



POLICY DOCUMENT REF. NO: 0003

## YERELDEN KALKINMA DERNEĞİ Human Trafficking Policy

**Introduction:** As Yerelden Kalkınma Derneği, an organization established to support societal development and progress, we place respect for human rights at the core of our activities. Human trafficking and modern slavery are severe crimes that violate fundamental human rights and degrade the dignity of individuals, recognized as critical issues on an international scale. These crimes deeply affect their victims physically, emotionally, and economically, resulting in widespread social problems.

Globally, millions of individuals are subjected to forced labor, exploitation, or inhumane conditions due to modern slavery and human trafficking. As an illegal trade, human trafficking exploits its victims and generates billions of dollars in unjust profit for criminal networks. Modern slavery manifests in forms such as individuals being deprived of their freedom and subjected to forced labor or exploitation.

Yerelden Kalkınma Derneği is committed to combating human trafficking and modern slavery effectively by working in compliance with national and international legal frameworks. This policy represents our firm stance and determination against such inhumane practices.

**Purpose of the Policy:** The primary goal of Yerelden Kalkınma Derneği's **Anti-Human Trafficking and Modern Slavery Policy** is to contribute to the prevention of these inhumane practices and to raise awareness among all individuals within the organization. The specific objectives of the policy are as follows:

### 1. Raising Awareness:

To cultivate awareness about human trafficking and modern slavery among members, employees, and partners of the organization, enabling them to recognize the signs of such crimes and develop sensitivity towards them.

### 2. Preventive Measures:

To develop robust policies and procedures aimed at minimizing the risks of human trafficking and slavery. This includes ensuring the adoption of high ethical standards across all operations and business processes.

### 3. Education and Information:

To provide regular training and resources to members of the organization, offering comprehensive knowledge about the impacts of human trafficking and slavery. This effort encourages awareness and competency in addressing these issues.

### 4. Support and Reporting Mechanisms:

To establish effective communication channels where victims or witnesses can report incidents safely and confidentially, ensuring that such reports are evaluated meticulously.

This policy reflects Yerelden Kalkınma Derneği's commitment to actively combating these violations of human dignity and fostering a culture of vigilance and accountability.

**Scope of the Policy:** This policy applies to all individuals associated with Yerelden Kalkınma Derneği, including the management, employees, volunteers, consultants, as well as all suppliers and business partners working with the organization. Furthermore, the policy covers interactions in the following areas:

### 1. Business Partnerships:





All relationships with business partners and sponsors that provide value and services to the organization must be conducted in compliance with the principles of this policy. Appropriate evaluations of all business partners' commitments to protecting human rights are required.

## **2. Training and Community Engagement:**

The organization's training programs, events, and community participation projects will consistently emphasize combating human trafficking and slavery, ensuring these topics remain a priority. In summary, this policy adopts a holistic approach to combat human trafficking and modern slavery across all activities of the organization. It aims to ensure that all members and stakeholders of Yerelden Kalkınma Derneği act in alignment with these principles. Every individual and stakeholder's contribution to the policy is essential for the organization to operate ethically and responsibly.

### **Definitions of Modern Slavery and Human Trafficking:**

#### **Human Trafficking:**

Human trafficking is a grave crime involving the movement of a person through deception, threats, coercion, or manipulation for the purpose of forced labor, sexual exploitation, or other forms of exploitation. This process often occurs during the interception of victims or their transportation between countries or regions. The core elements of human trafficking include forced labor, exploitation, deception, threats, and the manipulation of victims' consent. Recognized as a severe violation of international human rights, human trafficking inflicts profound economic, physical, and emotional harm on its victims.

#### **Key Characteristics:**

- Although often associated with crossing international borders, human trafficking can also occur within different regions of the same country.
- Consent is typically obtained through deception or coercion.
- Traffickers frequently exploit victims' vulnerable economic circumstances or social hardships.

#### **Modern Slavery:**

Modern slavery involves situations where individuals are forced to work or are exploited in inhumane conditions through threats or coercion. This encompasses practices such as debt bondage, human trafficking, child labor, and forced marriage. Modern slavery severely restricts individuals' rights and freedoms, subjecting them to significant human rights violations.

#### **Key Characteristics:**

- Victims are continuously compelled to work without the ability to escape or file complaints.
- Includes insufficient or non-existent wages, fraud, threats, and physical violence.
- Common forms include individuals being forced into dependency through debt or other means of control.

#### **Common Impacts and Responses:**

Both human trafficking and modern slavery gravely restrict individual freedoms and undermine human dignity. Effective societal responses to these issues depend on the development and enforcement of robust national and international policies.

Yerelden Kalkınma Derneği remains committed to raising awareness and developing strategies to prevent such activities, demonstrating its determination to combat these violations of human rights.

**Fundamental Principles of Policy:** Yerelden Kalkınma Derneği's core principles in combating human trafficking and modern slavery are designed to ensure a strong ethical stance against these inhumane practices and uphold high ethical standards in all organizational activities. The main principles of this policy are:

#### **1. Raising Awareness**





The organization promotes awareness about human trafficking and modern slavery among its members, volunteers, and employees. Through educational seminars, workshops, and informative materials, individuals are equipped with the ability to recognize signs of these crimes and take effective measures to combat them.

## **2. Ethical Collaboration and Responsibility**

The organization ensures that all relationships with suppliers and business partners adhere to high ethical standards. At every stage of collaboration, respect for human rights is prioritized. Partnerships with parties that fail to meet these standards are terminated. Agreements with suppliers explicitly include commitments to combat human trafficking and modern slavery.

## **3. Protection and Support Mechanisms**

The organization provides appropriate protection and support to individuals under the threat of, or victimized by, human trafficking or modern slavery. Prioritizing the safety and well-being of victims, Yerelden Kalkınma Derneği offers or facilitates access to counseling, rehabilitation, and legal support services.

## **4. Reporting and Transparency**

Effective reporting mechanisms are utilized and evaluated within the framework of confidentiality. When violations are reported, relevant individuals or units promptly initiate a transparent and thorough investigation process. All stakeholders are encouraged to report potential violations and are assured of protection during the process.

These principles reflect Yerelden Kalkınma Derneği's resolute stance against human trafficking and modern slavery, as well as its commitment to fostering an environment aligned with ethical standards. By adhering to these principles, the organization establishes a strong foundation for its efforts to provide societal benefits and promote sustainable development.

## **Anti-Human Trafficking and Modern Slavery Board**

The committee is established to ensure the safety and security of all members, employees, and individuals acting on behalf of Yerelden Kalkınma Derneği against unlawful actions such as human trafficking and modern slavery. It comprises three principal members and one alternate member, making a total of four members. The committee members were elected by majority vote during the Board of Directors (BoD) meeting dated 06.12.2024 and documented under decision no. 16. Özlem ÖZTÜRK was appointed as Chairperson, Emin GİTMEZ as Vice Chairperson, Cansu GENÇ as Principal Member, and Eyyüp BULUT as Alternate Member. Any changes to the committee members require a decision from a BoD meeting.

### **Duties and Responsibilities of the Committee**

**1. Policy Development:** Formulate and update policies to combat human trafficking and modern slavery.

**2. Implementation and Monitoring:** Ensure the effective implementation of these policies within the organization's activities and conduct regular monitoring and audits.

**3. Training and Awareness:** Provide regular training to members and employees of the organization to raise awareness and knowledge on human trafficking and modern slavery issues.

**4. Reporting and Intervention:** Investigate reports related to human trafficking and modern slavery violations, take necessary interventions, and ensure support for victims.

This committee serves as a cornerstone of Yerelden Kalkınma Derneği's commitment to ethical practices and proactive measures against human trafficking and modern slavery, fostering a safe and supportive environment for all.





**Obligations:** Yerelden Kalkınma Derneği has established a framework that commits all its members, employees, volunteers, and partners to fully comply with and actively contribute to its policies against human trafficking and modern slavery.

### 1. Appropriate Conduct

- Each member and employee is required to act in accordance with the organization's policy against human trafficking and modern slavery.
- Full adherence to ethical and legal standards is expected during all activities.
- Respect for human rights and the rejection of behaviors contrary to these principles are essential.

### 2. Policy Implementation and Development

- The management is responsible for the effective implementation of the policy.
- The policy is regularly reviewed and updated in light of new information and experiences.
- All employees and partners are informed of any changes to the policy.

### 3. Training and Awareness

- The organization organizes regular training sessions to raise awareness about human trafficking and modern slavery.
- All members and employees are encouraged to participate in these training programs.
- Training is supported by updated information and awareness materials.

### 4. Reporting and Complaint Management

- The organization ensures the effectiveness and accessibility of complaint and reporting mechanisms.
- Every member and employee has the right to report suspicions of human trafficking or modern slavery.
- Reports are handled confidentially and securely.
- Relevant units investigate the reports and, if necessary, escalate the matter to the appropriate authorities under the Turkish Penal Code (TCK) to initiate legal proceedings.

### 5. Support Mechanisms

- The Anti-Trafficking and Modern Slavery Committee is responsible for carefully reviewing reports and providing legal and psychological support to victims.
- In relevant cases, all necessary steps are taken to protect victims and defend their rights.

For any concerns or suspicions, you can contact [destek@yereldenkalkinma.com](mailto:destek@yereldenkalkinma.com).

This policy highlights the organization's commitment to combating human trafficking and modern slavery, emphasizing its dedication to ethical values and principles.

### Conclusion

Yerelden Kalkınma Derneği maintains a steadfast commitment to combating human trafficking and modern slavery by taking concrete steps to prevent these inhumane practices. The organization regularly conducts training and awareness-raising activities for its members, employees, and partners, aiming to foster a shared understanding and vigilance against unethical practices.

Through a robust communication and collaboration approach, potential violations will be managed effectively, with adherence to ethical and legal standards at the forefront of all operations. These efforts not only provide an effective strategy for addressing human trafficking and modern slavery but also enhance the organization's social impact by creating a safe and equitable working environment.

With this understanding and determination, Yerelden Kalkınma Derneği will continue to fulfill its responsibility to protect human rights and contribute to social sustainability.

