitment to respect human rights, throughout its activities and business relationships. This ensures that people at all levels act responsibly and with awareness of and respect for human rights.. Within the period of reporting, selected employees (directors, coordinator managers) received Abusive Supervision, Workplace Incivility, Mobbing, Sexism and Sexual Harassment training to develop prevention and intervention programs to address different mistreatment types.</p> <p>At OzU, all employees receive following trainings during their orientation week.</p> <table border="1"> <thead> <tr> <th data-bbox="317 1032 506 1166">Human Rights Topics:</th> <th data-bbox="506 1032 653 1166">No training provided</th> <th data-bbox="653 1032 800 1166">Select employees</th> <th data-bbox="800 1032 947 1166">All employees</th> <th data-bbox="947 1032 1094 1166">Contractors</th> <th data-bbox="1094 1032 1262 1166">Direct suppliers of the organization</th> </tr> </thead> <tbody> <tr> <td data-bbox="317 1166 506 1219">Freedom of expression</td> <td data-bbox="506 1166 653 1219">○</td> <td data-bbox="653 1166 800 1219">+</td> <td data-bbox="800 1166 947 1219">○</td> <td data-bbox="947 1166 1094 1219">○</td> <td data-bbox="1094 1166 1262 1219">○</td> </tr> <tr> <td data-bbox="317 1219 506 1268">Access to water and sanitation</td> <td data-bbox="506 1219 653 1268">○</td> <td data-bbox="653 1219 800 1268">○</td> <td data-bbox="800 1219 947 1268">+</td> <td data-bbox="947 1219 1094 1268">○</td> <td data-bbox="1094 1219 1262 1268">○</td> </tr> <tr> <td data-bbox="317 1268 506 1317">Digital security / privacy</td> <td data-bbox="506 1268 653 1317">○</td> <td data-bbox="653 1268 800 1317">○</td> <td data-bbox="800 1268 947 1317">+</td> <td data-bbox="947 1268 1094 1317">○</td> <td data-bbox="1094 1268 1262 1317">○</td> </tr> <tr> <td data-bbox="317 1317 506 1370">Gender equality and women's rights</td> <td data-bbox="506 1317 653 1370">○</td> <td data-bbox="653 1317 800 1370">○</td> <td data-bbox="800 1317 947 1370">+</td> <td data-bbox="947 1317 1094 1370">○</td> <td data-bbox="1094 1317 1262 1370">○</td> </tr> </tbody> </table>	Human Rights Topics:	No training provided	Select employees	All employees	Contractors	Direct suppliers of the organization	Freedom of expression	○	+	○	○	○	Access to water and sanitation	○	○	+	○	○	Digital security / privacy	○	○	+	○	○	Gender equality and women's rights	○	○	+	○	○	GRI Disclosure 3-3-d (2021)	Principle 1 Principle 2	1.1, 1.2, 1.3, 1.4, 1.5, 1.a, 1.b, 2.1, 2.3, 2.5, 2.a., 2.c., 4.1, 4.4, 4.5, 4.7, 5.1, 5.2, 5.4, 5.6, 6.1, 6.2, 8.7, 8.8, 9.1, 10.2, 10.3, 10.7, 11.1, 16.1, 16.2, 16.3					
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<p>HR6: Prevention/mitigation progress assessment</p>	<p>OzU assesses its progress in preventing/mitigating the risks/impacts associated with the human rights topics by conducted staff satisfaction surveys. Besides, UniAr Academic Ecology report, published by an independent research group, Ozyegin University ranked in second in freedom of expression among foundation universities.</p> <table border="1" data-bbox="323 418 1289 850"> <thead> <tr> <th></th> <th>No monitoring of progress</th> <th>Review topics on ad hoc basis</th> <th>Set annual targets/ goals, track progress over time (internal programmes only)</th> <th>Set annual targets/ goals, track progress over time (internal and external programmes)</th> </tr> </thead> <tbody> <tr> <td>Freedom of expression</td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>Access to water and sanitation</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> </tr> <tr> <td>Digital security / privacy</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> </tr> <tr> <td>Gender equality and women's rights</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> </tr> </tbody> </table>		No monitoring of progress	Review topics on ad hoc basis	Set annual targets/ goals, track progress over time (internal programmes only)	Set annual targets/ goals, track progress over time (internal and external programmes)	Freedom of expression	<input type="radio"/>	+	<input type="radio"/>	<input type="radio"/>	Access to water and sanitation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	+	Digital security / privacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	+	Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	+	<p>GRI Disclosure 3-3-e (2021)</p>	<p>Principle 1 Principle 2</p>	<p>1.1, 1.2, 1.3, 1.4, 1.5, 1.a, 1.b, 2.1, 2.3, 2.5, 2.a., 2.c., 4.1, 4.4, 4.5, 4.7, 5.1, 5.2, 5.4, 5.6, 6.1, 6.2, 8.7, 8.8, 9.1, 10.2, 10.3, 10.7, 11.1, 16.1, 16.2, 16.3</p>
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<p>HR7: Remedy</p>	<p>OzU believes that even with the best policies and practices, we may cause or contribute to an adverse environmental or social impact that it has not foreseen or been able to prevent. Even if not legally obligated to do so, we provide for or cooperate in remediation as part of our responsibility to respect human rights.</p> <table border="1" data-bbox="323 1078 1268 1419"> <thead> <tr> <th>Human Rights Topics:</th> <th>No remedy provided/enabled</th> <th>Yes, remedy provided/enabled</th> <th>No adverse impact identified or caused</th> <th>Choose to not disclose</th> </tr> </thead> <tbody> <tr> <td>Freedom of expression</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> </tr> <tr> <td>Access to water and sanitation</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> </tr> <tr> <td>Digital security / privacy</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> </tr> <tr> <td>Gender equality and women's rights</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> </tr> </tbody> </table>	Human Rights Topics:	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose	Freedom of expression	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	Access to water and sanitation	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	Digital security / privacy	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	<p>GRI Disclosure 3-3-d-ii (2021)</p>	<p>Principle 1 Principle 2</p>	<p>1.1, 1.2, 1.3, 1.4, 1.5, 1.a, 1.b, 2.1, 2.3, 2.5, 2.a., 2.c., 4.1, 4.4, 4.5, 4.7, 5.1, 5.2, 5.4, 5.6, 6.1, 6.2, 8.7, 8.8, 9.1, 10.2, 10.3, 10.7, 11.1, 16.1, 16.2, 16.3</p>
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HR8: Practical actions	Emphasizing its unwavering dedication to human rights education, our university integrates comprehensive lectures on this vital subject within every faculty and department. This underscores the university's profound recognition of the fundamental significance of upholding and promoting human rights across various academic domains. By instilling a strong foundation of human rights principles throughout our academic community, we strive to equip our students with the necessary understanding to champion equity and justice in a global context. (HUK301, IR411,HUK364,HUK318,HUK526, etc)	GRI Disclosures 3-3-c and 3-3-d (2021)	Principle 1 Principle 2	1.1, 1.2, 1.3, 2.1, 2.3, 4.1, 4.4, 4.5,5.2, 5.4, 5.6, 6.1, 6.2, 8.7, 8.8, 9.1, 10.2, 10.3, 10.7, 11.1, 16.1, 16.2, 16.3



Section 3: Labour

Ozyegin University respects, upholds, and promotes adherence to fundamental and universally accepted labour rights in its own operations and value chains.

The four Labour Principles of the UN Global Compact which are derived from the 1998 ILO Declaration on Fundamental Principles and Rights at Work are accepted:

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.

First and foremost, Ozyegin University contributes to sustainable development and the achievement of SDG targets by respecting academicians', administrators' and workers' rights and contributing to decent work priorities through its day-to-day operations and investments. Due to OzU's Human Resources Approach, raising the living standards of all workers will require all companies to adopt sustainable, responsible and inclusive workplace practices, and for companies with supply chains to use their leverage to contribute to the realization of decent work.

The structure of the Labour section parallels the human rights section; it includes questions about the policies and processes established to mitigate negative impacts and the steps taken to advance human rights at an organizational and societal level. This section also asks outcome-based questions about topics such as gender diversity, equal pay, and worker health and safety.

Please note, while most of this section is centred around the four labour Principles, if "Working conditions (wage, working hours)" is selected by the company in HR1 as a material human rights topic, it will also be addressed in this section.

Our university demonstrates a profound commitment to ethical education by incorporating lectures on ethics within every faculty and department. This reflects our institution's deep appreciation for the importance of moral and responsible decision-making across all academic disciplines. By fostering a culture of ethics within our diverse academic community, we aim to empower our students with the tools to navigate complex ethical dilemmas and contribute positively to society. (COD404, COD321, GSE680, HUK600, PSY536, HUK409, HUK410, etc)

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L1: Policy commitment	<p>OzU Human Resources (HR) policy is publicly available statement of the university's responsibilities, commitments, or expectations with regard to respect for labour rights across its activities and business relationships. The commitment is declared in single, stand-alone public policy regarding respect for labour rights, and also included in code of ethics. The HR policy document summarizes work and employment policies and procedures as well as the main terms and conditions that apply to all directly employed/subcontracted employees and suppliers.</p> <p><i>OzU has a policy commitment in relation to the following labour rights principles</i></p> <table border="1" data-bbox="310 516 1188 938"> <thead> <tr> <th data-bbox="310 516 642 639">Labour Topics:</th> <th data-bbox="642 516 743 639">No, and we have no plans to develop a policy</th> <th data-bbox="743 516 844 639">No, but we plan to within the next two years</th> <th data-bbox="844 516 961 639">Yes, included within a broader policy or as a stand-alone policy</th> <th data-bbox="961 516 1062 639">Not applicable</th> <th data-bbox="1062 516 1188 639">If yes, year policy last reviewed (YYYY)</th> </tr> </thead> <tbody> <tr> <td data-bbox="310 639 642 717">Freedom of association and the effective recognition of the right to collective bargaining</td> <td data-bbox="642 639 743 717">○</td> <td data-bbox="743 639 844 717">○</td> <td data-bbox="844 639 961 717">+</td> <td data-bbox="961 639 1062 717">○</td> <td data-bbox="1062 639 1188 717">2019</td> </tr> <tr> <td data-bbox="310 717 642 740">Forced labour</td> <td data-bbox="642 717 743 740">○</td> <td data-bbox="743 717 844 740">○</td> <td data-bbox="844 717 961 740">+</td> <td data-bbox="961 717 1062 740">○</td> <td data-bbox="1062 717 1188 740">2019</td> </tr> <tr> <td data-bbox="310 740 642 763">Child labour</td> <td data-bbox="642 740 743 763">○</td> <td data-bbox="743 740 844 763">○</td> <td data-bbox="844 740 961 763">+</td> <td data-bbox="961 740 1062 763">○</td> <td data-bbox="1062 740 1188 763">2019</td> </tr> <tr> <td data-bbox="310 763 642 821">Non-discrimination in respect of employment and occupation</td> <td data-bbox="642 763 743 821">○</td> <td data-bbox="743 763 844 821">○</td> <td data-bbox="844 763 961 821">+</td> <td data-bbox="961 763 1062 821">○</td> <td data-bbox="1062 763 1188 821">2019</td> </tr> <tr> <td data-bbox="310 821 642 860">Safe and healthy working environment</td> <td data-bbox="642 821 743 860">○</td> <td data-bbox="743 821 844 860">○</td> <td data-bbox="844 821 961 860">+</td> <td data-bbox="961 821 1062 860">○</td> <td data-bbox="1062 821 1188 860">2021</td> </tr> <tr> <td data-bbox="310 860 642 938">Working conditions (wages, working hours)</td> <td data-bbox="642 860 743 938">○</td> <td data-bbox="743 860 844 938">○</td> <td data-bbox="844 860 961 938">+</td> <td data-bbox="961 860 1062 938">○</td> <td data-bbox="1062 860 1188 938">2022</td> </tr> </tbody> </table>	Labour Topics:	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable	If yes, year policy last reviewed (YYYY)	Freedom of association and the effective recognition of the right to collective bargaining	○	○	+	○	2019	Forced labour	○	○	+	○	2019	Child labour	○	○	+	○	2019	Non-discrimination in respect of employment and occupation	○	○	+	○	2019	Safe and healthy working environment	○	○	+	○	2021	Working conditions (wages, working hours)	○	○	+	○	2022	<p>(2021) for topics GRI 407 (2016), GRI 409 (2016), GRI 408 (2016), GRI 406 (2016), GRI 403 (2018)</p>	<p>Principle 3 Principle 4 Principle 5 Principle 6</p>	<p>3.1, 3.2, 3.3, 3.4, 3.7, 3.8, 4.1, 4.2, 4.3, 5.1, 5.4, 5.5, 8.3, 8.5, 8.6, 8.7, 8.8, 9.2, 10.1, 10.2, 10.3, 10.4</p>							
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L1.1: Policy detail	<p><i>OzU expresses its commitment to meet the responsibility through HR policy that:</i></p> <table border="1" data-bbox="310 1036 1293 1490"> <thead> <tr> <th data-bbox="310 1036 642 1198">Labour Topics:</th> <th data-bbox="642 1036 743 1198">Aligned with international labour standards</th> <th data-bbox="743 1036 844 1198">Publicly available</th> <th data-bbox="844 1036 961 1198">Approved at most senior level of the company</th> <th data-bbox="961 1036 1062 1198">Applied to the company's own operations</th> <th data-bbox="1062 1036 1163 1198">Applied to the company's own operations and the value chain</th> <th data-bbox="1163 1036 1293 1198">Developed involving labour rights expertise from inside and outside the company</th> </tr> </thead> <tbody> <tr> <td data-bbox="310 1198 642 1289">Freedom of association and the effective recognition of the right to collective bargaining</td> <td data-bbox="642 1198 743 1289">○</td> <td data-bbox="743 1198 844 1289">+</td> <td data-bbox="844 1198 961 1289">+</td> <td data-bbox="961 1198 1062 1289">+</td> <td data-bbox="1062 1198 1163 1289">○</td> <td data-bbox="1163 1198 1293 1289">○</td> </tr> <tr> <td data-bbox="310 1289 642 1312">Forced labour</td> <td data-bbox="642 1289 743 1312">+</td> <td data-bbox="743 1289 844 1312">+</td> <td data-bbox="844 1289 961 1312">+</td> <td data-bbox="961 1289 1062 1312">+</td> <td data-bbox="1062 1289 1163 1312">+</td> <td data-bbox="1163 1289 1293 1312">○</td> </tr> <tr> <td data-bbox="310 1312 642 1334">Child labour</td> <td data-bbox="642 1312 743 1334">+</td> <td data-bbox="743 1312 844 1334">+</td> <td data-bbox="844 1312 961 1334">+</td> <td data-bbox="961 1312 1062 1334">+</td> <td data-bbox="1062 1312 1163 1334">+</td> <td data-bbox="1163 1312 1293 1334">○</td> </tr> <tr> <td data-bbox="310 1334 642 1393">Non-discrimination in respect of employment and occupation</td> <td data-bbox="642 1334 743 1393">+</td> <td data-bbox="743 1334 844 1393">+</td> <td data-bbox="844 1334 961 1393">+</td> <td data-bbox="961 1334 1062 1393">+</td> <td data-bbox="1062 1334 1163 1393">+</td> <td data-bbox="1163 1334 1293 1393">○</td> </tr> <tr> <td data-bbox="310 1393 642 1432">Safe and healthy working environment</td> <td data-bbox="642 1393 743 1432">+</td> <td data-bbox="743 1393 844 1432">+</td> <td data-bbox="844 1393 961 1432">+</td> <td data-bbox="961 1393 1062 1432">+</td> <td data-bbox="1062 1393 1163 1432">+</td> <td data-bbox="1163 1393 1293 1432">○</td> </tr> <tr> <td data-bbox="310 1432 642 1490">Working conditions (wages, working hours)</td> <td data-bbox="642 1432 743 1490">○</td> <td data-bbox="743 1432 844 1490">+</td> <td data-bbox="844 1432 961 1490">+</td> <td data-bbox="961 1432 1062 1490">+</td> <td data-bbox="1062 1432 1163 1490">○</td> <td data-bbox="1163 1432 1293 1490">○</td> </tr> </tbody> </table>	Labour Topics:	Aligned with international labour standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and the value chain	Developed involving labour rights expertise from inside and outside the company	Freedom of association and the effective recognition of the right to collective bargaining	○	+	+	+	○	○	Forced labour	+	+	+	+	+	○	Child labour	+	+	+	+	+	○	Non-discrimination in respect of employment and occupation	+	+	+	+	+	○	Safe and healthy working environment	+	+	+	+	+	○	Working conditions (wages, working hours)	○	+	+	+	○	○	<p>ILO C155 - Occupational Safety and Health Convention 1981 (No. 155); GRI Disclosures 2-23-c, 2-23-d, 2-23-e (2021)</p>	<p>Principle 3 Principle 4 Principle 5 Principle 6</p>	<p>1.2, 1.3, 1.4, 1.5, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8, 4.1, 4.2, 4.3, 5.1, 5.4, 5.5, 8.3, 8.5, 8.6, 8.7, 8.8, 9.2, 10.1, 10.2, 10.3, 10.4</p>
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L1.2: Freedom of association and collective bargaining	<p>According to HR.10. i. Policy on Trade Union Membership and Activities; Ozyegin University respects employee rights as described within the framework of Higher Education Law No:2547, and Turkish Labour Law No:4857. To this day, none of the employees joins any trade union.</p> <table border="1" data-bbox="310 363 1094 915"> <thead> <tr> <th data-bbox="310 363 638 493">Labour Topics:</th> <th data-bbox="638 363 768 493">No, and we don't have plans to include it in a policy</th> <th data-bbox="768 363 884 493">No, but we plan to include it in a policy within the next two years</th> <th data-bbox="884 363 1010 493">Yes, included in the relevant policy</th> <th data-bbox="1010 363 1094 493">Not applicable</th> </tr> </thead> <tbody> <tr> <td data-bbox="310 493 638 623">Reference the respect for the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal and protect workers against acts of antiunion discrimination</td> <td data-bbox="638 493 768 623">○</td> <td data-bbox="768 493 884 623">○</td> <td data-bbox="884 493 1010 623">+</td> <td data-bbox="1010 493 1094 623">○</td> </tr> <tr> <td data-bbox="310 623 638 672">Prohibit any acts of interference in trade unions</td> <td data-bbox="638 623 768 672">○</td> <td data-bbox="768 623 884 672">○</td> <td data-bbox="884 623 1010 672">○</td> <td data-bbox="1010 623 1094 672">+</td> </tr> <tr> <td data-bbox="310 672 638 737">Facilitate collective bargaining with the trade union representatives</td> <td data-bbox="638 672 768 737">○</td> <td data-bbox="768 672 884 737">○</td> <td data-bbox="884 672 1010 737">○</td> <td data-bbox="1010 672 1094 737">+</td> </tr> <tr> <td data-bbox="310 737 638 834">Provide trade union representatives with the information required for meaningful bargaining in the context of bona fide negotiations</td> <td data-bbox="638 737 768 834">○</td> <td data-bbox="768 737 884 834">○</td> <td data-bbox="884 737 1010 834">○</td> <td data-bbox="1010 737 1094 834">+</td> </tr> <tr> <td data-bbox="310 834 638 915">Reference the respect for the right of workers to submit grievances without suffering</td> <td data-bbox="638 834 768 915">○</td> <td data-bbox="768 834 884 915">○</td> <td data-bbox="884 834 1010 915">+</td> <td data-bbox="1010 834 1094 915">○</td> </tr> </tbody> </table>	Labour Topics:	No, and we don't have plans to include it in a policy	No, but we plan to include it in a policy within the next two years	Yes, included in the relevant policy	Not applicable	Reference the respect for the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal and protect workers against acts of antiunion discrimination	○	○	+	○	Prohibit any acts of interference in trade unions	○	○	○	+	Facilitate collective bargaining with the trade union representatives	○	○	○	+	Provide trade union representatives with the information required for meaningful bargaining in the context of bona fide negotiations	○	○	○	+	Reference the respect for the right of workers to submit grievances without suffering	○	○	+	○	GRI Disclosure 2-30(2021)	Principle 3 Principle 4 Principle 6	1.1, 1.2, 1.3, 3.1,3.3, 3.4, 3.7, 3.8,3.9, 8.1, 8.3, 8.5, 8.7, 8.8, 9.2, 10.1, 10.3												
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L2: Stakeholder engagement	<p>In the course of the reporting period, OzU has engaged with affected stakeholders through Senate, Board of Deans/Directors HSE Committee, Campus Advisory Board, Appointment Board in relation to the following labour rights topics.</p> <table border="1" data-bbox="310 1089 1199 1544"> <thead> <tr> <th data-bbox="310 1089 638 1268">Labour Topics:</th> <th data-bbox="638 1089 768 1268">No engagement on this topic.</th> <th data-bbox="768 1089 884 1268">To better understand the risks/ impacts in question</th> <th data-bbox="884 1089 989 1268">To discuss potential ways to prevent or mitigate the risks/ impacts in question</th> <th data-bbox="989 1089 1094 1268">To agree on a way to prevent/ mitigate the risks/ impacts in question</th> <th data-bbox="1094 1089 1199 1268">To assess progress in preventing/ mitigating the risks /impacts in question</th> </tr> </thead> <tbody> <tr> <td data-bbox="310 1268 638 1349">Freedom of association and the effective recognition of the right to collective bargaining</td> <td data-bbox="638 1268 768 1349">+</td> <td data-bbox="768 1268 884 1349">○</td> <td data-bbox="884 1268 989 1349">○</td> <td data-bbox="989 1268 1094 1349">○</td> <td data-bbox="1094 1268 1199 1349">○</td> </tr> <tr> <td data-bbox="310 1349 638 1382">Forced labour</td> <td data-bbox="638 1349 768 1382">+</td> <td data-bbox="768 1349 884 1382">○</td> <td data-bbox="884 1349 989 1382">○</td> <td data-bbox="989 1349 1094 1382">○</td> <td data-bbox="1094 1349 1199 1382">○</td> </tr> <tr> <td data-bbox="310 1382 638 1398">Child labour</td> <td data-bbox="638 1382 768 1398">+</td> <td data-bbox="768 1382 884 1398">○</td> <td data-bbox="884 1382 989 1398">○</td> <td data-bbox="989 1382 1094 1398">○</td> <td data-bbox="1094 1382 1199 1398">+</td> </tr> <tr> <td data-bbox="310 1398 638 1446">Non-discrimination in respect of employment and occupation</td> <td data-bbox="638 1398 768 1446">○</td> <td data-bbox="768 1398 884 1446">○</td> <td data-bbox="884 1398 989 1446">○</td> <td data-bbox="989 1398 1094 1446">○</td> <td data-bbox="1094 1398 1199 1446">+</td> </tr> <tr> <td data-bbox="310 1446 638 1479">Safe and healthy working environment</td> <td data-bbox="638 1446 768 1479">○</td> <td data-bbox="768 1446 884 1479">○</td> <td data-bbox="884 1446 989 1479">○</td> <td data-bbox="989 1446 1094 1479">○</td> <td data-bbox="1094 1446 1199 1479">+</td> </tr> <tr> <td data-bbox="310 1479 638 1544">Working conditions (wages, working hours)</td> <td data-bbox="638 1479 768 1544">○</td> <td data-bbox="768 1479 884 1544">○</td> <td data-bbox="884 1479 989 1544">○</td> <td data-bbox="989 1479 1094 1544">○</td> <td data-bbox="1094 1479 1199 1544">+</td> </tr> </tbody> </table>	Labour Topics:	No engagement on this topic.	To better understand the risks/ impacts in question	To discuss potential ways to prevent or mitigate the risks/ impacts in question	To agree on a way to prevent/ mitigate the risks/ impacts in question	To assess progress in preventing/ mitigating the risks /impacts in question	Freedom of association and the effective recognition of the right to collective bargaining	+	○	○	○	○	Forced labour	+	○	○	○	○	Child labour	+	○	○	○	+	Non-discrimination in respect of employment and occupation	○	○	○	○	+	Safe and healthy working environment	○	○	○	○	+	Working conditions (wages, working hours)	○	○	○	○	+	GRI Disclosures 3-1-b and 3-3-f (2021) for topics GRI 407 (2016), GRI 409 (2016), GRI 408 (2016), GRI 406 (2016), GRI 403 (2018)	Principle 3 Principle 4 Principle 5 Principle 6	1.2, 1.3, 1.4, 1.5, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8, 4.1, 4.2, 4.3, 5.1, 5.4, 5.5, 8.3, 8.5, 8.6, 8.7, 8.8, 9.2, 10.1, 10.2, 10.3, 10.4
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<p>L3: Prevention/mitigation</p>	<p>OzU has established HR policy and conducted appropriate risk and impact assessments twice a year for the Board of Trustee meetings. OzU increased communication channels and meet all the directors and deans to improve transparency. Besides, OzU established its internal evaluation based on Higher Education Quality Assurance Council and has undergone Higher Education Council audit process annually. Please see the all the internal and external reports at OzU or YOKAK web pages.</p> <p><i>OzU has taken the following actions in the reporting period with the aim of preventing/mitigating the risks/impacts associated with this labour rights topic</i></p> <table border="1" data-bbox="298 457 1323 899"> <thead> <tr> <th data-bbox="298 457 663 633">Labour Topics:</th> <th data-bbox="663 457 806 633">Provided internal training/capacity building for the direct workforce</th> <th data-bbox="806 457 940 633">Built capacity among relevant business relationships</th> <th data-bbox="940 457 1066 633">Conducted an audit process and/or corrective action plan</th> <th data-bbox="1066 457 1192 633">Collective Action with peers or other stakeholders</th> <th data-bbox="1192 457 1323 633">Collaborated with governmental or regulatory bodies</th> </tr> </thead> <tbody> <tr> <td data-bbox="298 633 663 711">Freedom of association and the effective recognition of the right to collective bargaining</td> <td data-bbox="663 633 806 711">+</td> <td data-bbox="806 633 940 711">○</td> <td data-bbox="940 633 1066 711">○</td> <td data-bbox="1066 633 1192 711">○</td> <td data-bbox="1192 633 1323 711">○</td> </tr> <tr> <td data-bbox="298 711 663 740">Forced labour</td> <td data-bbox="663 711 806 740">+</td> <td data-bbox="806 711 940 740">○</td> <td data-bbox="940 711 1066 740">+</td> <td data-bbox="1066 711 1192 740">○</td> <td data-bbox="1192 711 1323 740">○</td> </tr> <tr> <td data-bbox="298 740 663 769">Child labour</td> <td data-bbox="663 740 806 769">+</td> <td data-bbox="806 740 940 769">○</td> <td data-bbox="940 740 1066 769">+</td> <td data-bbox="1066 740 1192 769">○</td> <td data-bbox="1192 740 1323 769">○</td> </tr> <tr> <td data-bbox="298 769 663 821">Non-discrimination in respect of employment and occupation</td> <td data-bbox="663 769 806 821">+</td> <td data-bbox="806 769 940 821">○</td> <td data-bbox="940 769 1066 821">+</td> <td data-bbox="1066 769 1192 821">+</td> <td data-bbox="1192 769 1323 821">○</td> </tr> <tr> <td data-bbox="298 821 663 850">Safe and healthy working environment</td> <td data-bbox="663 821 806 850">+</td> <td data-bbox="806 821 940 850">○</td> <td data-bbox="940 821 1066 850">+</td> <td data-bbox="1066 821 1192 850">+</td> <td data-bbox="1192 821 1323 850">+</td> </tr> <tr> <td data-bbox="298 850 663 899">Working conditions (wages, working hours)</td> <td data-bbox="663 850 806 899">+</td> <td data-bbox="806 850 940 899">○</td> <td data-bbox="940 850 1066 899">+</td> <td data-bbox="1066 850 1192 899">+</td> <td data-bbox="1192 850 1323 899">+</td> </tr> </tbody> </table>	Labour Topics:	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships	Conducted an audit process and/or corrective action plan	Collective Action with peers or other stakeholders	Collaborated with governmental or regulatory bodies	Freedom of association and the effective recognition of the right to collective bargaining	+	○	○	○	○	Forced labour	+	○	+	○	○	Child labour	+	○	+	○	○	Non-discrimination in respect of employment and occupation	+	○	+	+	○	Safe and healthy working environment	+	○	+	+	+	Working conditions (wages, working hours)	+	○	+	+	+	<p>GRI Disclosure 3-3-d (2021) for topics GRI 407 (2016), GRI 409 (2016), GRI 408 (2016), GRI 406 (2016), GRI 403 (2018)</p>	<p>Principle 3 Principle 4 Principle 5 Principle 6</p>	<p>1.2, 1.3, 1.4, 1.5, 3.1, 3.2, 3.3, 3.4,3.7, 3.8, 4.1, 4.2,4.3, 5.1, 5.4, 5.5, 8.3, 8.5, 8.6, 8.7,8.8, 9.2, 10.1,10.2, 10.3, 10.4</p>
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<p>L4: Training</p>	<p>OzU ensures that all employees receive training for the following labour rights topics during the orientation of the new staff. HSE Department opens courses that are rolled out periodically. HR Department makes sure that every and each employee takes the classes every five year. At the end of each topic, learners need to pass the quiz in order to continue the exam. During the reporting period more than 420 staff benefited from the HSE periodic training, and 142 new staff participated in HSE training that provided. Since the training started, more than 1500 people received training at OzU. The contractors for transportation and cleaning staff also receive training from the HSE department when they started to work at the campus. In 2022, 196 staff from contractors received 392-hour training.</p> <p><i>Ozu provides training for the following labour rights topics</i></p> <table border="1" data-bbox="298 1237 1255 1565"> <thead> <tr> <th data-bbox="298 1237 651 1321">Labour Topics:</th> <th data-bbox="651 1237 785 1321">No training provided</th> <th data-bbox="785 1237 911 1321">Select employees</th> <th data-bbox="911 1237 1037 1321">All employees</th> <th data-bbox="1037 1237 1121 1321">Contractors</th> <th data-bbox="1121 1237 1255 1321">Direct suppliers of the organization</th> </tr> </thead> <tbody> <tr> <td data-bbox="298 1321 651 1393">Freedom of association and the effective recognition of the right to collective bargaining</td> <td data-bbox="651 1321 785 1393">○</td> <td data-bbox="785 1321 911 1393">○</td> <td data-bbox="911 1321 1037 1393">+</td> <td data-bbox="1037 1321 1121 1393">○</td> <td data-bbox="1121 1321 1255 1393">○</td> </tr> <tr> <td data-bbox="298 1393 651 1422">Forced labour</td> <td data-bbox="651 1393 785 1422">○</td> <td data-bbox="785 1393 911 1422">○</td> <td data-bbox="911 1393 1037 1422">+</td> <td data-bbox="1037 1393 1121 1422">+</td> <td data-bbox="1121 1393 1255 1422">+</td> </tr> <tr> <td data-bbox="298 1422 651 1451">Child labour</td> <td data-bbox="651 1422 785 1451">○</td> <td data-bbox="785 1422 911 1451">○</td> <td data-bbox="911 1422 1037 1451">+</td> <td data-bbox="1037 1422 1121 1451">+</td> <td data-bbox="1121 1422 1255 1451">+</td> </tr> <tr> <td data-bbox="298 1451 651 1503">Non-discrimination in respect of employment and occupation</td> <td data-bbox="651 1451 785 1503">○</td> <td data-bbox="785 1451 911 1503">○</td> <td data-bbox="911 1451 1037 1503">+</td> <td data-bbox="1037 1451 1121 1503">+</td> <td data-bbox="1121 1451 1255 1503">+</td> </tr> <tr> <td data-bbox="298 1503 651 1533">Safe and healthy working environment</td> <td data-bbox="651 1503 785 1533">○</td> <td data-bbox="785 1503 911 1533">○</td> <td data-bbox="911 1503 1037 1533">+</td> <td data-bbox="1037 1503 1121 1533">+</td> <td data-bbox="1121 1503 1255 1533">+</td> </tr> <tr> <td data-bbox="298 1533 651 1565">Working conditions (wages, working hours)</td> <td data-bbox="651 1533 785 1565">○</td> <td data-bbox="785 1533 911 1565">○</td> <td data-bbox="911 1533 1037 1565">+</td> <td data-bbox="1037 1533 1121 1565">+</td> <td data-bbox="1121 1533 1255 1565">+</td> </tr> </tbody> </table>	Labour Topics:	No training provided	Select employees	All employees	Contractors	Direct suppliers of the organization	Freedom of association and the effective recognition of the right to collective bargaining	○	○	+	○	○	Forced labour	○	○	+	+	+	Child labour	○	○	+	+	+	Non-discrimination in respect of employment and occupation	○	○	+	+	+	Safe and healthy working environment	○	○	+	+	+	Working conditions (wages, working hours)	○	○	+	+	+	<p>GRI Disclosure 3-3-d (2021) for topics GRI 407 (2016), GRI 409 (2016), GRI 408 (2016), GRI 406 (2016), GRI 403 (2018)</p>	<p>Principle 3 Principle 4 Principle 5 Principle 6</p>	<p>1.2, 1.3, 1.4, 1.5, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8, 4.1, 4.2, 4.3, 5.1, 5.4, 5.5, 8.3, 8.5, 8.6, 8.7, 8.8, 9.2, 10.1, 10.2, 10.3, 10.4</p>
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<p>L5: Prevention/mitigation progress assessment</p>	<p>OzU tracks the effectiveness of its actions in order to learn if its policies and processes are being implemented optimally. 2018-23 strategic plan is used as for knowing if it has responded effectively to its impacts and to drive continuous improvement on working conditions.</p> <p><i>OzU HSE department with the collaboration of every unit assess progress in preventing/mitigating the risks/impacts associated with the following labour rights</i></p> <table border="1" data-bbox="310 391 1146 886"> <thead> <tr> <th data-bbox="310 391 695 613">Labour Topics:</th> <th data-bbox="695 391 877 613">No monitoring of progress</th> <th data-bbox="877 391 1003 613">Review topics on ad hoc basis</th> <th data-bbox="1003 391 1146 613">Set annual targets/ goals, track progress over time (internal programmes only)</th> <th data-bbox="1146 391 1369 613">Set annual targets/ goals, track progress over time (internal and external programmes)</th> </tr> </thead> <tbody> <tr> <td data-bbox="310 613 695 695">Freedom of association and the effective recognition of the right to collective bargaining</td> <td data-bbox="695 613 877 695">○</td> <td data-bbox="877 613 1003 695">○</td> <td data-bbox="1003 613 1146 695">○</td> <td data-bbox="1146 613 1369 695">+</td> </tr> <tr> <td data-bbox="310 695 695 727">Forced labour</td> <td data-bbox="695 695 877 727">○</td> <td data-bbox="877 695 1003 727">○</td> <td data-bbox="1003 695 1146 727">○</td> <td data-bbox="1146 695 1369 727">+</td> </tr> <tr> <td data-bbox="310 727 695 760">Child labour</td> <td data-bbox="695 727 877 760">○</td> <td data-bbox="877 727 1003 760">○</td> <td data-bbox="1003 727 1146 760">○</td> <td data-bbox="1146 727 1369 760">+</td> </tr> <tr> <td data-bbox="310 760 695 808">Non-discrimination in respect of employment and occupation</td> <td data-bbox="695 760 877 808">○</td> <td data-bbox="877 760 1003 808">○</td> <td data-bbox="1003 760 1146 808">○</td> <td data-bbox="1146 760 1369 808">+</td> </tr> <tr> <td data-bbox="310 808 695 841">Safe and healthy working environment</td> <td data-bbox="695 808 877 841">○</td> <td data-bbox="877 808 1003 841">○</td> <td data-bbox="1003 808 1146 841">○</td> <td data-bbox="1146 808 1369 841">+</td> </tr> <tr> <td data-bbox="310 841 695 886">Working conditions (wages, working hours)</td> <td data-bbox="695 841 877 886">○</td> <td data-bbox="877 841 1003 886">○</td> <td data-bbox="1003 841 1146 886">○</td> <td data-bbox="1146 841 1369 886">+</td> </tr> </tbody> </table> <p><i>topics.</i></p>	Labour Topics:	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/ goals, track progress over time (internal programmes only)	Set annual targets/ goals, track progress over time (internal and external programmes)	Freedom of association and the effective recognition of the right to collective bargaining	○	○	○	+	Forced labour	○	○	○	+	Child labour	○	○	○	+	Non-discrimination in respect of employment and occupation	○	○	○	+	Safe and healthy working environment	○	○	○	+	Working conditions (wages, working hours)	○	○	○	+	<p>GRI Disclosure 3-3-e (2021) for topics GRI 407 (2016), GRI 409 (2016), GRI 408 (2016), GRI 406 (2016), GRI 403 (2018)</p>	<p>Principle 3 Principle 4 Principle 5 Principle 6</p>	<p>1.2, 1.3, 1.4, 1.5, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8, 4.1, 4.2, 4.3, 5.1, 5.4, 5.5, 8.3, 8.5, 8.6, 8.7, 8.8, 9.2, 10.1, 10.2, 10.3, 10.4</p>
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<p>L6: Collective bargaining agreements</p>	<p>Conditions related to working hours include working time, overtime, and rest periods are determined accordingly the Turkish Labour Law and Higher Education Council.</p> <p>OzU provides more favorable rights than those provided in legislation, namely maternity leave, paternity leave, private health coverage for its all employees. Academicians can use sabbatical year after they work 7 years at OzU.</p>		<p>Principle 3 Principle 4 Principle 6</p>	<p>1.1, 1.2, 1.3, 3.1, 3.3, 3.4, 3.7, 3.8, 3.9, 8.1, 8.3, 8.5, 8.7, 8.8, 9.2, 10.1, 10.3</p>																																			
<p>L7: Women in managerial positions</p>	<p>OzU established the Gender Equality Unit in December 2019 to institutionalize gender equality efforts and maintain their sustainability. OzU also designed a tailor-made Gender Equality Plan (GEP) in order to reinforce its existing gender- and sexuality-based non-discriminatory policy and to improve gender equality.</p> <p><i>The number of women in managerial positions, divided by the total number of managerial positions at OzU is</i></p> <table border="1" data-bbox="281 1333 953 1495"> <thead> <tr> <th data-bbox="281 1333 684 1430"></th> <th data-bbox="684 1333 953 1430">Percent women (%)</th> </tr> </thead> <tbody> <tr> <td data-bbox="281 1430 684 1463">Academic Managerial Positions</td> <td data-bbox="684 1430 953 1463">70%</td> </tr> <tr> <td data-bbox="281 1463 684 1495">Administrative Managerial Positions</td> <td data-bbox="684 1463 953 1495">65%</td> </tr> </tbody> </table>		Percent women (%)	Academic Managerial Positions	70%	Administrative Managerial Positions	65%	<p>UNCTAD, ISAR C1.1(2022)</p>	<p>Principle 6</p>	<p>1.2, 1.4, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8, 4.3, 5.1, 5.4, 5.5, 8.5</p>																													
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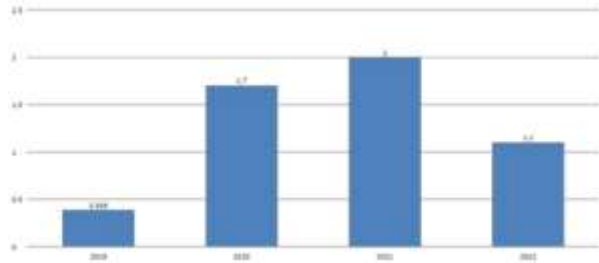
Question	Ozyegin University's Commitment to UNGC Principles in Detail	Related Reporting Standards	Mapping to the Ten Principles of the UN Global Compact	Mapping to SDG Targets										
L8: Pay equity	<p>OzU chooses not to disclose the average ratio of the basic salary and remuneration of women to men during the reporting period because all academic and administrative staff pay is determined according to performance. Besides, 360 evaluation method for administrative staff and jury system for academicians are used for the appointments and determination of the salary.</p> <table border="1" data-bbox="359 444 1243 574"> <thead> <tr> <th></th> <th>Salary ratio (%)</th> <th>Unknown</th> <th>Choose to not disclose</th> </tr> </thead> <tbody> <tr> <td>Women / Men (%)</td> <td></td> <td></td> <td><input type="radio"/></td> </tr> </tbody> </table>		Salary ratio (%)	Unknown	Choose to not disclose	Women / Men (%)			<input type="radio"/>	GRI Disclosure 405-2(2016)	Principle 6	1.2, 1.4, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8, 4.3, 5.1, 5.4, 5.5, 8.5		
	Salary ratio (%)	Unknown	Choose to not disclose											
Women / Men (%)			<input type="radio"/>											
L9: Injury frequency	<p>In alignment with GRI 403-9 and with ISO14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, types of work-related injury (include death, amputation of a limb, laceration, fracture, hernia, burns, loss of consciousness, and paralysis etc)recorded at OzU.</p> <table border="1" data-bbox="359 716 900 943"> <thead> <tr> <th>2022 Frequency of injury</th> <th>Frequency of injury</th> </tr> </thead> <tbody> <tr> <td>Among students</td> <td>70</td> </tr> <tr> <td>Among staff</td> <td>14</td> </tr> <tr> <td>Among contractors</td> <td>17</td> </tr> <tr> <td>Among guests</td> <td>3</td> </tr> </tbody> </table>	2022 Frequency of injury	Frequency of injury	Among students	70	Among staff	14	Among contractors	17	Among guests	3	UNCTAD, ISAR C.3.2.(2019) GRI Disclosure 403-9(2018)	Principle 3 Principle 4 Principle 5 Principle 6	1.2, 1.4, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8
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L10: Incident rate	<p>"OzU's incident rate (injuries per worker) is:</p> <table border="1" data-bbox="359 1000 900 1211"> <thead> <tr> <th></th> <th>Incident rate</th> </tr> </thead> <tbody> <tr> <td>Incident rate among staff</td> <td>0, 0175</td> </tr> </tbody> </table>		Incident rate	Incident rate among staff	0, 0175	UNCTAD, ISAR C.3.2	Principle 3 Principle 4 Principle 5 Principle 6	1.2, 1.4, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8						
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L11: Remedy	<p>In the course of the reporting period, OzU has been involved in providing or enabling remedy it has caused or contributed to the adverse impact associated with the following labour rights topics.</p> <table border="1" data-bbox="310 277 1119 651"> <thead> <tr> <th>Labour Topics:</th> <th>Yes, remedy provided/enabled</th> <th>No, remedy provided/enabled</th> <th>No adverse impact identified or caused</th> <th>Choose to not disclose</th> </tr> </thead> <tbody> <tr> <td>Freedom of association and the effective recognition of the right to collective bargaining</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> </tr> <tr> <td>Forced labour</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> </tr> <tr> <td>Child labour</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> </tr> <tr> <td>Non-discrimination in respect of employment and occupation</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td>+</td> <td><input type="radio"/></td> </tr> <tr> <td>Safe and healthy working environment</td> <td>+</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td>Working conditions (wages, working hours)</td> <td>+</td> <td><input type="radio"/></td> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> </tbody> </table>	Labour Topics:	Yes, remedy provided/enabled	No, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose	Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	Forced labour	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	Child labour	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	+	<input type="radio"/>	Safe and healthy working environment	+	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Working conditions (wages, working hours)	+	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	GRI Disclosure 3-3- d-ii (2021) for topics GRI 407 (2016), GRI 409 (2016), GRI 408 (2016), GRI 406 (2016), GRI 403 (2018)	Principle 3 Principle 4 Principle 5 Principle 6	1.2, 1.4, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8, 4.1, 4.2, 4.3, 5.1, 5.4, 5.5, 8.6, 8.7, 8.8, 9.2, 10.1, 10.2, 10.3, 10.4
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L12: Practical actions	<p>Percentage of HSE Trainings provided by academic staff, administrative staff, contractors, subcontractors</p>  <table border="1" data-bbox="317 841 1367 1344"> <thead> <tr> <th>Year</th> <th>Academic staff</th> <th>Administrative staff</th> <th>Contractors</th> <th>Subcontractors</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>0.92</td> <td>0.93</td> <td>0.87</td> <td>0.9</td> </tr> <tr> <td>2020</td> <td>0.94</td> <td>0.95</td> <td>0.97</td> <td>0.95</td> </tr> <tr> <td>2021</td> <td>0.98</td> <td>0.96</td> <td>0.96</td> <td>0.95</td> </tr> <tr> <td>2022</td> <td>0.97</td> <td>0.95</td> <td>0.96</td> <td>0.97</td> </tr> </tbody> </table>	Year	Academic staff	Administrative staff	Contractors	Subcontractors	2019	0.92	0.93	0.87	0.9	2020	0.94	0.95	0.97	0.95	2021	0.98	0.96	0.96	0.95	2022	0.97	0.95	0.96	0.97	GRI Disclosures 3-3-c and 3-3-d (2021) for topics GRI 407 (2016), GRI 409 (2016), GRI 408 (2016), GRI 406 (2016), GRI 403 (2018)	Principle 3 Principle 4 Principle 5 Principle 6	1.2, 1.4, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8, 4.1, 4.2, 4.3, 5.1, 5.4, 5.5, 8.6, 8.7, 8.8, 9.2, 10.1, 10.2, 10.3, 10.4										
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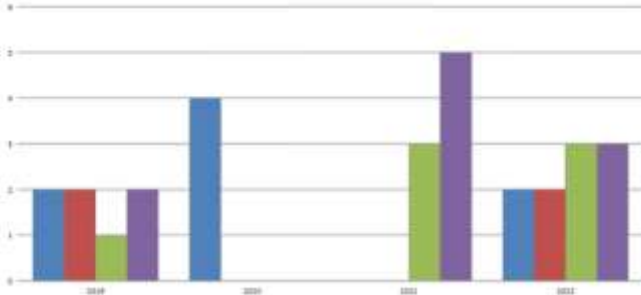
Question	Ozyegin University's Commitment to UNGC Principles in Detail	Related Reporting Standards	Mapping to the Ten Principles of the UN Global Compact	Mapping to SDG Targets
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L12: Practical actions

Frequency of incident



Notification of incidents



Related Reporting Standards

[GRI Disclosure s 3-3-c and 3-3-d \(2021\) for topics GRI 407 \(2016\), GRI 409 \(2016\), GRI 408 \(2016\), GRI 406 \(2016\), GRI 403 \(2018\)](#)

Mapping to the Ten Principles of the UN Global Compact

Principle 3
Principle 4
Principle 5
Principle 6

Mapping to SDG Targets

1,2, 1.4, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8, 4.1, 4.2, 4.3, 5.1, 5.4, 5.5, 8.6, 8.7, 8.8, 9.2, 10.1, 10.2, 10.3, 10.4

İŞE İADE DAVALARI VE GÜNCEL SORUNLAR
05 Haziran 2022
11.00 - 12.00

Konuşmacı:
Doç. Dr. Esra BASKAN
Mehmet Akif Ersoy Hukuk Fakültesi

Moderatör:
Dr. Öğr. Üyesi Melisa KÖSE
Osman Nuri Toprak Hukuk Fakültesi

Organizasyon:
Hukuk Fakültesi Dekanlığı

Cinsel Dokunulmazlığa Karşı Suçlar ve Cezasızlık Olgusu
28 Temmuz 2022
14.00 - 16.00

Konuşmacı:
Dr. Öğr. Üyesi Aras Türay
Osman Nuri Toprak Hukuk Fakültesi

Moderatör:
Dr. Öğr. Üyesi Başak Otan Özpernek
Osman Nuri Toprak Hukuk Fakültesi

Organizasyon:
Hukuk Fakültesi Dekanlığı

YOLSUZLUK SÖYLEŞİSİ (TANIMI, KAPSAMI ve TÜRLERİ)

Dr. Öğretim Üyesi Hasan DURSUN
Osman Nuri Toprak Hukuk Fakültesi İktisadi Hukuk Anabilim Dalı Öğretim Üyesi

6 Nisan 2022 / 14:00 - 15:00
Organizasyon:
Dr. Öğretim Üyesi Özlem İnanç Şenses

SEMİNER
ONLINE SEMİNERLER 2021-2022/23

Avukatlar, Stajyer Avukatlar ve Hukuk Fakültesi Öğrencilerinin İnsan Hakları Koruma Mekanizması Hakkında Güçlendirilmesi Seminerleri

İnsan Hakları Koruma Mekanizması Seminerleri - II
22 Ocak 2022
10.30 - 11.00: Açılış Konuşması
Prof. Dr. Dr. H. c. Yener ÖNER (Ozyeğin Üniversitesi Hukuk Fakültesi Dekanı)

11.00 - 12.00: Cezai Nispete Adli Yargılamaya Hakkı
Doç. Dr. Fahri ÖZKÖK (Ankara Üniversitesi Adalet ve Ceza Mahkemeleri Hukuk Anabilim Dalı)

13.00 - 14.00: Farklı Yönelimlere Yönelik Hukuk
Doç. Dr. Ali Emrah KURTAN (Ankara Üniversitesi Anayasa Hukuku A.B.D.)

14.30 - 15.30: Sakine Anası
Prof. Dr. Muhammed KILIÇ (TMMOB Ankara)

15.30 - 16.00: AİHM Kararlarının İnceleme ve Uygulanması
Av. B. Ayşe Gül TUNALI (TMMOB Ankara)

16.30 - 17.00: HELP KURSU PROGRAMI TANITIMI VE KAPANIŞ

Organizasyon / Moderasyon:
Prof. Dr. Dr. H. c. Yener ÖNER - Av. Sabire Sanem YILMAZ

Section 4 of the Questionnaire: Environment

Principles seven through nine of the UN Global Compact provide a framework for companies to enact sustainable business practices:

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.

These Principles aim to help businesses prevent environmental damage, measure impact, and create broader benefits to society through active participation in environmental stewardship as well as through product design, development, and dissemination. These activities reduce OzU's financial, operational, and reputational risks; lower costs through increased efficiency; create new business opportunities; attract investment; and ultimately drive bottom-line growth. Moreover, new generation is applying stronger scrutiny to environmental performance, and environmental reporting when they are choosing a university.

We answer core environmental questions related to commitment, prevention, performance, response, and reporting. These questions are cross-cutting in nature and are broadly applicable to campus operations. The additional topic-specific questions target company performance on environmental topics that are material for a subset of companies. These questions address water, forests, biodiversity, land, and waste.

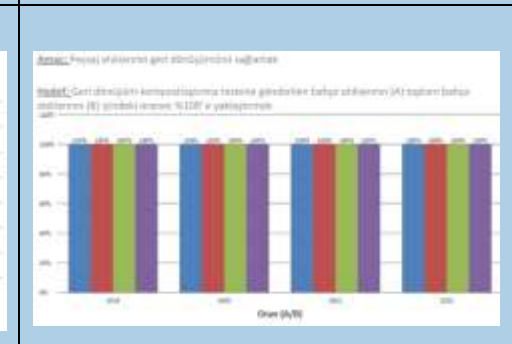
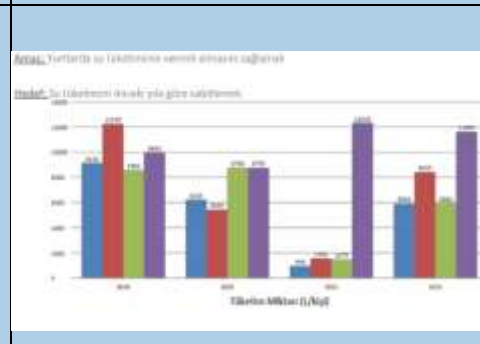
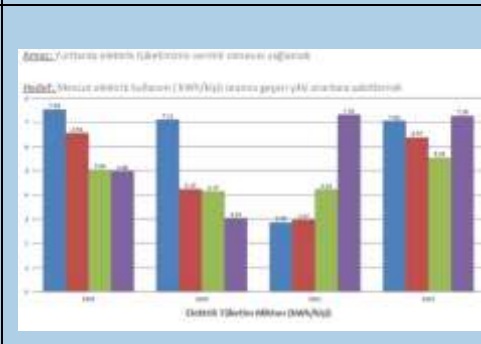
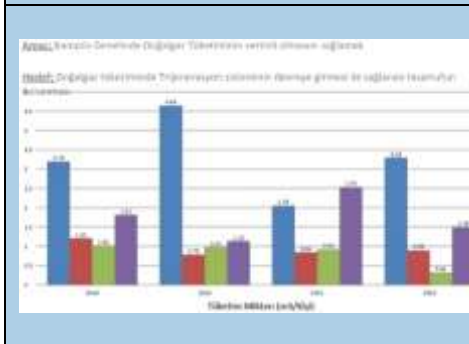
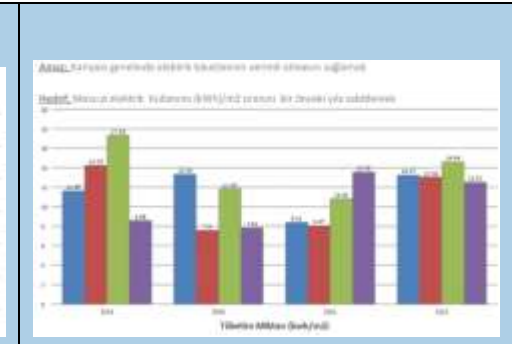
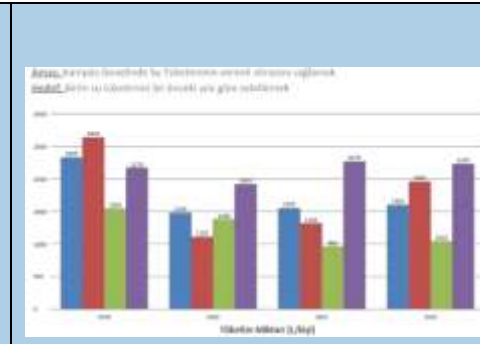
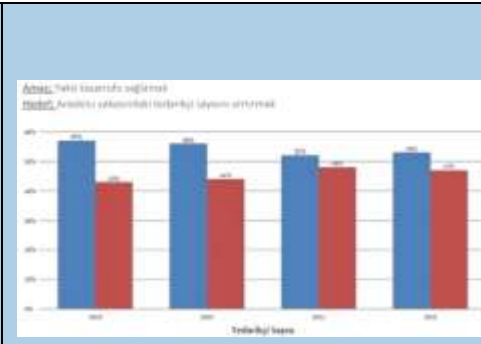
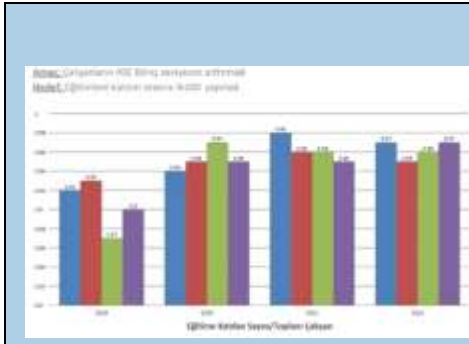
Ozyegin University (OzU) recognizes the significance of environmental sustainability and is committed to upholding the United Nations Global Compact (UNGC) environment principle. As an academic institution, we understand the critical role we play in addressing environmental challenges and promoting sustainable practices. OzU actively strives to minimize its environmental footprint by implementing various initiatives. We prioritize energy efficiency, waste reduction, and responsible resource management throughout our campus operations. Our facilities are designed to incorporate sustainable features, including energy-efficient lighting systems, water-saving fixtures, and recycling programs. We also emphasize environmental awareness and education, integrating sustainability principles into our curriculum and encouraging research and innovation in the field. By aligning with the UNGC environment principle, OzU aims to contribute to the global efforts towards a more sustainable future, fostering a culture of environmental stewardship among our students, faculty, and staff.

Question	Ozyegin University's Commitment to UNGC Principles in Detail	Related Reporting Standards	Mapping to the Ten Principles of the UN Global Compact	Mapping to SDG Targets																																																
E1: Policy commitment	<p>OzU Environment Policy states "Ozyegin University guarantees that it will protect the environment, help reduce environmental pollution, increase energy efficiency, comply with the effective legislations, satisfy the compliance requirements, and continuously improve its environment management system to increase its environmental protection performance. Sustainable resource use for environmental protection entails recycling, putting emphasis on the quality of water and air minimizing climate change, and the protection of biodiversity and ecosystems.</p> <p>Ozyegin University senior management guarantees that the university will duly fulfil all of its commitments, take the lead for the Environmental Management System, and ensure quality assurance for all of these processes.</p> <p><i>OzU has a policy commitment on the following environmental topics</i></p> <table border="1" data-bbox="323 561 1318 980"> <thead> <tr> <th data-bbox="323 561 520 727">Environmental Topics:</th> <th data-bbox="520 561 680 727">No, and we have no plans to develop a policy</th> <th data-bbox="680 561 835 727">No, but we plan to within the next two years</th> <th data-bbox="835 561 1010 727">Yes, included within a broader policy or as a stand-alone policy</th> <th data-bbox="1010 561 1163 727">Not applicable</th> <th data-bbox="1163 561 1318 727">Year policy was last updated (YYYY)</th> </tr> </thead> <tbody> <tr> <td data-bbox="323 727 520 756">Climate change</td> <td data-bbox="520 727 680 756">○</td> <td data-bbox="680 727 835 756">+</td> <td data-bbox="835 727 1010 756">○</td> <td data-bbox="1010 727 1163 756">○</td> <td data-bbox="1163 727 1318 756">2021</td> </tr> <tr> <td data-bbox="323 756 520 786">Water</td> <td data-bbox="520 756 680 786">○</td> <td data-bbox="680 756 835 786">○</td> <td data-bbox="835 756 1010 786">+</td> <td data-bbox="1010 756 1163 786">○</td> <td data-bbox="1163 756 1318 786">2021</td> </tr> <tr> <td data-bbox="323 786 520 815">Oceans</td> <td data-bbox="520 786 680 815">○</td> <td data-bbox="680 786 835 815">○</td> <td data-bbox="835 786 1010 815">○</td> <td data-bbox="1010 786 1163 815">+</td> <td data-bbox="1163 786 1318 815">-</td> </tr> <tr> <td data-bbox="323 815 520 844">Forests/Biodiversity/Land use</td> <td data-bbox="520 815 680 844">○</td> <td data-bbox="680 815 835 844">○</td> <td data-bbox="835 815 1010 844">+</td> <td data-bbox="1010 815 1163 844">○</td> <td data-bbox="1163 815 1318 844">2021</td> </tr> <tr> <td data-bbox="323 844 520 873">Air pollution</td> <td data-bbox="520 844 680 873">○</td> <td data-bbox="680 844 835 873">○</td> <td data-bbox="835 844 1010 873">+</td> <td data-bbox="1010 844 1163 873">○</td> <td data-bbox="1163 844 1318 873">2021</td> </tr> <tr> <td data-bbox="323 873 520 902">Waste</td> <td data-bbox="520 873 680 902">○</td> <td data-bbox="680 873 835 902">○</td> <td data-bbox="835 873 1010 902">+</td> <td data-bbox="1010 873 1163 902">○</td> <td data-bbox="1163 873 1318 902">2021</td> </tr> <tr> <td data-bbox="323 902 520 980">Energy & resource use</td> <td data-bbox="520 902 680 980">○</td> <td data-bbox="680 902 835 980">○</td> <td data-bbox="835 902 1010 980">+</td> <td data-bbox="1010 902 1163 980">○</td> <td data-bbox="1163 902 1318 980">2021</td> </tr> </tbody> </table>	Environmental Topics:	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable	Year policy was last updated (YYYY)	Climate change	○	+	○	○	2021	Water	○	○	+	○	2021	Oceans	○	○	○	+	-	Forests/Biodiversity/Land use	○	○	+	○	2021	Air pollution	○	○	+	○	2021	Waste	○	○	+	○	2021	Energy & resource use	○	○	+	○	2021	<p>CDP C4.1 (2022); GRI Disclosure 3-3-c (2021) for topics GRI303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016)</p>	<p>Principle 7 Principle 8</p>	<p>1.5, 2.1, 2.3, 2.4, 3.2, 3.4, 3.8, 3.9, 6.1, 6.3, 6.4, 6.5, 6.6, 7.1, 7.2, 7.3, 8.4, 9.4, 11.3, 11.5, 12.1, 12.2, 12.3, 12.4, 12.5, 12.6, 13.1, 13.2, 13.3, 13.a, 13.b, 14.1, 14.2, 14.3, 15.1, 15.2, 15.3, 15.4, 15.5, 15.a, 15.b</p>
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E1.1: Policy detail	<p>Ozyegin University Environmental Policy has been delineated in POL-EMP and is accessible to visitors and the relevant parties either as softcopy on the university website or as hardcopy in printed documents. In all of its activities, Ozyegin University strives to carefully evaluate any potential environmental hazards to reduce environmental risks to acceptable levels and satisfy the requirements of internal and external authorities to this end. Likewise, OzU guarantees that it will protect the environment, help reduce environmental pollution, increase energy efficiency, comply with the effective legislations, satisfy the compliance requirements, and continuously improve its environment management system to increase its environmental protection performance.</p> <p>As a result of these commitments, OzU is the first university to receive the 'Zero Waste Certificate' in recognition of its zero waste efforts within the scope of the 'Zero Waste Project' led by the Ministry of Environment and Urbanization in 2020.</p> <p>For each environmental policy, it is</p> <table border="1" data-bbox="323 560 1333 893"> <thead> <tr> <th>Environmental Topics:</th> <th>Aligned with international environmental standards</th> <th>Publicly available</th> <th>Approved at most senior level of the company</th> <th>Applied to the company's own operations</th> <th>Applied to the company's own operations and the value chain</th> <th>Developed involving environmental expertise from inside and outside the company</th> </tr> </thead> <tbody> <tr> <td>Climate change</td> <td>○</td> <td>○</td> <td>○</td> <td>○</td> <td>○</td> <td>○</td> </tr> <tr> <td>Water</td> <td>+</td> <td>+</td> <td>○</td> <td>+</td> <td>+</td> <td>○</td> </tr> <tr> <td>Forests/Biodiversity/Land use</td> <td>○</td> <td>+</td> <td>○</td> <td>+</td> <td>+</td> <td>○</td> </tr> <tr> <td>Air pollution</td> <td>+</td> <td>+</td> <td>○</td> <td>+</td> <td>+</td> <td>○</td> </tr> <tr> <td>Waste</td> <td>+</td> <td>+</td> <td>+</td> <td>+</td> <td>+</td> <td>+</td> </tr> <tr> <td>Energy & resource use</td> <td>+</td> <td>+</td> <td>+</td> <td>+</td> <td>+</td> <td>+</td> </tr> </tbody> </table>	Environmental Topics:	Aligned with international environmental standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and the value chain	Developed involving environmental expertise from inside and outside the company	Climate change	○	○	○	○	○	○	Water	+	+	○	+	+	○	Forests/Biodiversity/Land use	○	+	○	+	+	○	Air pollution	+	+	○	+	+	○	Waste	+	+	+	+	+	+	Energy & resource use	+	+	+	+	+	+	<p>CDP C4.1 (2022); GRI Disclosures 2-23-c, 2-23-d, 2-23-e (2021)</p>	<p>Principle 7 Principle 8</p>	<p>1.5, 2.1, 2.3, 2.4, 3.2, 3.4, 3.8, 3.9, 6.1, 6.3, 6.4, 6.5, 6.6, 7.1, 7.2, 7.3, 8.4, 9.4, 11.3, 11.5, 12.1, 12.2, 12.3, 12.4, 12.5, 12.6, 13.1, 13.2, 13.3, 13.a, 13.b, 14.1, 14.2, 14.3, 15.1, 15.2, 15.3, 15.4, 15.5, 15.a, 15.b</p>							
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E2: Stakeholder engagement	<p>Ozyegin University Çekmekoy Campus Facilities, in line with its mission and principles, encourages all its faculty, staff, students, visitors, on-campus businesses, neighbors, affiliated subcontractors, and suppliers to take the necessary actions, meet the necessary requirements, and provide all of the necessary means and resources in order to protect the environment.</p> <p>OzU has engaged with affected stakeholders in relation to the following environmental topics?</p> <table border="1" data-bbox="323 1149 1333 1518"> <thead> <tr> <th>Environmental Topics:</th> <th>No engagement on this topic</th> <th>To better understand the risks/impacts in question</th> <th>To discuss potential ways to prevent/mitigate the risks/impacts in question</th> <th>To agree on a way to prevent/mitigate the risks/impacts in question</th> <th>To assess progress in preventing/mitigating the risks/ impacts in question</th> <th>To collaborate in the prevention/mitigation of the risks/impacts in question</th> </tr> </thead> <tbody> <tr> <td>Climate change</td> <td>○</td> <td>○</td> <td>○</td> <td>○</td> <td>○</td> <td>+</td> </tr> <tr> <td>Water</td> <td>○</td> <td>○</td> <td>○</td> <td>○</td> <td>○</td> <td>+</td> </tr> <tr> <td>Oceans</td> <td>+</td> <td>○</td> <td>○</td> <td>○</td> <td>○</td> <td>○</td> </tr> <tr> <td>Forests/Biodiversity/Land use</td> <td>○</td> <td>○</td> <td>○</td> <td>○</td> <td>○</td> <td>+</td> </tr> <tr> <td>Air pollution</td> <td>○</td> <td>○</td> <td>○</td> <td>○</td> <td>○</td> <td>+</td> </tr> <tr> <td>Waste</td> <td>○</td> <td>○</td> <td>○</td> <td>○</td> <td>○</td> <td>+</td> </tr> <tr> <td>Energy & resource use</td> <td>○</td> <td>○</td> <td>○</td> <td>○</td> <td>○</td> <td>+</td> </tr> </tbody> </table>	Environmental Topics:	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent/mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question	To assess progress in preventing/mitigating the risks/ impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question	Climate change	○	○	○	○	○	+	Water	○	○	○	○	○	+	Oceans	+	○	○	○	○	○	Forests/Biodiversity/Land use	○	○	○	○	○	+	Air pollution	○	○	○	○	○	+	Waste	○	○	○	○	○	+	Energy & resource use	○	○	○	○	○	+	<p>GRI Disclosures 3-1-b and 3-3-f (2021) for topics GRI 303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016), and GRI Disclosure 201-2-a-iv (2016)</p>	<p>Principle 7 Principle 8</p>	<p>1.5, 2.1, 2.3, 2.4, 3.2, 3.4, 3.8, 3.9, 6.1, 6.3, 6.4, 6.5, 6.6, 7.1, 7.2, 7.3, 8.4, 9.4, 11.3, 11.5, 12.1, 12.2, 12.3, 12.4, 12.5, 12.6, 13.1, 13.2, 13.3, 13.a, 13.b, 14.1, 14.2, 14.3, 15.1, 15.2, 15.3, 15.4, 15.5, 15.a, 15.b</p>
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E3: Prevention/mitigation	<p>At OzU, The Environmental Management System is prepared pursuant to the effective legislations. All rules for monitoring, learning, examining, evaluating, and taking the necessary actions for compliance with the effective laws and legislations are described in SMP-26 Legal Due Diligence and Compliance Flowchart and its annexes.</p> <p><i>OzU has taken the following actions in the reporting period with the aim of preventing/mitigating the risks/impacts associated with these environmental topics</i></p> <table border="1" data-bbox="310 440 1234 854"> <thead> <tr> <th>Environmental Topics:</th> <th>Provided internal training/capacity building for the direct workforce</th> <th>Built capacity among relevant business relationships</th> <th>Conducted an audit process and/or corrective action plan</th> <th>Collective Action with peers or other stakeholders to address the issue</th> <th>Collaborated with governmental or regulatory bodies</th> </tr> </thead> <tbody> <tr> <td>Climate change</td> <td>+</td> <td>+</td> <td>○</td> <td>+</td> <td>+</td> </tr> <tr> <td>Water</td> <td>+</td> <td>○</td> <td>+</td> <td>+</td> <td>+</td> </tr> <tr> <td>Oceans</td> <td>○</td> <td>○</td> <td>○</td> <td>○</td> <td>○</td> </tr> <tr> <td>Forests/Biodiversity/Land use</td> <td>+</td> <td>○</td> <td>○</td> <td>○</td> <td>+</td> </tr> <tr> <td>Air pollution</td> <td>+</td> <td>○</td> <td>○</td> <td>○</td> <td>+</td> </tr> <tr> <td>Waste</td> <td>+</td> <td>+</td> <td>+</td> <td>○</td> <td>+</td> </tr> <tr> <td>Energy & resource use</td> <td>+</td> <td>+</td> <td>+</td> <td>○</td> <td>+</td> </tr> </tbody> </table>	Environmental Topics:	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships	Conducted an audit process and/or corrective action plan	Collective Action with peers or other stakeholders to address the issue	Collaborated with governmental or regulatory bodies	Climate change	+	+	○	+	+	Water	+	○	+	+	+	Oceans	○	○	○	○	○	Forests/Biodiversity/Land use	+	○	○	○	+	Air pollution	+	○	○	○	+	Waste	+	+	+	○	+	Energy & resource use	+	+	+	○	+	<p>GRI Disclosure3-3-d (2021) for topics GRI303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016), and GRI Disclosure 201-2-iv (2016)</p>	<p>Principle 7 Principle 8</p>	<p>1.5, 2.1, 2.3, 2.4, 3.2, 3.4, 3.8, 3.9, 6.1, 6.3, 6.4, 6.5, 6.6, 7.1, 7.2, 7.3, 8.4, 9.4, 11.3, 11.5, 12.1, 12.2, 12.3, 12.4, 12.5, 12.6, 13.1, 13.2, 13.3, 13.a, 13.b, 14.1, 14.2, 14.3, 15.1, 15.2, 15.3, 15.4, 15.5, 15.a, 15.b</p>
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E4: Prevention/mitigation progress assessment	<p>OzU HSE Committee meets once in a month and tracks the effectiveness of its actions to learn if its policies and processes are being implemented optimally. HSE Committee sets its goals and objectives in line with the 'Safety', 'Environment' and 'Emergency Response' Policies published on the web site and MyOzU application. HSE Department provides guidance/consultancy to all departments and members of Ozyegin Community</p> <p><i>OzU assesses its progress in preventing/mitigating the risks/impacts associated with the following environmental topics</i></p> <table border="1" data-bbox="310 1143 1115 1544"> <thead> <tr> <th>Environmental Topics:</th> <th>No monitoring of progress</th> <th>Review topics on ad hoc basis</th> <th>Set annual targets/ goals, track progress over time</th> <th>Set annual targets/ goals, track progress over</th> </tr> </thead> <tbody> <tr> <td>Climate Change</td> <td>○</td> <td>○</td> <td>○</td> <td>+</td> </tr> <tr> <td>Water</td> <td>○</td> <td>○</td> <td>○</td> <td>+</td> </tr> <tr> <td>Oceans</td> <td>+</td> <td>○</td> <td>○</td> <td>○</td> </tr> <tr> <td>Forests/Biodiversity/Land use</td> <td>○</td> <td>○</td> <td>○</td> <td>+</td> </tr> <tr> <td>Air pollution</td> <td>○</td> <td>○</td> <td>○</td> <td>+</td> </tr> <tr> <td>Waste</td> <td>○</td> <td>○</td> <td>○</td> <td>+</td> </tr> <tr> <td>Energy & resource use</td> <td>○</td> <td>○</td> <td>○</td> <td>+</td> </tr> </tbody> </table>	Environmental Topics:	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/ goals, track progress over time	Set annual targets/ goals, track progress over	Climate Change	○	○	○	+	Water	○	○	○	+	Oceans	+	○	○	○	Forests/Biodiversity/Land use	○	○	○	+	Air pollution	○	○	○	+	Waste	○	○	○	+	Energy & resource use	○	○	○	+	<p>GRI Disclosure3-3-e (2021) for topics GRI303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016), and GRI Disclosure201-2-a-iv(2016)</p>	<p>Principle 7 Principle 8</p>	<p>1.5, 2.1, 2.3, 2.4, 3.2, 3.4, 3.8, 3.9, 6.1, 6.3, 6.4, 6.5, 6.6, 7.1, 7.2, 7.3, 8.4, 9.4, 11.3, 11.5, 12.1, 12.2, 12.3, 12.4, 12.5, 12.6, 13.1, 13.2, 13.3, 13.a, 13.b, 14.1, 14.2, 14.3, 15.1, 15.2, 15.3, 15.4, 15.5, 15.a, 15.b</p>								
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E4.1: Goals and targets	<p>Ozyegin University has been the first university to have a Health, Safety and Environment (HSE) Department in Turkey. Since 2012 HSE set goals and targets on environmental topics. In 2014, the HSE Committee, that consists of a representative from every academic and administrative unit, was established. ISO14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System certificates were obtained.</p> <p>OzU sets goals/targets for the following environmental topics and publish them on MyOzU,</p>	<p>CDP F6.1 2021; GRI Disclosure 3-3-e (2021) for topics GRI303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016), and GRI Disclosure 201-2-a-iv (2016)</p>	<p>Principle 7 Principle 8</p>	<p>1.5, 2.1, 2.3, 2.4, 3.2, 3.4, 3.8, 3.9, 6.1, 6.3, 6.4, 6.5, 6.6, 7.1, 7.2, 7.3, 8.4, 9.4, 11.3, 11.5, 12.1, 12.2, 12.3, 12.4, 12.5, 12.6, 13.1, 13.2, 13.3, 13.a, 13.b, 14.1, 14.2, 14.3, 15.1, 15.2, 15.3, 15.4, 15.5, 15.a, 15.b</p>		
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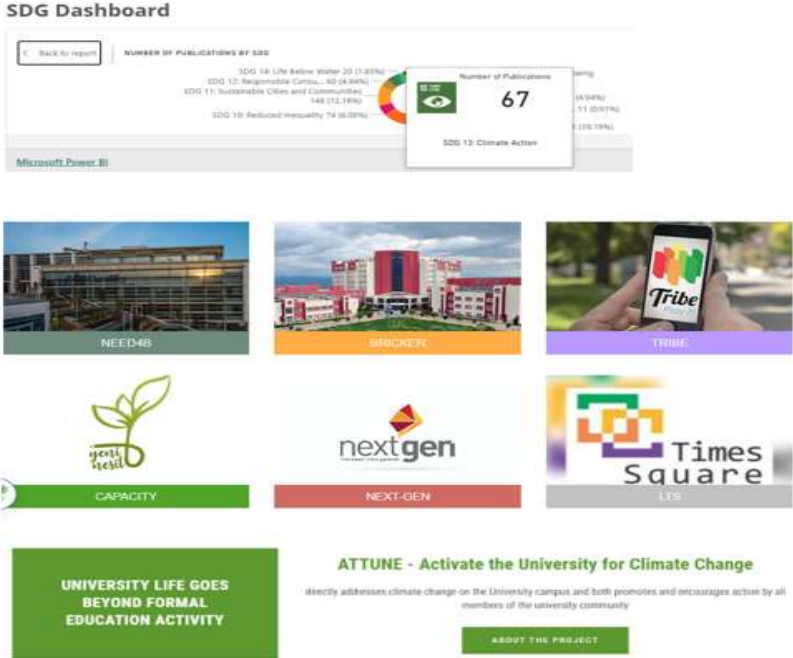


ÖZYEGİN ÜNİVERSİTESİ		2020-2022 HEDEFLER VE PERFORMANS GÖSTERGELERİ TABLOSU																
Bölge: 01 - Bölge: 02 - Bölge: 03 - Bölge: 04 - Bölge: 05 - Bölge: 06 - Bölge: 07 - Bölge: 08 - Bölge: 09 - Bölge: 10 - Bölge: 11 - Bölge: 12 - Bölge: 13 - Bölge: 14 - Bölge: 15 - Bölge: 16 - Bölge: 17 - Bölge: 18 - Bölge: 19 - Bölge: 20		2020				2021				2022								
İçerik	Araç	Hedef	Gösterge	Ölçim Periyodu	Birim	Ref.	2020				2021				2022			
							01	02	03	04	01	02	03	04	01	02	03	04
BT	Elektronik Atıkların Toplanması Sağlanarak	Toplanan elektronik atıkların miktarını belirlemek, yıla ait hedefin miktarını aşabilmek	Elektronik Atık Miktarı	Yıllık	KG	ÇS	0	0	0	130	0	0	0	0	0	0	0	970
BT	Kağıt kullanımının optimum hale getirilmesi	Mevcut kağıt kullanımını belirlemek yıl sonuna değin azaltın bir ölçü temin etmek	Tüketilen Kağıt Miktarı /Kğı	3 Aylık	Adet / Kğı	ÇS	653/886	251/197	311/310	212/312	210/330	268/234	233/525	584/743	414/761	538/794	364/807	384/795
BT	Toner kullanım miktarının oranlarının optimum hale getirilmesi	Toner kullanım miktarını bir önceki yıl kullanılan miktarla %10 azaltarak	Toner Miktarı	3 Aylık	Adet	ÇS	30	2	5	3	3	3	6	23	17	25	17	17
SM	Spor Alanlarında Yaşanan Kazaları Azaltmak	Spor Alanlarında Yaşanan Aylık Kazaları %10 Azaltmak (Kapalı Spor Salonu, Yüzme Havuzu, Fitness Salonu, Stüdyolar, Squash, Açık Spor Alanları)	Kaza Sayısı	6 Aylık	Adet	İSG	0	0	0									
SM	Spor Alanlarında Yaşanan Sakatlıkların Azaltılması	Spor Alanlarında Yaşanan Aylık Sakatlıkların %10 Azaltmak (Kapalı Spor Salonu, Yüzme Havuzu, Fitness Salonu, Stüdyolar, Squash, Açık Spor Alanları)	Sakatlık Sayısı	6 Aylık	Adet	İSG	0	0	0				4	1	2	1	1	
	Spor Alanlarında Yaşanan Kazaları	Spor Alanlarında Yaşanan Aylık																



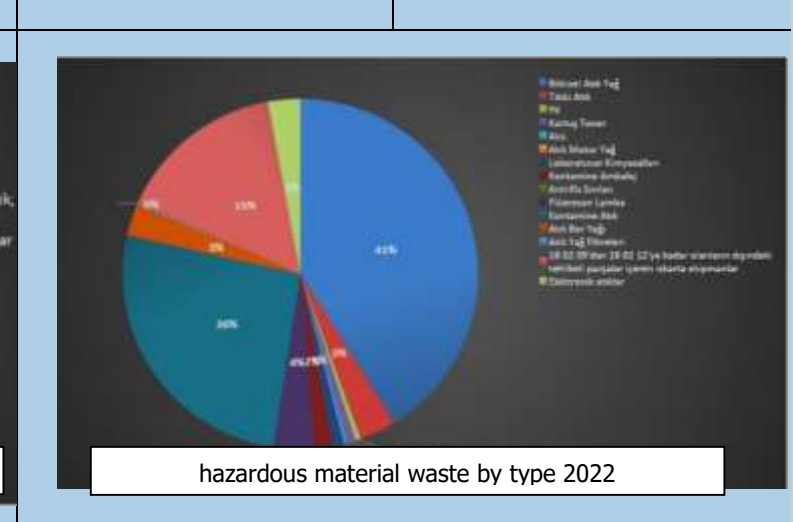
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<p>E4.2: Measuring progress against targets</p>	<p>For each environmental topic in which OzU sets annual goals/targets, progress against target/goal are tracked, reported to the HSE Committee monthly and externally reported to BSI, third independent party for ISO14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System certification. All the progress was made public first through Sustainability Report 2020.</p> <p><i>OzU measures its progress against targets as follows</i></p> <table border="1" data-bbox="323 430 1066 824"> <thead> <tr> <th data-bbox="323 430 520 553">Environmental Topics:</th> <th data-bbox="520 430 695 553">Progress is reviewed against goals annually or more frequently</th> <th data-bbox="695 430 890 553">Progress is reported internally to the most senior level</th> <th data-bbox="890 430 1066 553">Progress is reported externally</th> </tr> </thead> <tbody> <tr> <td data-bbox="323 553 520 586">Climate change</td> <td data-bbox="520 553 695 586">+</td> <td data-bbox="695 553 890 586">+</td> <td data-bbox="890 553 1066 586">+</td> </tr> <tr> <td data-bbox="323 586 520 618">Water</td> <td data-bbox="520 586 695 618">+</td> <td data-bbox="695 586 890 618">+</td> <td data-bbox="890 586 1066 618">+</td> </tr> <tr> <td data-bbox="323 618 520 651">Oceans</td> <td data-bbox="520 618 695 651">○</td> <td data-bbox="695 618 890 651">○</td> <td data-bbox="890 618 1066 651">○</td> </tr> <tr> <td data-bbox="323 651 520 708">Forests/Biodiversity/Land use</td> <td data-bbox="520 651 695 708">+</td> <td data-bbox="695 651 890 708">+</td> <td data-bbox="890 651 1066 708">+</td> </tr> <tr> <td data-bbox="323 708 520 740">Air pollution</td> <td data-bbox="520 708 695 740">+</td> <td data-bbox="695 708 890 740">+</td> <td data-bbox="890 708 1066 740">+</td> </tr> <tr> <td data-bbox="323 740 520 773">Waste</td> <td data-bbox="520 740 695 773">+</td> <td data-bbox="695 740 890 773">+</td> <td data-bbox="890 740 1066 773">+</td> </tr> <tr> <td data-bbox="323 773 520 824">Energy & resource use</td> <td data-bbox="520 773 695 824">+</td> <td data-bbox="695 773 890 824">+</td> <td data-bbox="890 773 1066 824">+</td> </tr> </tbody> </table>	Environmental Topics:	Progress is reviewed against goals annually or more frequently	Progress is reported internally to the most senior level	Progress is reported externally	Climate change	+	+	+	Water	+	+	+	Oceans	○	○	○	Forests/Biodiversity/Land use	+	+	+	Air pollution	+	+	+	Waste	+	+	+	Energy & resource use	+	+	+	<p>GRI Disclosure3-3-e (2021) for topics GRI303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016), and GRI Disclosur e201-2-a-iv (2016)</p>	<p>Principle 7 Principle 8</p>	<p>1.5, 2.1, 2.3, 2.4, 3.2, 3.4, 3.8, 3.9, 6.1, 6.3, 6.4, 6.5, 6.6, 7.1, 7.2, 7.3, 8.4, 9.4, 11.3, 11.5, 12.1, 12.2, 12.3, 12.4, 12.5, 12.6, 13.1, 13.2, 13.3, 13.a, 13.b, 14.1, 14.2, 14.3, 15.1, 15.2, 15.3, 15.4, 15.5, 15.a, 15.b</p>								
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<p>E5: Remedy</p>	<p>Ozyegin University acknowledges that `even with the best policies and practices, we may cause or contribute to an adverse environmental impact we could not be able to prevent. Therefore, the HSE Department and the HSE Committee assess the risks and cooperate with each and every academic and administrative unit in remediation as part of their responsibility to respect the environment. For climate change and air pollution, more than 18000 tree was planted at the campus. For waste management, HSE established a comprehensive recycling program that includes regular collection and transportation of recyclable materials to recycling centers. In 2022, 176 991 kg waste sent to recycling and besides income was generated for HSE awareness activities</p> <p><i>In the course of the reporting period, OzU has been involved in providing or enabling remedy for any impacts associated with the following environmental topic</i></p> <table border="1" data-bbox="323 1230 1163 1567"> <thead> <tr> <th data-bbox="323 1230 520 1312">Environmental Topics:</th> <th data-bbox="520 1230 680 1312">Yes, remedy provided/enabled</th> <th data-bbox="680 1230 856 1312">No remedy provided/enabled</th> <th data-bbox="856 1230 1033 1312">No adverse impact identified or caused</th> <th data-bbox="1033 1230 1163 1312">Choose to not disclose</th> </tr> </thead> <tbody> <tr> <td data-bbox="323 1312 520 1344">Climate change</td> <td data-bbox="520 1312 680 1344">+</td> <td data-bbox="680 1312 856 1344">○</td> <td data-bbox="856 1312 1033 1344">○</td> <td data-bbox="1033 1312 1163 1344">○</td> </tr> <tr> <td data-bbox="323 1344 520 1377">Water</td> <td data-bbox="520 1344 680 1377">+</td> <td data-bbox="680 1344 856 1377">○</td> <td data-bbox="856 1344 1033 1377">○</td> <td data-bbox="1033 1344 1163 1377">○</td> </tr> <tr> <td data-bbox="323 1377 520 1409">Oceans</td> <td data-bbox="520 1377 680 1409">○</td> <td data-bbox="680 1377 856 1409">○</td> <td data-bbox="856 1377 1033 1409">○</td> <td data-bbox="1033 1377 1163 1409">○</td> </tr> <tr> <td data-bbox="323 1409 520 1466">Forests/Biodiversity/Land use</td> <td data-bbox="520 1409 680 1466">+</td> <td data-bbox="680 1409 856 1466">○</td> <td data-bbox="856 1409 1033 1466">○</td> <td data-bbox="1033 1409 1163 1466">○</td> </tr> <tr> <td data-bbox="323 1466 520 1498">Air pollution</td> <td data-bbox="520 1466 680 1498">+</td> <td data-bbox="680 1466 856 1498">○</td> <td data-bbox="856 1466 1033 1498">○</td> <td data-bbox="1033 1466 1163 1498">○</td> </tr> <tr> <td data-bbox="323 1498 520 1531">Waste</td> <td data-bbox="520 1498 680 1531">+</td> <td data-bbox="680 1498 856 1531">○</td> <td data-bbox="856 1498 1033 1531">○</td> <td data-bbox="1033 1498 1163 1531">○</td> </tr> <tr> <td data-bbox="323 1531 520 1578">Energy & resource use</td> <td data-bbox="520 1531 680 1578">+</td> <td data-bbox="680 1531 856 1578">○</td> <td data-bbox="856 1531 1033 1578">○</td> <td data-bbox="1033 1531 1163 1578">○</td> </tr> </tbody> </table>	Environmental Topics:	Yes, remedy provided/enabled	No remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose	Climate change	+	○	○	○	Water	+	○	○	○	Oceans	○	○	○	○	Forests/Biodiversity/Land use	+	○	○	○	Air pollution	+	○	○	○	Waste	+	○	○	○	Energy & resource use	+	○	○	○	<p>GRI Disclosure3-3-d-ii (2021) for topics GRI303 (2018), GRI 304 (2016), GRI 305 (2016), GRI 306 (2020), GRI 302 (2016), and GRI Disclosur e201-2-a-iv (2016)</p>	<p>Principle 7 Principle 8</p>	<p>1.5, 2.1, 2.3, 2.4, 3.2, 3.4, 3.8, 3.9, 6.1, 6.3, 6.4, 6.5, 6.6, 7.1, 7.2, 7.3, 8.4, 9.4, 11.3, 11.5, 12.1, 12.2, 12.3, 12.4, 12.5, 12.6, 13.1, 13.2, 13.3, 13.a, 13.b, 14.1, 14.2, 14.3, 15.1, 15.2, 15.3, 15.4, 15.5, 15.a, 15.b</p>
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<p>E6: Greenhouse gas emissions (Scopes 1 and 2)</p>	<p>OzU tracks and reports emissions help to expedite emission reduction efforts in line with global targets and manage risks and opportunities. For measurement methodology we use ISO 14064-1. Soon we would like to apply for certification.</p> <p><i>OzU's Gross Scope 1 and Scope 2 global greenhouse gas emissions were for the reporting period</i></p> <div style="display: flex; justify-content: space-around; align-items: center;"> <table border="1" style="border-collapse: collapse;"> <thead> <tr> <th colspan="2" style="text-align: center;">Measured Total Emissions (tCO2e)</th> </tr> </thead> <tbody> <tr> <td style="border-right: 1px solid black;">Scope 1 emissions</td> <td style="text-align: center;">4930.11</td> </tr> <tr> <td style="border-right: 1px solid black;">Scope 2 emissions</td> <td style="text-align: center;">4386.36</td> </tr> </tbody> </table> <div style="text-align: center;"> <p><small>Amac: Çevresel Sürdürülebilirliğe Katkı Sağlamak</small></p> <p><small>Hedef: Karbon ayak izini bir önceki yıla göre azaltmak</small></p> <p><small>Ton CO2 Emisyon/Kişi.Yılı</small></p> </div> </div> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th rowspan="2">Tarih</th> <th colspan="3">ÖzÜ</th> <th colspan="2">Türkiye</th> </tr> <tr> <th>Toplam emisyon miktarı (ton CO2 emisyon/yıl)</th> <th>m² ye düşen CO₂ emisyon miktarı (ton CO2 emisyon/m².yıl)</th> <th>Kişi başı CO₂ emisyon miktarı (ton CO2 emisyon/kişi.yıl)</th> <th>Türkiye'nin toplam emisyon miktarı (milyon ton CO2)</th> <th>Türkiye'deki kişi başı emisyon miktarı (ton CO2/kişi)</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>8.891</td> <td>0,042</td> <td>0,923</td> <td>419</td> <td>5,1</td> </tr> <tr> <td>2019</td> <td>8.926</td> <td>0,036</td> <td>0,932</td> <td>399</td> <td>4,8</td> </tr> <tr> <td>2020</td> <td>6.219</td> <td>0,022</td> <td>0,632</td> <td>393</td> <td>4,7</td> </tr> <tr> <td>2021</td> <td>5.905</td> <td>0,021</td> <td>0,591</td> <td>-</td> <td>-</td> </tr> <tr> <td>2022</td> <td>9.316</td> <td>0,033</td> <td>0,931</td> <td>-</td> <td>-</td> </tr> </tbody> </table>	Measured Total Emissions (tCO2e)		Scope 1 emissions	4930.11	Scope 2 emissions	4386.36	Tarih	ÖzÜ			Türkiye		Toplam emisyon miktarı (ton CO2 emisyon/yıl)	m ² ye düşen CO ₂ emisyon miktarı (ton CO2 emisyon/m ² .yıl)	Kişi başı CO ₂ emisyon miktarı (ton CO2 emisyon/kişi.yıl)	Türkiye'nin toplam emisyon miktarı (milyon ton CO2)	Türkiye'deki kişi başı emisyon miktarı (ton CO2/kişi)	2018	8.891	0,042	0,923	419	5,1	2019	8.926	0,036	0,932	399	4,8	2020	6.219	0,022	0,632	393	4,7	2021	5.905	0,021	0,591	-	-	2022	9.316	0,033	0,931	-	-	<p>CDP C6.1 (2022), CDP C6.3 (2022); GRI Disclosures 305-1, 305-2 (2016); UNCTAD, ISAR B.3.1, UNCTAD, ISAR B.3.2;</p>	<p>Principle 7 Principle 8</p>	<p>1.5, 2.4, 11.3, 12.4, 13.1, 13.2, 13.3, 13.a, 13.b, 14.3</p>
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<p>E7: Greenhouse gas emissions (Scope 3)</p>	<p>We have not started to measure Scope3 GHG emissions. For the Scope 3 emissions calculation, we want to include the following items.</p> <ul style="list-style-type: none"> • Purchased goods and services • Fuel- and energy-related activities • Upstream transportation and distribution • Waste generated in operations • Business travel • Employee and student commuting 	<p>CDP C6.5 (2022); GRI Disclosure 305-3 (2016)</p>	<p>Principle 7 Principle 8</p>	<p>1.5, 2.4, 11.3, 12.4, 13.1, 13.2, 13.3, 13.a, 13.b, 14.3</p>																																															

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<p>E8: Climate adaptation</p> 	<p>IPCC reports have continually increased stronger warning signals for climate risk over the past two decades. The most recent IPCC assessment report now concludes that some impacts of climate change are irreversible, even under highly ambitious mitigation regimes.</p> <p>In order to support climate change adaptation and resilience:</p> <ul style="list-style-type: none"> + We have taken action to increase organization-wide resilience to climate change + We have taken action to increase resilience in our supply chains + We have taken action to increase resilience in the communities in which we operate + We have provided funding for climate change adaptation and resilience initiatives and projects <p>OzU goes beyond current actions in its operations and conduct research and open courses and join EU projects in order to address and mitigate climate risks in the communities. Please see https://www.attuneproject.eu/take-action/.</p> 	<p>GRI Disclosure 201-2-a-iv (2016)</p>	<p>Principle 7 Principle 8 Principle 9</p>	<p>1.5, 2.4, 11.3, 12.4, 13.1, 13.2, 13.3, 13.a, 13.b, 14.3</p>

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E9: R&D investment in low-carbon products and services	<p>According to Agenda 21 of the Rio Earth summit, "New and efficient technologies will be essential to increase the capabilities, in particular of developing countries, to achieve sustainable development, sustain the world's economy, protect the environment, and alleviate poverty and human suffering. Inherent in these activities is the need to address. This is the reason that OzU was established its first research center on 'Energy, Environment and Economy. All 'research areas are tied to 3E's of the Center: Energy efficiency and harvesting, Environmental concerns and climate change, Economic impact and development. Please see https://www.ozyegin.edu.tr/pdfviewer/ECEM-NanodanGigaya.php for all the R&D projects.</p>	<p>CDP C4.3c (2022), CDP C4.2b (2022); UNCTAD, ISAR A.3.3</p>	<p>Principle 7 Principle 8 Principle 9</p>	<p>1.5, 2.4, 11.3, 12.4, 13.1, 13.2, 13.3, 13.a, 13.b, 14.3</p>
E10: Renewable energy	<p>Most of our campus buildings are LEED (Leadership in Energy & Environmental Design)-certified buildings and adopted an energy policy that relies on self-generated energy from clean energy resources. Our campus energy consumption is managed centrally from the Energy Distribution Center. Energy audits help identify potential energy savings of up to30%. This is why OzU ranked first on the 2023 The Impact World Rankings among all the universities in Turkey in the Energy efficiency ranking. Nevertheless, our campus still holds great potential for further energy savings. At OzU we have solar system on the two buildings. We are planning to invest more. During the reporting period, a committee was established to assess the investment plan. OzU academicians conduct research on renewable energy, energy storage systems, energy efficient buildings, electric vehicles, which are the main mains to mitigate climate crisis.</p> <div data-bbox="436 792 1108 1123" data-label="Image"> </div>	<p>UNCTAD, ISAR B.5.1; GRI Disclosure 302-1 (2016)</p>	<p>Principle 7 Principle 8 Principle 9</p>	<p>1.5, 2.4, 11.3, 12.4, 13.1, 13.2, 13.3, 13.a, 13.b, 14.3</p>

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E19: Waste	Ozyegin University implements the Waste and Environmental Management Plans according to the ISO 14001 Environmental Management System Standard since 2014. This is the reason that OzU becomes the first University in Turkey to Receive the "Zero Waste Certificate" in 2020 in recognition of its efforts towards the effective and efficient use of resources, waste management at source, and waste sorting and recycling on its Çekmekoy campus and dormitories.	GRI Disclosure 306-3 (2020) ; (Partially linked to) UNCTAD, ISAR B.2.1	Principle 7 Principle 8	3.9, 6.3, 12.2, 12.3, 12.4, 12.5, 14.1, 14.2, 15.1, 15.2, 15.3, 15.4, 15.5, 15.a, 15.b



Section 5 of the Questionnaire: Anti-Corruption

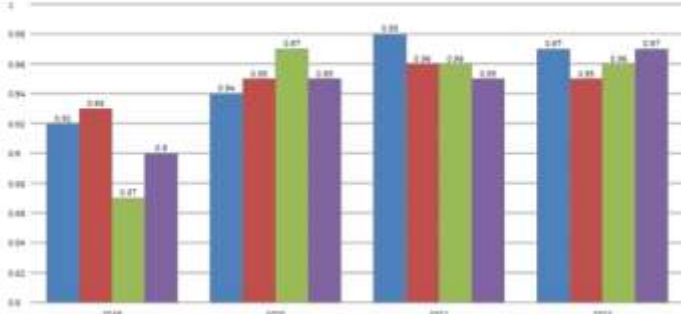
Ozyegin University maintains a zero-tolerance approach towards bribery and corruption. Our Code of Ethics and HR Policy clearly outlines the expectations for all employees to act honestly and with integrity, ensuring compliance with anti-corruption and bribery laws and regulations. Anti-corruption refers to the active prevention of dishonest and fraudulent behavior that undermines fair competition.

Principle 10 of the UN Global Compact states "Businesses should work against corruption in all its forms, including extortion and bribery."

Anti-corruption refers to the active prevention of dishonest and fraudulent behavior that undermines fair competition. Since corruption can include a broad spectrum of topics, at OzU, academic dishonesty (includes plagiarism, essay mills, falsification of research results, fake journals and harassment of students) are evaluated as forms of corruption. OzU believes that corruption and fraud in higher education cannot be tolerated due to their significant implications for institutions and society at large. Unethical practices not only result in graduates who lack competence in their respective fields but also pose a threat to public health and safety when research results are falsified or unqualified individuals practice their professions. Moreover, dishonesty in higher education erodes integrity and cohesion within society, emphasizing the urgent need to address corruption and break the cycle of corruption on a wider scale. OzU believes in curbing corruption should be an explicit feature of universities' internal quality assurance systems, which should ensure transparency in staff recruitment, student success, and financial management.

By upholding these principles and implementing strict measures against corruption, OzU aims to foster a culture of integrity, honesty, and transparency within our institution. We are dedicated to providing a conducive and ethical environment that promotes academic excellence and contributes to the development of responsible and principled individuals. OzU by implementing anticorruption policies and practices contribute directly towards the vision of SDG 16.5 to 'substantially reduce corruption and bribery in all their forms,' protecting its own long-term value and its contribution to long-term societal value.

Question	Ozyegin University's Commitment to UNGC Principles in Detail	Related Reporting Standards	Mapping to the Ten Principles of the UN Global Compact	Mapping to SDG Targets
AC1: Compliance programme	<p>OzU as a foundation university operates under 'Foundation Universities Regulations' and 'Tender Regulations for Foundation Universities which defines procedures on how to handle bribes, gifts, entertainment and expenses, donations and sponsorships, political contributions, facilitation payments and conflicts of interest.</p> <p>Besides, Ozyegin University (OzU) maintains a zero-tolerance approach towards bribery and corruption through our Code of Ethics and HR Policy which clearly outlines the expectations for all employees to act honestly and with integrity, ensuring compliance with anti-corruption and bribery laws and regulations. In cases where corruption or bribery is suspected, OzU takes immediate action, including thorough investigations, reporting to appropriate authorities, and implementing disciplinary measures and/or prosecution.</p> <p>As a higher education institution, we have established following key elements that can be defined as anti-corruption compliance program</p> <ul style="list-style-type: none"> • publish Code of Ethics as the main policy that outline expectations for ethical behavior, define prohibited conduct, and emphasize the consequences of non-compliance. • identify corruption risks specific to the university's operations and prioritize them based on severity and likelihood. This risk assessment informs the allocation of resources and focus areas for the compliance program. This risk assessment is published on university intranet through MyOzU Application. • provide orientation training sessions and awareness programs for faculty, staff, and students to educate them about ethical behavior and prevention measures. • establish a confidential reporting (whistleblower) mechanism that enables individuals to report suspected corruption without fear of retaliation. • implement robust financial controls, including transparent budgeting, expense tracking, and auditing processes, to prevent misappropriation of funds. • ensure that research activities adhere to ethical guidelines, including proper attribution of intellectual property and accurate reporting of results through Ethic Boards, Intellectual Property Board, TTO reporting system. • establish guidelines for accepting and offering gifts, hospitality, and donations to prevent improper influence. • follow regulations for engaging with external organizations, sponsors, and partners to prevent situations that could compromise the university's integrity. • implement disciplinary measures for violations to demonstrate the university's commitment to maintaining a corruption-free environment. • Engage with YOK; YOKAK; Sayıştay as relevant regulatory bodies, oversight agencies, and accreditation bodies to ensure alignment with rules and regulations and best practices. 	<p>GRI Disclosure 3-3-c (2021) for the topic GRI 205 (2016)</p>	<p>Principle 10</p>	<p>16.4, 16.5, 16.6</p>

Question	Ozyegin University's Commitment to UNGC Principles in Detail	Related Reporting Standards	Mapping to the Ten Principles of the UN Global Compact	Mapping to SDG Targets										
AC3: Training	<p>All employees and suppliers receive a short introduction about awareness on corruption risks in general HSE trainings first when they join the university and then repeat the training every five years. One of the goals of the Human Resources Department is to enhance awareness of Health, Safety, and Environment (HSE) consciousness with the target of achieving 100% participation in the related training programs.</p> <p><i>Amaç:</i> Çalışanların HSE bilincini arttırmak <i>Hedef:</i> Eğitimlere katılım oranını %100 yapmak</p> 	<p>WEF Common Metrics; GRI Disclosure 205-2 (2016)</p>	<p>Principle 10</p>	<p>16.4, 16.5, 16.6</p>										
<p>AC4: Compliance monitoring & AC5: Incidents of corruption & AC6: Measures to address suspected incidents of corruption</p>	<p>OzU monitors its anti-corruption compliance programme through internal employee self-evaluations, through external independent monitoring YOK; YOKAK; Turkish Court of Accounts. According to UNCTAD, ISAR D.2.1 beside bribery, facilitation payments, fraud, extortion, collusion, and money laundering; the offer or receipt of gifts, loans, fees, rewards, embezzlement, trading in influence, abuse of function, illicit enrichment, concealment, and obstructing justice, corruption includes to do something that is dishonest, illegal, a breach of trust. Therefore, with this indicator, we do not have any incidents of corruption in terms of financial affairs, but we can declare the total number of confirmed disciplinary incidents among the students.</p> <p>Within the reporting period, OzU had no incidents of financial corruption in the reporting period. In order to address suspected incidents of academic dishonesty Discipline Commission was established. With the supplementary articles added to Article 54 on Student Discipline of Law No:2547, and according to the resulting Article 54/3-b (Excluding the clause (a) of this Article), the University Discipline Commission is responsible for:</p> <p>Conducting the investigations initiated by the Rector for the disciplinary offenses committed in shared spaces or areas within or outside higher education institutions, or disciplinary offenses committed collectively by students, or disciplinary offenses committed collectively by students of multiple faculties, graduate schools, or schools.</p> <table border="1" data-bbox="296 1349 1213 1531"> <thead> <tr> <th></th> <th>Number of incident(s)</th> <th>Nature of incident(s)</th> <th>Unknown</th> <th>Choose to not disclose</th> </tr> </thead> <tbody> <tr> <td>Confirmed during the current year, and related to this year</td> <td>19</td> <td>Plagiarism, document forgery, unauthorized</td> <td>○</td> <td>○</td> </tr> </tbody> </table>		Number of incident(s)	Nature of incident(s)	Unknown	Choose to not disclose	Confirmed during the current year, and related to this year	19	Plagiarism, document forgery, unauthorized	○	○	<p>GRI Disclosure 205-3 (2016);</p>	<p>Principle 10</p>	<p>16.4, 16.5, 16.6</p>
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SUSTAINABLE DEVELOPMENT GOALS

1 NO POVERTY

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

14 LIFE BELOW WATER

15 LIFE ON LAND

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS



THE TEN PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT



HUMAN RIGHTS

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. make sure that they are not complicit in human rights abuses.



LABOUR

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. the elimination of all forms of forced and compulsory labour;
5. the effective abolition of child labour; and
6. the elimination of discrimination in respect of employment and occupation.



ENVIRONMENT

7. Businesses should support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility; and
9. encourage the development and diffusion of environmentally friendly technologies.



ANTI-CORRUPTION

10. Businesses should work against corruption in all its forms, including extortion and bribery.



**United Nations
Global Compact**