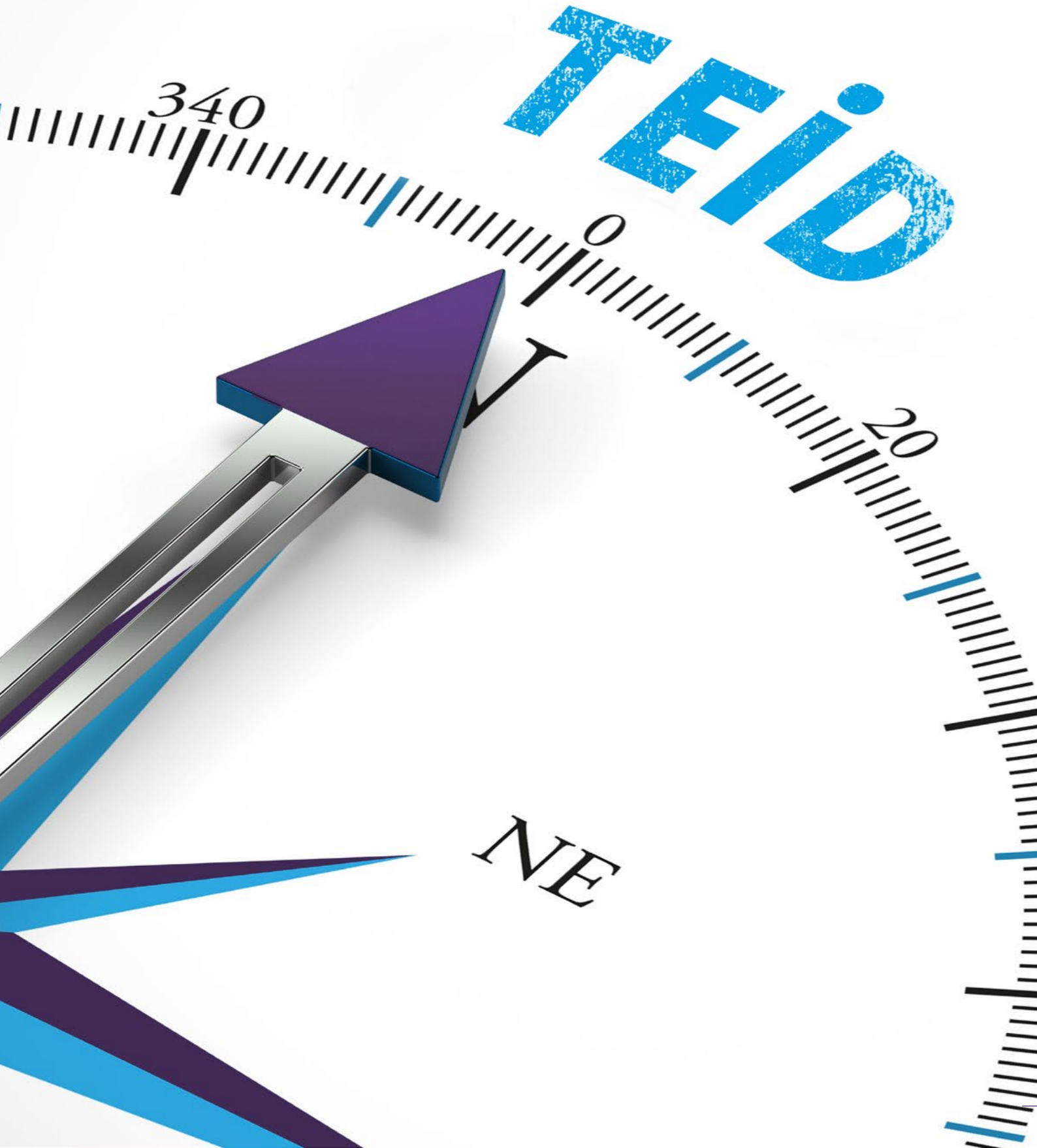


**Ethics & Reputation
Society**

2024





As Ethics and Reputation Society, we shall declare that

in all our activities, we comply with the national legislation to which we are subject and all international agreements and binding legislation to which the Republic of Turkey is a party. We do not only aim to comply with the law, but also aim to apply the highest ethical principles in our business processes.

We show due diligence to ensure that the statements we make and the reports we provide are truthful, and we present the relevant information in an accurate, understandable, and timely manner.

We regard the protection of personal data as a fundamental human right, and we take all necessary legal and technical measures to protect the personal data of our stakeholders in our business processes.

We adopt honesty, transparency, accountability, and fairness as our core values in all our business processes and relationships.

We aim to prepare not only rule-based but also principle-based company policies and procedures, and we prioritize ethical decision making and ethical leadership as our basic expectation from our employees. We show maximum effort and care so that business ethics becomes the primary element of our written corporate culture.

We equip our employees with awareness, rules and practices that will keep them away from conflicts of interest, we provide the necessary training and communication for our employees to be aware of conflicts of interest, we provide necessary controls and systems for the management of conflicts of interest, and we strive to create a culture of expression within the organization.

We prohibit our employees from receiving gifts, entertainment, hospitality, and other benefits that may affect the impartiality in decision-making and behaviors, and for the same purpose, our employees and third parties do not offer anything that may affect the impartiality in decision-making and behaviors of stakeholders in both public and private sectors.

While carrying out our activities and transactions, we take an equal distance with all kinds of public institutions and organizations, administrative formations, non-governmental organizations, and political parties without any expectation of benefit.

We do not cause or condone any monetary or non-cash corruption in our transactions, and we equip our employees and third parties with awareness, controls, and practices to effectively fight against corruption.

We do not engage in unfair competition, we pay regard to the protection of fair competition and consumer rights, and we develop all our practices in this direction.

We do not engage in unregistered, forced or child labor employment; we fight harassment and mobbing, we pay regard to the health and safety of employees, we support fair employment with our principles of diversity and inclusion in employment.

We support activities that will contribute to economic and social development and increase the value and reputation of the company in a way that will improve the investment in our country. We are aware that every member of the society should have the right to live in a healthy and balanced environment, and we take the necessary steps to improve the environment, protect environmental health and prevent environmental pollution.

We develop practices that will ensure that all these business ethics principles, understandings and practices are spread across all our spheres of influence, including our employees, customers, business partners and third parties.

Declaring our support for the United Nations Global Compact, Sustainable Development Goals and the United Nations Guiding Principles on Business and Human Rights, we reflect our willingness to comply with these principles in our administrative structure and company policies.

Our Corporate Members



Our Corporate Members





Trainings



The TEİD Academy established within the society in 2016. Its aim is to provide professionals interested in receiving education in ethics and compliance, or enhancing their skills in these areas, with international-level training and access to current knowledge. Operating in the fields of ethics, compliance, and reputation management with various types of training, TEİD Academy takes pride in being a reference center in its domain.

“Corporate Ethics and Compliance Management” Training Program

The “Corporate Ethics and Compliance Management” Training Program is a 53-hour course that blends the content of its international counterparts

and adapts it to Turkish country’s context. Since its inception in 2016, the program has completed its 14th edition, with over 50 trainers involved and more than 420 professionals graduating.

Corporate Training Programs

Corporate Training Programs: Under the umbrella of the TEİD Academy, TEİD also offer tailored Corporate Training programs for organizations. These training sessions can include seminars, discussions, conferences, webinars, workshops, “Ethics Day/Week” events, or awareness activities tailored to the ethical and compliance topics intended for the employees and/or business partners of the organizations.

Modular Training Programs

Planned as half or full-day sessions, modular training aims to specialize in specific topics and reinforce knowledge in requesting organizations through practical workshop activities.

Company Customized “Corporate Ethics and Compliance Management” Training Program

This program is specifically tailored for ethics and compliance managers working within a particular organization. The training program is prepared in coordination with the specific needs of the company.



Collective Actions

TEİD aims to disseminate and advocate practical solutions that transform intent into impact by building alliances against corruption and leveraging Collective Action Initiatives for MNCs and their local third-party partners.

TEİD has introduced integrity pledges in several sectors and areas to level the playing field. By those Collective Action initiatives, TEİD had a significant positive impact on clean market conditions in the respective sectors or areas.

TEİD scope extended thanks to partnerships with local, sectoral organizations gave the domino effect expected as TEİD doesn’t only act on behavioral change for TEİD members but also their potential local third-party companies.

Some collective action examples based on the prepared sectoral & professional ethics standards of leading associations:

• **Ethics and Reputation Society (TEİD) : “TEİD’s Integrity Pledge”** which was prepared and first signed by all corporate members of the association in 2021; is the largest cross sectoral collective action of Türkiye and the region in integrity and business ethics field. Current signatories are reached to 240 companies.

• **The Association of Listed Companies’ Executives (KOTEDER) : “Publicly Traded Companies Ethics Standards”** prepared and signed & implemented in cooperation with TEİD.

• **Turkish Investor Relations Society (TÜYİD) : “Investor Relations Professional Ethics Standard”** prepared and signed & implemented in cooperation with TEİD.

• **İstanbul Customs Brokers Association (IGMD) : “Cus-**

toms Brokers Professional Ethics Standards” among the UNGC’s “A Practical Guide for Collective Action against Corruption” 2015 initiative examples prepared and signed & implemented in cooperation with TEİD.

• **Direct Marketing Communicators Association (DPİD) : “Direct Marketing Communicators Professional Ethics Standards”** prepared and signed & implemented in cooperation with TEİD.

• **SEDEFED (the Federation of Sectoral Associations) : “Ethical Declaration on Business Ethics Principles”** of the Federation, which represents nearly 50 different leading and diverse sector associations, prepared and signed & implemented in cooperation with TEİD and and TEİD’s corporate member KPMG Türkiye team.

• **Turkish Shipowners Association (TAB) : “Turkish Shipowners Code Of Ethics”** prepared and signed & implemented in cooperation with TEİD. This set is guiding principles summarizing the responsibilities of the members of the association to their employees, business partners, other institutions in the sector and reflecting their core values and principles.

• **Turkish Miners Association (TMD) : “Responsible Miner Initiative”** prepared and signed & implemented in cooperation with TEİD. Together with the principles, an internal assessment protocol has also been shared with member companies. In addition, a checklist has been prepared for the sector.

• **PERYÖN (Turkish Human Management Association) : “PERYÖN Business Ethics Principles”** prepared and signed & implemented in cooperation with TEİD and TEİD’s corporate member KPMG Türkiye team.



Projects

Turkish Integrity Center of Excellence (TICE)



The aim of the “**Turkish Integrity Center of Excellence**” (TICE) project, which is the first “**Center of Excellence**” in the world, is to raise awareness about business ethics and to ensure the proliferation adoption of the profession of “**Ethics and Compliance Manager**” by companies in the private sector. TICE was established by TEID to create sustainable local capacity. The project has been supported by the “**Siemens Integrity Initiative**”.

Enterprises rarely have the appropriate expertise to implement internationally developed principles and standards on anti-corruption and good governance. Due to inconsistent data on the socio-economic impact of corruption in the leading sectors of the local economy, evaluation of improvements can hardly be done at all.

Many companies have quite a variety of ethical standards, but what they do not have is a compliance program that transforms these standards into the basis of their written corporate culture. As a result, business ethics remains a social skill for companies, rather than a value and an asset that needs to be measured, reported, and effectively managed. TICE’s vision is to create a cultural change in the Turkish private sector and to train compliance officers effectively managing integrity risks for their companies.

To get more information about the TICE project you can visit our website at www.tice.org.tr

Private Sector Collective Action Center (ÖSKEM)



ÖSKEM, aiming to create a holistic approach in the field of ethics and compliance in the private sector, is supported by the **Center of International Private Enterprise (CIPE)**

Next Gen Ethical Leaders



Believing that ethical principles should be inclusive of the whole society not only today but also in the future in accordance with the principle of sustainability, TEID aims to make the younger generations think about the concept of ethics that is among the dynamics of the global business world in more detail.

In this direction, TEID continues its work in schools for young people aged between 15 and 19 to internalize ethical principles. At the same time, TEID, in cooperation with universities, hosts lectures on “**Business Ethics and Compliance**”, shares ethical and compliance practices in the business world with university students, and also promotes the profession of “**Ethics and Compliance Manager**”.



You can visit our site at www.teidakademi.com to get more detailed information about our working groups.



International Ethics Summit



The Ethics and Reputation Society (TEİD) plans to hold the eleventh edition of its International Ethics Summit in October 2024, which has become a traditional event since its inception. Since the es-

tablishment, TEİD Summits have been met with considerable interest from TEİD members, national and international stakeholders, NGO's and the public.



90 +
Speakers



20,000 +
Online Audience



6900 +
Participants

2011



Ethics Management Effects On Performance

2012



Paradigm Shift In Doing Business

2013



Capitalism 2.0 And Ethical Leadership

2014



Ideals and Realities

2015



Understanding Today, Inspiring Tomorrow

2016



Surviving The Flood

2017



As the Waters Receded

2021



New Thresholds, New Horizons

2021



TEİD Ethics Forum Doing the Right Thing Together

2022



The Future of Ethics and Compliance

2023



Colors of Ethics

With over 6,900 participants, each edition of the TEİD International Ethics Summit has featured nearly 100 speakers who are experts in their respective fields. The summit, which also includes international experts, has garnered significant interest from business professionals, shareholders, academics, and students. Participants at the International Ethics Summits gain insights into up to date information about current topics through presentations by national and international experts, while also having the opportunity to network and exchange knowledge with other participants. Additionally, companies have the opportunity to promote their



organizations if they choose to sponsor the summit.

This year, the 11. International Ethics Summit will take place at the Hilton Istanbul Bosphorus Hotel, with the theme of **“Navigating the Horizons of Ethics”** on October 8th, 2024. At the event TEİD aims to expand the horizons by discussing trends and topics in the field of ethics and compliance that will direct the development of the busi-

ness world and society. The Summit will address the ethical challenges faced by the business world, including pandemics, geopolitical tensions, climate change, supply chain disruptions, employee shortages, and market fluctuations. As we navigate through these challenging times, it becomes increasingly apparent that managing our businesses requires a well-defined guiding principle—a north star. Moreover, with every obstacle overcome, our ethical horizons expand, paving the way for a more robust and principled approach to business practices.

For detailed information, you can visit www.etikzirvesi.com



Publications - Resources

INguide

A series of booklets published by TEID on diverse topics, to guide companies/professionals in the field of ethics and compliance.

- Ethics Code
- Ethics Culture
- Ethics Committee Guideline
- Combatting Corruption for SMEs
- Whistleblowing Information/Hotline
- Social media
- Guide to Ethics Reporting
- Conflicts of Interest
- Monitoring and Evaluation
- Gift, Hospitality and Entertainment
- Competition Law
- Cyber Ethics and Compliance Guide
- Guide to Internal Investigations
- Third Party Bribery and Corruption Risk Management Guide
- Donation Guide
- Anti-Bribery and Anti-Corruption Guide Handbook for Business Partners Third Parties
- The Ethics and Compliance Manager Guide According to National and International Vocational Standards
- Case Studies - 1
- Case Studies - 2

You can access our guideline series at our **TEID** website.

INbooks

A series of reference books on business ethics related topics, such as business ethics, compliance, sustainability, transparency.

- The Honest Truth About Dishonesty, **D. Ariely**
- What Money Can't Buy, **by J. Sandel**
- How to Bribe, **A. Wrang & S. Wirz, TRACE International**
- Social Responsibilities of Management Boards, **Dr. Y. Argüden**
- Introduction to Business Ethics, **K. Gibson**
- The Rise of Business Ethics, **Bernard Mees**
- Anti - Corruption Compliance – A Guide for Small and Mid-Sized Organizations, **Gemma Aiolfi**
- Corporate Diplomacy: *Building Reputations and Relationships with External Stakeholders*, **Witold J. Henisz**
- Atatürk's Ethical Legacy, **Hikmet Özdemir**

You can access our books at our **TICE** website.

INmagazine

The first and only business ethics magazine in Turkey. As of **March 2024, 33 magazine issues** have been published with more than **420 articles** by nearly **70 authors**. The magazine can be reached online.

You can access our books at our **TICE** website.



INaction

Collective actions implemented through TEİD's efforts to ensure that anti-corruption policies and business ethics standards are adopted by the companies operating in the Turkish private sector.



INboard

A web page to share Ethics and Compliance career opportunities.

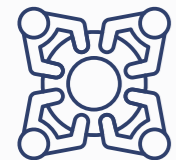
You can access our job posts at our **TEİD** website.



INblog

An online platform where articles are shared on topics such as anti-corruption, business ethics, compliance, sustainability, etc.

You can access our blog at our **EtikBlog** website.



INplatform

A series of events such as meetings, webinars, seminars, summits open to all TEİD network & stakeholders.

To get more detailed information about our meetings, you can visit our **TICE** website.



selfIN

An online & printed checklist guiding companies on their business ethics and compliance risk management needs.

To access our checklist for free click here. [Click](#)



INscuola

A training center where comprehensive training programs & research are conducted in the field of Ethics and Compliance Management.

To get more detailed information about our meetings, you can visit our **TICE** website.



INtools

An online self-assessment tool measuring corporate ethics and compliance management programs.

To get more detailed information about our meetings, you can visit our **TICE** website.



INtube

YouTube channel where recordings of TEİD webinars, summits and events are published.

To access our videos; [Vimeo](#) [Youtube](#)



Ethics Glossary

Turkish and English glossary consisting of terms and their meanings used in ethics, compliance, and reputation.

To get more detailed information about our meetings, you can visit our **TICE** website.



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