

APPENDIX A.7. UNGC AND WEPS PRINCIPLES ANALYSIS ACCORDING TO GRI STANDARDS CONTENT

A. UN GLOBAL COMPACT PRINCIPLES COMMUNICATION ON PROGRESS REPORT

UNGC REQUIREMENTS – ACTIVE LEVEL	GRI STANDARDS DISCLOSURES	PAGE REFERENCES
High Level Commitment and Strategy	GRI 102-14	Letter from the CEO, p. 10-11
Governance	GRI 102-14, GRI 102-18, GRI 102-19, GRI 102-20	Letter from the CEO, p. 10-11 Our Governance, p. 48-57
Stakeholder Engagement	GRI 102-40, GRI 102-42, GRI 102-43, GRI 102-44	Stakeholder Engagement, p. 68-73
Describe Practical Actions	GRI 103: Management Approach 2016	GRI Standards Content Index
Disclose Results and Outcomes	GRI Standards Content Index	GRI Standards Content Index
UNGC FOUR ISSUE AREA	GRI STANDARDS DISCLOSURES	PAGE REFERENCES
Human Rights Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; Principle 2: make sure that they are not complicit in human rights abuse.	GRI 412-1, GRI 412-2, GRI 412-3, GRI 410-1, GRI 103-2, GRI 413-1, GRI 413-2	Principle 1: https://surdurulebilirlik.garantibbva.com.tr/surdurulebilirlik-yaklasimimiz/garanti-bbva-ve-surdurulebilirlik-diger-csy-politikalari/insan-haklari-beyani/ Principle 2: https://surdurulebilirlik.garantibbva.com.tr/surdurulebilirlik-yaklasimimiz/garanti-bbva-ve-surdurulebilirlik-diger-csy-politikalari/insan-haklari-beyani/
Labor 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 Principle 6: the elimination of discrimination in respect of employment and occupation	GRI 102-8, GRI 102-41, GRI 202-1, GRI 202-2, GRI 401-1, GRI 401-3, GRI 402-1, GRI 404-1, GRI 404-3, GRI 405-1, GRI 405-2, GRI 406-1, GRI 407-1	P3: Garanti BBVA recognizes the constitutional rights of association and collective bargaining. All employees are free to unionize and act of their own free will. During the reporting period, to the knowledge of the Bank, none of its suppliers violated the right of its employees to join or not join a union. P4&5: https://surdurulebilirlik.garantibbva.com.tr/garanti-bbva-sustainability-approach/garanti-bbva-and-sustainability/other-esg-policies/declaration-of-human-rights/ P6: https://www.garantibbvainvestorrelationp.com/en/environment-social-governance/Compensation-Policy/Compensation-Policy/100/411/0
Environment Principle 7: Businesses should support a precautionary approach to environmental challenges Principle 8: undertake initiatives to promote greater environmental responsibility Principle 9: encourage the development and diffusion of environmentally friendly technologies	GRI 301-2, GRI 301-3, GRI 302-1, GRI 302-2, GRI 302-4, GRI 302-5, GRI 303-3, GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4, GRI 305-5, GRI 305-6, GRI 305-7, GRI 307-1	Sustainability, p. 120-132 Operational Excellence- II, p. 148-165 Environmental & Social Impact Assessment Process Indicators, Appendix A.4
Anti-Corruption Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	GRI 102-16, GRI 102-17, GRI 205-1, GRI 205-2, GRI 205-3	2021 Activities in Corporate Security, p. 187-188 Corporate Compliance Report

B. WOMEN'S EMPOWERMENT PRINCIPLES (WEPS) PROGRESS REPORT

WEPS	GRI STANDARDS DISCLOSURES	PAGE REFERENCES
PRINCIPLE 1: ESTABLISH HIGH-LEVEL CORPORATE LEADERSHIP FOR GENDER EQUALITY	GRI 405-1, GRI 405-2	Equal Opportunity and Diversity, p. 175-176
PRINCIPLE 2: TREAT ALL WOMEN AND MEN FAIRLY AT WORK – RESPECT AND SUPPORT HUMAN RIGHTS AND NON-DISCRIMINATION	GRI 202-1, GRI 401-1, GRI 401-3, GRI 405-1, GRI 405-2, GRI 406-1	Our Governance, p. 48-49 Fighting Inequalities, p. 77 Best and Most Engaged Team, p. 168 Equal Opportunity and Diversity, p. 175-176
PRINCIPLE 3: ENSURE THE HEALTH, SAFETY AND WELL-BEING OF ALL FEMALE AND MALE WORKERS	GRI 406-1, GRI 403-9	Health and Safety, p. 173-174
PRINCIPLE 4: PROMOTE EDUCATION, TRAINING AND PROFESSIONAL DEVELOPMENT FOR WOMEN	GRI 404-1, GRI 404-3	Talent and Culture, p. 169-172
PRINCIPLE 5: IMPLEMENT ENTERPRISE DEVELOPMENT, SUPPLY CHAIN AND MARKETING PRACTICES THAT EMPOWER WOMEN	GRI 204-1, GRI 103-1, GRI 103-2, GRI 103-3	Sustainability, p. 120 Supporting Women Entrepreneurs, p. 132-133
PRINCIPLE 6: PROMOTE EQUALITY THROUGH COMMUNITY INITIATIVES AND ADVOCACY	GRI 413-1	Women Member in Board Target, p. 47 Women Leadership Mentoring Program, p.77-78
PRINCIPLE 7: MEASURE AND PUBLICLY REPORT ON PROGRESS TO ACHIEVE GENDER EQUALITY	GRI 405-1, GRI 405-2, GRI 103-1, GRI 103-2, GRI 103-3	Women Member in Board Target, p. 47 Our Governance, p. 48-49 Equal Opportunity and Diversity, p. 175-176