



K Ö K E N
D E S I G N | S T U D I O

SOCIAL SUSTAINABILITY POLICY STATEMENT

We believe that architecture is not only about finding the ideal built environment but also ideal social environment. As an architectural firm we create environments with universal design principles. We aim to design sustainable spaces which encourage human rights, gender equality and social justice. We embed these principles in our office space and in our company policy. As Köken Design Studio we commit to

- Leave a minimum footprint to our environment. Our commitment to this principle can be found in our Environmental Policy Statement.
- Create healthy, collaborative and innovative work environment.
- Protect equality in workspace. Any distinction, exclusion or preference made on the basis of race, color, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation is inadmissible in this firm.
- Respect the principle of equality of opportunity disabled men and women workers.
- Protect work by law. The work performed must be on the basis of recognized employment relationship established through national law and practice. Every employee shall be entitled to written contract, in their own language, that stipulates conditions for the employment. Working hours shall comply with national law and ILO convention. workers' consent shall be gained for overtime work.
- Foster employee development by supporting in office education.

This statement shall be reviewed annually and be publicly available on company website www.kokendesign.com.

Orçun Köken | Director