

UNITED NATIONS  
GLOBAL COMPACT  
TEİD'S  
COMMUNICATION  
ON ENGAGEMENT  
REPORT FOR 2024/26

TEİD – ETİK VE İTİBAR DERNEĞİ  
TURKEY

2024-2026

BARBAROS MAH. MOR SÜMBÜL SOK. VARYAP MERIDIAN I BLOK KAT 5 D.66 BATI  
ATAŞEHİR – İSTANBUL - TURKEY

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## About TEID – Ethics and Reputation Society

**The Ethics and Reputation Society (Etik ve İtibar Derneği – TEID - <http://www.teid.org/>)** is a not-for-profit, non-governmental organization founded in 2010 with competence in integrity risk management and anti-corruption aiming to develop and encourage adherence to internationally recognized business ethics principles within the Turkish business environment. TEID acts as a point of reference for private sector companies to implement the principles of business ethics and with the public sector in the pursuit of a socio-economic environment that incentivizes compliance with these principles.

TEID not only guides the companies to create their business ethics policies and principles, but also helps them adapt these values to their administrative and commercial functions.

TEID vision is to create a cultural change in the Turkish Private Sector and train compliance officers who will effectively manage integrity risks for their companies. In that respect, TEID is collecting data on corruption and integrity through regular surveys on business community. We produce and deliver courses and online training modules and run “Ethics and Compliance Officers Certification Programs” for the education and certification of relevant private sector professionals. TEID designs tools for the use of compliance officers. TEID creates stakeholder engagement strategies, execute the communication plan and conduct event management for higher visibility and effective communications.

TEID has over 240 members with a total yearly income that exceeds 17% of Turkey’s GDP employing more than 2.500.000 persons. All our corporate members are signatory of TEID’s Integrity Pledge, which is Turkey’s biggest cross-sectoral collective action initiative.

TEID has established the Turkish Integrity Center of Excellence (TICE) [www.tice.org.tr](http://www.tice.org.tr); the Private Sector Collective Action Center (ÖSKEM) [www.oskem.org.tr](http://www.oskem.org.tr) and is the founder of “Business Ethics Application and Research Center” within Istanbul Bilgi University.

TEID’s roles in international anti-corruption efforts and memberships:

- B20 Anti-Corruption Network member;
- B20 Turkey Anti-Corruption Taskforce member;
- B20 Turkey Anti-Corruption Taskforce, “Combatting Corruption in Customs workstream leader;
- OECD’s Anti-Corruption Network and Regional Anti-Corruption Advisory Board member;
- UNODC’s Anti-Corruption Network Member;
- GlobEthics Network Turkey regional representative;
- European Business Ethics Network member;
- UNCAC Coalition member.

TEID tries to facilitate collective actions:

- to create a point of leverage before the regulators,
- to affect regulatory change in combatting with corruption and effective management of integrity risks,
- to enhance the commitment of the private sector with a strong advocacy program,
- to become a point of reference for business ethics and compliance related matters.

TEID has also advocated for the ethics and compliance manager as a profession and had prepared the profession profile, description and standards with authorities. The official national ethics and compliance manager occupational standard has been published on the Official Gazette on June 2018.

Parallel to this advocacy, TEID has established TEID Akademi, a training program for “Corporate Ethics and Compliance Management”. The program has finished its 18<sup>th</sup> edition, and we now have over 600 certified ethics and compliance managers in Turkey. The certification program consists of a 59-hours program together with a practicum to be prepared and presented at the end of the program.

In a short amount of time after it was established, TEID was accepted as a Global Compact Member; therefore, immediately upon establishment, TEID started to consider the Global Compact Ten Principles in every action.

In addition, TEID motivated its members to adopt the Global Compact Ten Principles and consider these principles in their daily business life.

The most significant application to impose these principles upon its members, TEID prepared the TEID Cross-Sectoral Integrity Pledge to be signed by each of its members in order to declare their commitment to the principles of TEID and Global Compact. With this bond, they announce their responsibility to abide by these principles in every administrative and commercial activities they lead, as well as spreading these principles to their employees and shareholders.

## TEID Letters of Commitment

Ms. Sanda Ojiambo - CEO & Executive Director

United Nations New York, NY 10017  
USA

Dear Ms. Secretary General,

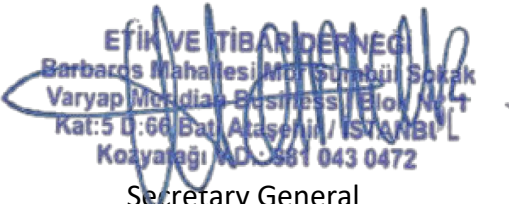
22.04.2026

I am pleased to confirm that Ethics and Reputation supports the ten principles of the UN Global Compact with respect.

With this commitment, we express our intent to advance these principles within our sphere of influence and will make a clear statement of this commitment to our stakeholders and the general public.

We also pledge to take part in the activities of the UN Global Compact where appropriate and feasible – through, for instance, participation in Country/Local Networks; involvement in specialized initiatives and workstreams; engagement in partnership projects; and reviewing and providing commentary to participating companies on their Communications on Progress.

Neslihan Yakal

  
EFİK VE TİBAR DERNEĞİ  
Barbaros Mahallesi MDR Sumbül Sokak  
Varyap Medias - Business / Etiler  
Kat:5 D:66/Batı Atasehil / İSTANBUL  
Koşuyolu / NO: 881 043 0472  
Secretary General

22.04.2026

To our stakeholders:

I am pleased to confirm that TEİD – Etik ve İtibar Derneği (Ethics and Reputation Society of Istanbul/Turkey) reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labor and Inclusive Workplace, Environment, Fight Against Poverty and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours.

We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Neslihan Yakal

Secretary General

ETİK VE İTİBAR DERNEĞİ  
Barbaros Mahallesi M21 Sımsıkı Sokak  
Varyap Medya Business Blok No:1  
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Koşuyolu M.D. 331 043 0472

## TEİD Leading Advocacy on Transparency Through Collective Actions

### A. Awareness-raising events on business integrity and compliance

#### TEİD General Assembly – March 27th, 2024

TEİD's 12th Ordinary General Assembly took place on March 27, 2024 with the participation of more than 60 corporate member representatives.



#### TEİD Personal Data Protection Working Group Event – April 17, 2024

TEİD Corporate Member, Erdem & Erdem hosted an event organized by TEİD Personal Data Protection and Digital Ethics Working Group on Wednesday, April 17, 2024. The event, which was planned in conjunction with "Personal Data Protection Day", focused on the changes made to the Personal Data Protection Law with the reform of the 8th Judicial Package and the present issues with data transfer abroad.

In the event moderated by Kemal Altuğ Özgün, TEİD Board Member and TEİD Personal Data Protection and Digital Ethics Working Group Leader, Sevgi Ünsal Özden, Managing Associate at Erdem & Erdem, explained the current process of transferring personal data abroad and the new regulations in the Law. Aydan Yalçındağ, Legal Manager at Şişecam, shared the problems experienced in the transfer of personal data abroad and the important developments in this process. Ç. Saba Uğurerkan, HR and Compliance Manager at Yıldırım Holding, evaluated the impact of the Law amendment in Türkiye and the global rules of data transfer.

During the event, TEİD members engaged in detailed discussions about the challenges often faced when transferring personal data abroad, the innovations planned for the Personal Data Protection Law regarding data transfer, the EU General Data Protection Regulation practices, and what lies ahead for companies after June 2024.

Speakers:

- Sevgi Ünsal Özden / Managing Partner, Erdem & Erdem
- Saba Uğurerkan / HR & Compliance Manager, Yıldırım Holding
- Aydan Yalçındağ / Compliance & Regulations Director, Şişecam

A total of 45 people attended the event.

#### TEİD Internal Investigations Working Group Event – April 24, 2024

The event "The First Step of a Healthy Ethics and Compliance Program: Importance of Hotline Systems and Protecting Whistleblowers" organized by the TEİD Internal Investigations Working Group was held on April 24, 2024.

Hosted by TEİD corporate member, MOROGLU ARSEVEN Law Partnership, the event featured panelists including TEİD Board Member Atty. Banu Özyalçın from Siemens Türkiye, Elif Damci from Coca-Cola İçecek, and Gonca Ak from Bosch Türkiye with moderation by Atty. Burcu Tuzcu Ersin from Moroğlu Arseven,

Details can be found here: <https://www.teid.org/teid-saglikli-bir-etik-ve-uyum-programinin-ilk-halkasi-ihbar-ve-bildirim-hatti-sistemleri-ve-bildirimde-bulunani-korumanin-onemi-etkinligi/>

A total of 50 people attended the event.

TEİD Internal Investigations Working Group Event: "The Second Ring of a Healthy Ethics and Compliance Program: Collection and Intelligence of Technical and Digital Evidence" event - May 15, 2024.

Panelists:

Atty. Cagdas Hemsinlioglu, LL.M., Board Member of TEİD, Unilever  
Dr. Gökhan Yılmaz, PhD, Chairperson of TEİD Audit Committee, PwC  
Mustafa Sansar, Fordefence  
Atty. Mustafa TIRTIR, Mustafa Tirtir Law Office

Moderator:

Atty. Beril Yayla Sapan, Board Member of TEİD, Leader of TEİD Internal Investigations Working Group, Gün + Partners.

For detailed information about the event, you can visit: <https://www.teid.org/teid-ic-sorusturmalar-calisma-grubu-saglikli-bir-etik-ve-uyum-programinin-ikinci-halkasi-teknik-ve-dijital-delillerin-toplanmasi-ve-istihbarat-etkinligi/>

A total of 60 people attended the event.



TEİD Internal Investigations Working Group Event: "The Second Ring of a Healthy Ethics and Compliance Program: Collection and Intelligence of Technical and Digital Evidence" event - May 15, 2024.

On May 15, 2024, Ethics and Reputation Society (TEİD) Internal Investigations Working Group organized an event titled "The Second Ring of a Healthy Ethics and Compliance Program: Collection of Technical and Digital Evidence and Intelligence."

For detailed information about the event, you can visit: <https://www.teid.org/teid-ic-sorusturmalar-calisma-grubu-saglikli-bir-etik-ve-uyum-programinin-ikinci-halkasi-teknik-ve-dijital-delillerin-toplanmasi-ve-istihbarat-etkinligi/>

Panelists:

- Atty. Cagdas Hemsinlioglu, LL.M., Board Member of TEİD, Unilever
- Dr. Gökhan Yılmaz, Chairperson of TEİD Audit Committee, PwC
- Mustafa Sansar, Fordefence
- Atty. Mustafa TIRTİR, Mustafa Tirtir Law Office

Moderator:

Atty. Beril Yayla Sapan, Board Member of TEİD, Leader of TEİD Internal Investigations Working Group, Gün + Partners.

TURMOB Ethics Summit – May 31, 2024

TEİD Audit Committee member Dr. Gökhan Yılmaz attended as a speaker to TURMOB 9<sup>th</sup> Ethics Congress online

Details can be found here: <https://www.turmob.org.tr/haberler/7de5eb63-e1b8-4d16-954d-bda3bed2dbbc/9--etik-kongresi--dijital-donusum-sureci-ve-surdurulebilirlik-baglaminda-etik-degerler-?q=1715862958786>

The recording can be watched here: [https://www.youtube.com/live/H25bZVeZ\\_Xc](https://www.youtube.com/live/H25bZVeZ_Xc)

TEİD Internal Investigations Working Group Event: "The Human Factor in Investigations: The Importance of Communication, Approach, and Method in Interviewing" event – September 11, 2024.

During the event held on September 11, 2024, the moderator and panelists shared their rich experiences regarding audit processes encountered in the business world. They provided the participants with in-depth insights into the critical importance of communication, approach, and methods used during internal investigation processes, detailing the essential pillars of an effective investigation.

Panelists:

- Atty. Bulut Girgin, Gen Temizer
- Senem Dal, CFE, CRMA, Zorlu Holding
- Sinan Çamlık, Koç Holding
- Uğur Kiriş, CFE, Cerebra Forensic & Integrity

Moderator:

- Umut Turan, CCEP-I, Socar Türkiye

Details can be found [here](#) and [here](#).

OECD event on “Responsible Business Conduct: Preparing Businesses for a Sustainable Future” – October 7, 2024

At the event held on October 7 at the OECD Istanbul Centre, approaches to responsible business conduct and sustainable supply chains were discussed. The potential of Türkiye's National Contact Point (NCP) for Responsible Business Conduct to guide businesses, risk management beyond reporting, and the implementation of due diligence by sector leaders in Türkiye were also key topics.

In the panel titled "The Way Forward – Opportunities and Challenges for Turkish Business to Implement Due Diligence", sector leaders shared their experiences with due diligence across various sectors. Panelists included Sera Baysal Üner, Institutional Affairs and Corporate Communications Director at Ferrero Türkiye; Cagdas Hemsinlioglu, LL.M., General Counsel for Türkiye and the Middle East at Unilever Türkiye and Board Member of TEID; and Hayri Türkmen., Head of the Sustainability Working Group at the Banks Association of Türkiye. The panel was moderated by Lena Diesing from the OECD.

This session tried to provide lessons learnt from industry leaders in conducting due diligence across sectors. Business representatives presented practical experiences of how they implemented due diligence practices in various sectors, the results achieved, and what they expect from government to advance implementation of sustainability due diligence.

TEID Deputy Chairperson Aslı Ertekin, TEID Board Member Umut Turan and TEID Research and Publications Director Ali Cem Gülmen also attended the event.

Moderator: Lena Diesing, Policy Lead, OECD Centre for Responsible Business Conduct

Keynote speaker: TÜRKONFED, Şeyda Dağlı, Programme Director, Responsible Business Helpdesk – Türkiye

Panelists:

- Sera Üner, Institutional Affairs and Corporate Communications Director, Ferrero Türkiye
- Çağdaş Hemşinlioğlu, Interim General Counsel Türkiye, Central Asia & Caucasus and TEID board member
- Hayri Türkmen, Association Head of Sustainability Working Group, The Banks Association of Türkiye

Details can be found [here](#).

TEİD 11th International Ethics Summit – October 8, 2024

Since 2010, the Ethics and Reputation Society (TEID) has been actively working in the fields of adopting ethical values and reputation management. We are delighted to have organized the 11th International Ethics Summit in collaboration with our esteemed stakeholders.

Under the theme "Navigating Ethical Horizons", on October 8, 2024, we gathered valuable professionals interested in ethics, compliance, and reputation management at the Hilton Istanbul Bosphorus Hotel. Together, we assessed the developments happening in our country and around the world. A total of 400 delegates attended the 11th International Ethics Summit. This full day event was highlighted by the presence of the EBRD, OECD, the Danish Consul General of Istanbul, all emphasizing the importance of business ethics and sharing their tools and best practice examples with the audience. In parallel, we also had a talk with the perspective of the competition law, the new recommendations by the B20 Integrity and Compliance Working Group with the intervention of the B20 Brazil's knowledge partner Deloitte Brazil's keynote. We also welcomed M. Richard Bistrong, who shared his bad experience of the FCPA violation as a person, his motivations (business pressures) and his story bringing him to jail.

Details can be found on [www.etikzirvesi.net](http://www.etikzirvesi.net)

Short videos from each panel & keynote in English:

<https://youtube.com/playlist?list=PLxrtkUfKypGHZ7bTM2sUqi8m7wSk9dO44&si=Cc0D0vVKUO5cqH4o>

Short videos from each panel & keynote in Turkish:

<https://youtube.com/playlist?list=PLxrtkUfKypGEmCIAQ4TvLwzFRQOp3bPDX&si=gSi4fapGX8vyXB6O>

International Anti-Corruption Day event organized in collaboration with the EBRD on December 9, 2024

On December 9, 2024, in Istanbul, an event was held in collaboration between the European Bank for Reconstruction and Development (EBRD) and the Ethics and Reputation Society (TEİD) as part of International Anti-Corruption Day. The event comprehensively addressed the importance of fighting corruption, ethics, compliance policies, and business ethics. This event marked the **first Anti-Corruption Day event organized by EBRD outside of London.**

This significant event focusing on developing an ethical culture in the business world and discussing effective solutions to combat corruption, brought together business representatives, experts, and academics.

The event began with an opening speech by **Erdem Yaşar, EBRD Deputy Head Türkiye** on behalf of the EBRD. Following the opening speech, **Rana Günay Hoffman**, Deputy Chairperson of the TEİD Board, delivered a keynote speech emphasizing the international dimensions of combating corruption and the critical role of ethics and compliance policies.

After the keynote, the panel titled "**Fundamentals of Integrity and Compliance Programs in Business and Experiences**" took place.

The panel was moderated by **İnci Bozokluođlu** from ENKA. **Seçkin Savaşer** from Goodyear and **Tuđba Dođru Barutçuođlu** from Mey Diageo shared detailed insights into the successful implementation of ethics and compliance programs in the business world, highlighting challenges encountered and how they were overcome. The practical information shared in this session provided participants with valuable tips on strengthening ethics and compliance policies within their own organizations.

In the second session of the event, a panel titled "**The Advantages of Strong Compliance and Anti-Corruption Programs**" was held, moderated by **Andrew Winterbottom** Associate Director, at the Office of the Chief Compliance Office of the EBRD, with panelists **Gökçe Serez** (Esin Attorney Partnership) and **N. Kaan Karcılođlu** (İstanbul Bilgi University). The panel discussed the corporate and societal benefits of robust ethics and compliance programs in the fight against corruption.

Throughout the event, the active dialogues between panelists and participants offered a roadmap for taking concrete steps to develop ethics and compliance policies in the business world. Aiming to raise awareness about combating corruption and contributing to the strengthening of ethical principles and values in the business world, the event attracted great interest with its comprehensive content and rich discussions.

A total of 150 persons was invited to the event among EBRD Türkiye's clients and a total of 100 persons attended the event.

Details can be found [here](#).





## TEİD Internal Investigations Working Group Panel on Third-Party Risk Management

On January 13, 2025, the TEİD Internal Investigations Working Group organized a panel titled "The Strategic Role of Oversight, Audits, and Investigations in Third-Party Risk

Management.” The event addressed third-party risk management, a matter of critical importance for organizations, with a particular focus on post-selection processes.

During the panel, the strategic role of oversight, audit, and investigation activities in strengthening third-party risk management frameworks was examined in detail. Expert speakers shared practical case examples and strategic approaches aimed at enhancing the effectiveness of compliance and risk mitigation efforts.

Hosted by TEİD corporate member Paksoy Attorney Partnership, the event brought together 103 participants, including professionals seeking to build trust in business relationships and mitigate risks through robust third-party governance practices.

The panel was moderated by Attorney Emre Kotil of Paksoy Attorney Partnership. Speakers included Can Alptekin, Head of Internal Audit, Risk and Compliance at TAV Airports Holding; Işıl İlgün Ceylanlı, Senior Compliance Manager for the Türkiye, Ukraine, Georgia, and Azerbaijan Region at Johnson & Johnson; and Öner Örenay, Investigations Manager at Vodafone.

The panel was attended by a total of 103 participants, primarily representing legal, compliance, internal audit, risk management, and ethics functions.

Participants predominantly came from the legal and compliance fields, followed by internal audit, risk and internal control, forensic investigations, and related governance functions, reflecting strong multidisciplinary engagement in third-party risk management.

Details can be found [here](#).



## TEİD's event on "The Use of Artificial Intelligence and New Technologies in the World of Ethics

On February 11, 2025, TEİD organized a panel titled “The Use of Artificial Intelligence and New Technologies in the World of Ethics and Compliance: Case Studies,” hosted by TEİD Corporate Member PwC Türkiye.

The panel focused on the impact of artificial intelligence and emerging technologies on ethics and compliance practices, with particular emphasis on practical case studies. Discussions addressed how technological developments are reshaping compliance frameworks, risk management approaches, and ethical decision-making processes within organizations.

The event brought together professionals from legal, compliance, audit, and technology-related functions, enabling the exchange of insights and experiences on the responsible and effective use of new technologies in ethics and compliance management.

The panel featured contributions from Cenk Ulu, Senior Partner at PwC Türkiye; Attorney Banu Özyağın of Siemens and TEİD Board Member; Dr. Başak Ozan Özparlak of Özyeğin University; and Mustafa Sönmez (CIA, CRMA, CPA) of Ünlü&Co. The session was moderated by Gökhan Yılmaz, PhD, Partner at PwC and Chairperson of the TEİD Auditors Members Group.

The event was held on February 11, 2025, hosted by PwC Türkiye.

Panelists:

Cenk Ulu – Senior Partner, PwC Türkiye

Atty. Banu Özyağın – Siemens, TEİD Board Member

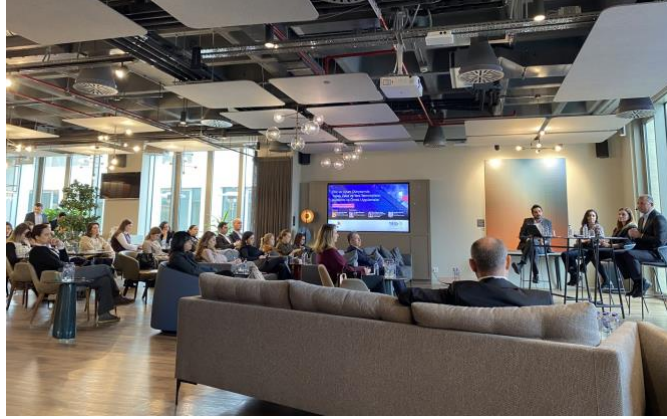
Dr. Basak Ozan Özparlak – Özyeğin University

Mustafa Sönmez, CIA, CRMA, CPA – Ünlü&Co

Moderator:

Gökhan Yılmaz – Partner, PwC, TEİD Auditors Members Chairperson

Details can be found [here](#).



“Ethics and Economy: An Interaction Process from the Individual to the Organization and from the Organization to Society” event on Feb 12, 2025

As part of the event, a presentation of the “TEİD Ethics and Economic Impacts 2022 Survey” was delivered. The survey examined perceptions of ethical standards among organizations and individuals, the interaction between economic dynamics and ethical principles, the effects of corruption on the economy, and the impact of economic conditions on ethical standards. The presentation was delivered by Prof. Dr. Ali Murat Vural, TEİD 6th Term Board Member and Faculty Member at Istanbul University, and Attorney Ertuğrul Onur, TEİD Board Member. The session was moderated by Attorney Kayra Üçer, TEİD Board Member and Managing Partner at Hergüner Bilgen Üçer Attorney Partnership.

During the event, a presentation of the “TEİD Ethics and Economic Impacts 2022 Survey” was also delivered.

The survey addressed the following topics:

- perceptions of ethical standards among organizations and individuals,
- the interaction between economic dynamics and ethical principles,
- the effects of corruption on the economy, and
- how economic conditions influence ethical standards.

Speakers:

Prof. Dr. Ali Murat Vural, TEİD 6th Term Board Member; Faculty Member, Istanbul University  
Attorney Ertuğrul Onur, TEİD Board Member

Moderator:

Attorney Kayra Üçer, TEİD Board Member; Managing Partner, Hergüner Bilgen Üçer Attorney Partnership

Details can be found [here](#).

## TEID's 13th Ordinary General Assembly – March 25, 2025

The 13th Ordinary General Assembly of TEID was held on March 25, 2025, at the Tekfen Tower Conference Hall with strong participation from its members. In line with the agenda of the General Assembly, the 2024 activity report, financial statements, and audit report were ratified, and the estimated budget for 2025 was unanimously approved.

Following the General Assembly, the newly elected Board of Directors held its first meeting, during which Atty. Rana Hoffman, Deputy Chief Legal and Compliance Counsel at Koç Holding, was elected as the Chairperson of the Board.

Aslı Ertekin, Ethics and Compliance Manager at bp, and Atty. Kayra Ucer, Partner at Hergüner Bilgen Üçer Attorney Partnership, were elected as Deputy Chairpersons of the Board.



### **TEID 9th Term Board of Directors – Members:**

- Rana Hoffman – Koç Holding A.Ş. – Chairperson
- Aslı Ertekin – bp Exploration (Caspian Sea) Ltd. Türkiye Branch – Deputy Chairperson
- Kayra Ucer – Hergüner Bilgen Üçer Attorney Partnership – Deputy Chairperson
- M. Fikret Sebilcioğlu – Cerebra Independent Audit and CPA Inc. – Treasurer
- Tuğba Doğru Barutçuoğlu – Mey İçki San. ve Tic. A.Ş. – Secretary
- Banu Özyalçın – Siemens San. ve Tic. A.Ş.
- Ceren Hacialioglu – Hacı Ömer Sabancı Holding A.Ş.
- Emre Colak – Philip Morris Sales and Marketing Inc.
- Kemal Altuğ Özgün – Individual Member
- Umut Turan – Socar Turkey Enerji A.Ş.
- Ertugrul Onur – Coca-Cola İçecek A.Ş.
- Tülin Önsoy Sağlık – Bosch Sanayi ve Ticaret A.Ş.
- Uluhan Kumru – Anadolu Efes Biracılık ve Malt San. A.Ş.

### **TEID 9th Term Board of Directors – Substitute Members:**

- Beril Yayla Sapan – Mehmet Gün & Gün Partners

- Eray Akdağ – Borusan Holding A.Ş.
- Filiz İneler – İnci Holding A.Ş.
- Gökhan Yılmaz – PwC Independent Audit and CPA Inc.
- Oytun Önder – KPMG Independent Audit and CPA Inc.

**TEID 9th Term Auditor Members – Members:**

- Dogu Ozden – Koç Finansman A.Ş.
- Inci Bozokluoglu – Enka İnşaat ve Sanayi A.Ş.
- Senem Dal – Zorlu Holding A.Ş.

**TEID 9th Term Audit Committee – Substitute Members:**

- Beyza İlhan – Allianz Sigorta A.Ş.
- Can Alptekin – TAV Airports Holding Inc.
- Filiz Toprak Esin – Karaduman & Esin Law Firm

Details can be found [here](#).

[Joint event with the Belgian-Luxembourg Chamber of Commerce in Turkey – May 12, 2025](#)

On May 12, 2025, an event jointly organized by TEID and the Belgian-Luxembourg Chamber of Commerce in Turkey (BLCCT) was held at the Palais de Belgique, hosted by the Consulate General of Belgium in Istanbul. The event focused on recent developments in business ethics, compliance, and responsible business conduct.

The program commenced with opening remarks by Tim Van Anderlecht, Consul General of Belgium in Istanbul, and Hans Broucke, President of BLCCT. This was followed by a keynote speech delivered by Dylan van de Ven from the OECD Centre for Responsible Business Conduct, titled “Beyond Compliance: Strengthening Integrity through Responsible Business Conduct.”

The panel session was moderated by Banu Özyalçın, TEID Board Member and Lead Country Compliance Officer at Siemens Turkey. Under the theme “Business Integrity, Business Ethics, Anti-Bribery Anti-Corruption (ABAC), and Responsible Business Conduct (RBC),” the panel featured distinguished speakers: Arzu Özer (Board Member and Vice President, HRD Antwerp Turkey), Emre Atabay (Compliance Director, TEB), Ayça Güntülü Alkan Özdemir (Legal Manager and Ethics Correspondent, Air Liquide), and İrem Carezza (Compliance Leader, Ford Otosan), who shared their insights and institutional perspectives with participants.

The event concluded with a networking session, providing a valuable opportunity for

representatives from the business world to exchange knowledge and experiences on fostering a culture of ethics and responsible business practices.

Details can be found [here](#).



“360° Compliance Summit | Current Approaches and Practices in Corporate Compliance” by the German Turkish Chamber of Commerce – May 8, 2025

The event titled “360° Compliance Summit | Current Approaches and Practices in Corporate Compliance”, organized by the German-Turkish Chamber of Commerce and Industry, has successfully concluded. During the summit, a wide range of current topics were addressed in depth with the contributions of expert speakers, including data protection, human rights, compliance processes, and global integration. On behalf of TEİD, Deputy Chairperson of the Board Atty. Kayra Ucer and Board Member Atty. Kemal Altuğ Özgün participated as speakers.

Details can be found [here](#).

“Compliance Programs as a Risk Management Tool” Workshop - June 24, 2025, with the Board Directors Association Türkiye (YÜD)

At the workshop titled “Compliance Programs as a Risk Management Tool”, organized on June 24, 2025 by the Board Directors Association Türkiye (YÜD), TEİD Chairperson of the Board Rana Hoffman and TEİD Board Member Banu Özyalçın participated as speakers.

The session, which also featured Özlem Barut Selver, Ethics and Reputation Counsel at the IFC – International Finance Corporation, and was moderated by YÜD Chair Mehmet Sami, addressed the strategic role of boards of directors in compliance, drawing on case studies from both Türkiye and around the world.

Details can be found [here](#).

## TEİD's 12th International Ethics Summit – November 3, 2025

TEİD held the 12th International Ethics Summit this year, exploring how ethical intelligence can be positioned as a strategic element in business—approaching it from multiple dimensions including corporate culture, leadership, artificial intelligence, and audit processes. With over 400 participants and 16 distinguished speakers, the summit inspired valuable discussions on ethics, compliance, sustainability, and responsible leadership. Throughout the event, we explored the transformative impact of ethical intelligence on risk management, sustainability, and leadership; discussed how artificial intelligence and human values can evolve together; shared successful corporate examples of putting ethics into action beyond words; and examined the ethical and legal dimensions of on-site inspections through real field experiences.

For more details: [www.etikzirvesi.com](http://www.etikzirvesi.com)



## TEİD Competition Compliance Workshop – December 4, 2025

The TEİD Competition Compliance Workshop titled “Managing the On-Site Inspection Process” was successfully held for the second time on December 4, 2025, hosted by Kolcuoğlu Demirkan Koçaklı, in response to strong demand.

The workshop featured contributions from Attorney Begüm Biçer İlikay, Partner at Kolcuoğlu Demirkan Koçaklı; Attorney Hakan Erek, Compliance and Risk Manager at Abdi İbrahim; and Neyzar Ünübol, Partner at Kolcuoğlu Demirkan Koçaklı.

During the workshop, participants engaged in a case-based, hands-on exercise focusing on the on-site inspection processes of the Turkish Competition Authority. The session aimed to enhance participants’ understanding of best practices to be followed during inspections, critical steps employees should observe, the evidentiary nature of collected information and documents, and the effective role of internal whistleblowing mechanisms.



Details can be found [here](#).

## Ethics and Reputation Society Celebrates its 15th Anniversary – December 11, 2025

Founded in 2010 with the aim of promoting ethical principles and values in the business world, the Ethics and Reputation Society (TEİD) celebrated its 15th anniversary with a special program attended by its corporate members and

stakeholders.

The celebration highlighted TEID's strong institutional legacy in the fields of ethics, compliance, and reputation, showcasing 15 years of knowledge production, education programs, international summits, panels, and publications, together with the contributions of nearly 240 corporate members.

Held on 11 December 2025 at Villa Bosphorus, the gala evening brought the Society's institutional memory and collective effort to the forefront through the presentation of appreciation plaques to former Chairpersons of the Board.

The succession of TEID Chairpersons, from founding chairperson Ali Rıza Ersoy to Prof. Dr. Metin Çakmakçı, Mehmet Buldurgan, Selçuk Öncer, Asım Barlın, Atty. Ertuğrul Onur, Aslı Ertekin, Menteş Albayrak, and the current Chairperson Atty. Rana Günay Hoffman, served as a reflection of how the Society has grown institutionally over the years.

<https://www.linkedin.com/feed/update/urn:li:activity:7405189933960884224>



TEİD & BCCT Joint Webinar: “From Compliance to Culture: The UK’s New ‘Failure to Prevent Fraud’ Regime” – February 5, 2026

The Failure to Prevent Fraud regulation, which has entered into force in the United Kingdom, represents not merely a new legal obligation for companies, but a fundamental shift in approaches to corporate culture, governance, and proactive risk management.

Moderated by Fikret Sebilcioğlu, Board Member of TEİD and Founder and CEO of Cerebra Forensic & Integrity, the webinar will feature Arzu Cabi, Ethics and Compliance Lead at bp, Elly Proudlock, Partner at Linklaters LLP, and Dr. Johannes Dittrich, Head of Risk Advisory Europe at Linklaters LLP. The speakers will discuss the scope of the new regulation and its implications for companies with connections to Türkiye.

Details can be found here:

<https://www.linkedin.com/feed/update/urn:li:activity:7420467964707110914/>

Video can be watched here:

[https://youtu.be/kSiv8vyJDz8?si=hRTucTiFzVY350\\_P](https://youtu.be/kSiv8vyJDz8?si=hRTucTiFzVY350_P)

TEİD 14th Ordinary General Assembly Meeting – March 26, 2026

The 14th Ordinary General Assembly Meeting of the Ethics and Reputation Society (TEİD) was held on Thursday, March 26, 2026, at the ENKA Performing Arts Center. Following the opening remarks and roll call, the Assembly Council was elected. In line with the meeting agenda, the 2025 Budget Performance Report and the Internal Audit Report were presented to the members. The reports of the Board of Directors and the Board of Auditors were discussed, and the boards were duly discharged upon evaluation.

During the meeting, the draft budget for 2026 was also discussed, put to a vote, and approved.

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## B. Sectoral & Regional Collective Actions

### Aegean Region Working Group Meeting of January 12, 2024

On January 12, 2024, our Aegean region working group got together in İzmir, with around 35 people from 20 different companies and we prepared our action plan for the upcoming year to disseminate our activities in the region.



### TEİD Aegean Region Working Group Event – June 6, 2024

On June 6, 2024, TEİD Aegean Region Working Group event was held, hosted by TEİD corporate member, TARKEM.

The first panel, titled "Sharing Best Practices in Business Ethics and Compliance," featured discussions on good practices in business ethics and compliance. The speakers were Orhan Karamanlı from Aydem Holding and Yeliz Narlı from Bakiöğlü Holding, with Atty. İrem Girenes Yücesoy from Gün + Partners as moderator. The speakers provided valuable insights into the business ethics and compliance policies implemented in their companies and shared their experiences with the participants.

The second panel, titled "Sharing Real-Life Experiences," focused on real-life examples and experiences from the business world. The speakers for this panel were Aslı Ertekin from bp and Atty. Ozgur Ozan Doker from Sofra Compass, with Atty. Sevgi Ünsal Özden from Erdem&Erdem as moderator. The speakers shared examples from their careers and the organizations they work for, providing inspiration to the participants.

The event aimed to promote knowledge and experience-sharing among participants, raising awareness of ethics and reputation management in the business world.

The event ended with a tasting of local meals and a cultural tour of the historical city center of Kemeraltı, Izmir. A total of 70 people attended the event.

Details can be found here: <https://www.teid.org/teid-ege-bolgesi-calisma-grubu-etkinligi/>

#### Impact Investment Summit in İzmir – June 7, 2024

TEİD attended to the Impact Investment Summit taking place in İzmir on June 7, 2024. TEİD was represented by Aslı Ertekin, TEİD Deputy Chairperson of the Board in a special session "Ethics vs. Impact" with Şafak Müderrisgil, Chairperson of the Board to Impact Investing Advisory Board – [EYDK](#)

Details can be found here: <https://www.teid.org/etki-yatirimi-forumunda-teid/>

#### Ankara Regional Roundtable Meeting November 12, 2024

TEİD organized a closed roundtable event with the participation of 50 persons from TEİD Corporate members and TEİD Akademi alumni from Ankara and the Central region of Türkiye. The event was moderated by TEİD Vice Chairperson of the Board Aslı Ertekin and took place on November 12, 2024.

Details can be found [here](#).

During the meeting, moderated by TEİD member organizations in an open and sincere environment, participants shared insights on current practices, needs, challenges, and solutions in the fields of ethics and compliance at intra-company, sectoral, and regional

levels. Additionally, we also had the opportunity to evaluate TEID's expectations and explore collaboration opportunities with TEID stakeholders.

During this Ankara trip, TEID Secretariat representative also had the opportunity to visit the EBRD Ankara office and the Ministry of Industry and Technology, which is the Turkish National Contact Point for the OECD Responsible Business Conduct for planning future collaborations.

TEID Ankara Regional "Business Ethics and Compliance Practices: Real-Life Examples" Panel on December 16, 2024

"Business Ethics and Compliance Practices: Real-Life Examples" event was held in Ankara on December 16, 2024.

The event began with the opening Speech by Aslı Ertekin, Deputy Chairperson of the Board, then Cenk Tuçe from KPMG Türkiye presented results from 2 different researches "Ethics and Compliance in Türkiye" & The Profile of a Fraudster".

We finally had a panel titled "Business Ethics and Compliance Practices: Real-Life Examples" moderated by Atty. Selin Sinem ERCİYAS, TEID Ankara Representative from Gün + Partners. The panelists were Arzu Alici Cabi, from bp, Atty. Burcu Kurtoğlu, from Securitas, Derya Soylu from Statkraft and Serpil Yanık, from Türk Traktör.

A total of 70 persons attended this first ever panel in Ankara.

Details can be found [here](#).

Joint event with PERYÖN to HR professionals – February 18, 2025

At the workshop jointly organized by the PERYÖN Ethics Committee, TEID, and KPMG, HR professionals and ethics and compliance managers came together for a

brainstorming session aimed at fostering synergy between these two functions and enhancing mutual understanding within organizations.

The event served as a platform for the exchange of best practices in ethics and compliance management within the business community, with a particular focus on the sustainability of ethical culture, while also providing participants with the opportunity to share their professional experiences.

Details can be found [here](#).

#### TEİD Ankara Regional Roundtable Meeting – November 20, 2025

The Regional Roundtable Meeting was successfully held on November 20, 2025, hosted by Securitas Headquarters and moderated by Aslı Ertekin, Vice Chairperson of the TEİD Board.

During the meeting, current practices, emerging needs, and regional priorities in the field of ethics and compliance were discussed. Challenges encountered at the organizational, sectoral, and corporate levels were comprehensively evaluated, along with potential solutions.

The meeting also provided a platform to discuss TEİD’s expectations for the upcoming period and to explore opportunities for collaboration with stakeholders.



Details can be found here: <https://teid.org/teid-ankara-bolgesi-yuvarlak-masa-toplantisi-gerceklesti/>

### Participation in TİDEx Talk on Ethics, Compliance, and Reputation

On November 18, 2025, TEİD Vice Chairperson of the Board Aslı Ertekin participated as a speaker in the talk titled “The Conscience of the Organization: The Co-creation of Ethics, Compliance, and Reputation,” organized by the Turkish Institute of Internal Auditing (TİDE).

The video can be watched here: <https://www.youtube.com/watch?v=GVnGNxEtFP4>

### Participation in TÜSMOD Procurement and Supply Chain Management Summit

On November 29, 2025, TEİD Vice Chairperson of the Board Aslı Ertekin participated as a speaker at the Procurement and Supply Chain Management Summit, organized by TÜSMOD.

Details can be found here:

<https://www.linkedin.com/feed/update/urn:li:activity:7401539776123670529>

### TEİD “Corporate Resilience in the Healthcare Sector: Fraud Risks and Prevention Mechanisms” Event – February 18, 2026

On February 18, 2026, TEİD organized the event titled “Corporate Resilience in the Healthcare Sector: Fraud Risks and Prevention Mechanisms,” hosted by PwC Türkiye and jointly organized by the TEİD Healthcare Working Group and the Internal Investigations Working Group.

The event addressed fraud risks and prevention mechanisms in the healthcare sector, with a focus on strengthening corporate resilience through practical insights and sector-specific case discussions.

The programme featured two panel sessions. The first session, “From the Inside Out: Fraud Risk Awareness in Cosmetic Companies,” included contributions from Attorney Hande Karaklah (L’Oréal), Attorney Duygu Beyazo İpek (NSN Law), and Fikret Sebilciođlu, CFE (TEİD Board Member, Cerebra), and was moderated by Attorney Filiz Toprak Esin (TEİD Board Member, Karaduman & Esin).

The second session, “Corporate Immune System: Combating Fraud in Pharmaceutical Companies,” brought together Salih Aksu, CPA, CFE, CCEP-I (AstraZeneca), Attorney Dr. Bilge Aydın Temiz (Vona Law Firm), and Dr. Gkhan Yılmaz, PhD (TEİD Board Member, PwC Trkiye), and was moderated by Attorney Altuđ Ŗzgn (TEİD Board Member, CBC Law).

Details can be found here: <https://teid.org/saglik-sektorunde-kurumsal-dayaniklilik-suistimal-riskleri-ve-onleme-mekanizmalari/>

Ankara Third-Party Risk Management Panel: “Effective Management of Third-Party Ethics and Compliance Risks” – February 23, 2026

The panel titled “Effective Management of Third-Party Ethics and Compliance Risks”, organized by the Ethics and Reputation Society (TEİD), was successfully held on Monday, 23 February 2026, at Ankara Divan Hotel. The event comprehensively addressed the risks arising from third-party relationships in the business world, particularly in the areas of compliance, conflicts of interest, financial exposure, and reputation management. It was emphasized that properly identifying, assessing, and effectively managing such risks constitutes a fundamental component of a robust ethics and compliance program.

During the panel, Aslı Ertekin, Deputy Chairperson of the TEİD Board of Directors (bp), Atilla Tombulođlu from Koluman Holding, and Atty. Ceren Hacialioglu, TEİD Board Member (Sabancı Holding), shared current developments and practical insights with participants. Moderated by Umut Turan from Philip Morris Trkiye, the discussion once

again highlighted the strategic importance of third-party risk management for corporate sustainability and institutional reputation.

Details can be found [here](#).

[TEID Competition Compliance Workshop Successfully Held in Ankara - February 24, 2026](#)

The TEID Competition Compliance Workshop titled “Managing the Dawn Raid Process” was successfully held on Tuesday, 24 February 2026, at Ankara Divan Hotel, with strong participation and active engagement.

The workshop featured distinguished speakers: Atty. Begüm Biçer İlikay (Partner, Kolcuoğlu Demirkan Koçaklı), Atty. Ceren Hacıoğlu (TEID Board Member, Compliance Manager, Sabancı Holding), and Neyzar Ünübol (Partner, Kolcuoğlu Demirkan Koçaklı).

As part of the program, an interactive case study was conducted based on the Turkish Competition Authority’s on-site inspection procedures. Participants gained both theoretical insights and practical guidance on best practices to be followed during dawn raids, critical steps employees should observe, the evidentiary nature of information and documents obtained during inspections, and the effective role of internal whistleblowing mechanisms in such processes.

Details can be found here: <https://teid.org/teid-rekabet-uyum-atolyesi-subat/>

TEİD İzmir Event: “Designing an Ethical Culture: Human Behavior, HR Systems, and Corporate Ethics” – April 13, 2026

On April 13, 2026, TEİD (Ethics and Reputation Society) organized the event titled “Designing an Ethical Culture: Human Behavior, HR Systems, and Corporate Ethics” in İzmir, hosted by Arkas Holding.

The event addressed the multi-dimensional aspects of building and embedding an ethical culture within organizations. As part of the programme, Cenk Tuçe, Associate Partner, Forensic Services at KPMG Türkiye, delivered a presentation evaluating the findings of the TEİD & KPMG Ethics and Compliance Survey.

The panel session, moderated by Filiz İneler, TEİD Board Member and Secretary General of the Board at İnci Holding, featured Serap Manisalı, Chairperson of the PERYÖN Aegean Branch, who shared insights on the relationship between ethical culture and human resources systems.

In the subsequent case study session, Çiğdem Çapa, Senior Human Resources Manager at Arkas Line, and Yeliz Özcesarı, Human Resources Director at Arkas Holding, presented practical examples from their organizations and shared their experiences in implementing ethical culture initiatives.

The event concluded with an interactive discussion enriched by participant contributions, followed by a networking session.

Details can be found [here](#).



## Global Compact Principles: Anti-Corruption

According to World Bank data, the money paid for bribery in the world each year is more than 1 billion dollars. It is a fact that the existent corruption in the world leads to a 20% increase in cost of business in developing countries' economies. Therefore, in order to ward off bribery, private sector and the state should work together as it is a common enemy.

As TEID, we are aware of the importance of this situation for our country and for the world, and we are leading many national and international practices to stop corruption.

## Turkish Integrity Center of Excellence – TICE



Turkish Integrity Center of Excellence (TICE) aims to level the playing field by inclusion of the private sector into combatting corruption.

Businesses seldom have appropriate expertise to implement internationally developed anti-corruption and good governance guidelines and standards. Assessment of improvement is hardly possible due to non-existing coherent data regarding socio-economic effects of corruption on leading sectors of the local economy.

Many companies have some sort of ethical standards but what they don't have is a compliance program to turn those standards into the very basis of their written corporate culture. Consequently, business ethics remain a soft skill for the companies rather than a value and an asset to be measured, reported and effectively managed. Our vision in this project is to create a cultural change in the Turkish Private Sector and train compliance officers who will effectively manage integrity risks for their companies.

TICE is a platform that will impact the Turkish Business both nationally and internationally in increasing its compliance standards.

We do not only act as a point of reference for the private sector companies assisting them to implant the principles of business ethics but we also work closely with the legislator in the pursuit of a socio-economic environment where companies act in compliance with those principles do not lose their competitiveness but gain advantages.

## Education, Trainings and Professional Certification

To produce and deliver courses and online training modules and runs “Ethics and Compliance Professionals Certification Programs” for the education and certification of relevant private sector professionals and produces tools for the use of compliance officers.

In parallel with the Ethics and Compliance Manager Certification Program, which started on November 5, 2016, TEİD was appointed by the Ministry of Labor and Social Security, Turkish Vocational Qualifications Authority to prepare the Occupational Standards of Ethics and Compliance Managers. After being published on the Official Gazette on June 2018, the Ethics and Compliance Profession has now a recognized status as a profession in Turkey.



Turkish Authorities have announced the “National Profession Standards of Ethics and Compliance Manager” Level 6.

The Standards address the role and responsibilities for an Ethics and Compliance Manager. They address requirements, the working environment and conditions, tools and equipment to be used, as well as codes of conduct which must be followed. They also cover measurement, evaluation and documentation systems.

Accordingly, an Ethics and Compliance Manager is responsible for:

- Establishing and implementing ethics and compliance programs, as well as related policies and procedures.
- Identifying roles and responsibilities within the organization.
- Establishing communication mechanisms within the framework of legislation, service procedures, quality requirements, risk management priorities and ethical principles which the organization is subject to.
- Conducting briefings, trainings and awareness studies regarding implementation of the ethics and compliance program.
- Monitoring, reporting and updating the program and keeps track of violations and notifications.

The Professional Standards were prepared by TEİD, the Ethics and Reputation Society, upon delegation by [the Turkish Profession Standardization Institute](#) and published in Official Gazette number 30446 on June 9, 2018. Please see [this link](#) for [full text of the Standards](#).

On July 2021, the draft National Qualification for the ECP have been published on TEİD website and on VQA website. The draft list has also been shared with 35 designated authorities during the review period before the final acceptance process by the VQA.

<https://www.teid.org/etik-ve-uyum-yoneticisi-taslak-yeterlilik-gorus-paylasimi/>



## TEİD Akademi Training Programmes

On January 17, 2024, TEİD Akademi 14th Edition attendees presented their INpracticum works and got graduated from the program.

The total number of TEİD Akademi reached 420 on 14 editions.



On January 24, TEİD has kicked off a new regional training programme in English for Coca-Cola Beverages. The participants to this programme are C-level responsible from several countries where Coca-Cola Beverages have any commercial activities. A total of 64 persons from 10 countries (Azerbaijan, Iraq, Jordan, Kazakhstan, Kyrgyzstan, Pakistan, Tajikistan, Türkiye, Turkmenistan and Uzbekistan) attended a 19-hours long programme of 12 lectures, all held in English.



On March 14, TEİD Akademi kicked off the 15th edition of "Corporate Ethics and Compliance Management" training programme. A total of 51 people will be participating to this 53-hours long training programme, scheduled to end mid-June after the INpracticum thesis presentations.



## TEİD Akademi “Corporate Ethics and Compliance Management” Training Program 15th edition

TEİD Academy 15th Edition "Corporate Ethics and Compliance Management" Training Program online courses ended on Friday April 26, 2024 and the participants graduated on June 13, 2024 after their INpracticum presentations.

TEİD Academy 15th Edition "Corporate Ethics and Compliance Management" training program graduation took place online on June 12 and 13, 2024 with the participation of the trainers. With the addition of TEİD Academy 15th Edition graduates, TEİD Academy Alumni Network has reached 470 graduates.

## TEİD Corporate Training to Anadolu Group internal audit, internal controls departments – September 9, 2024

TEİD board members Fikret Sebilcioğlu and Altuğ Özgün gave a full day training to Anadolu Group internal audit and internal control departments of Anadolu Grubu, Anadolu Efes, Anadolu Isuzu, Anadolu Etap, Anadolu Medical Center, Çelik Motor, Migros Ticaret, Coca-Cola CCI and Adel Kalemcilik.

The training covered topics such as ESG, Sustainability, Ethics, International Regulations, and Compliance Program Elements and Internal Control Mechanisms and Effective Methods to Combat Occupational Fraud.

With the contributions of expert TEİD Academy trainers Fikret Sebilcioğlu and Atty. Kemal Altuğ Özgün, participants gained valuable knowledge on ethics and compliance.

Details can be found [here](#).

## TEİD Akademi 16th Edition – from October 11, 2024, to November 21, 2024 with 46 participants

The 16th Edition of TEİD Akademi - TEİD Academy has become a pre-approved program by the [Society of Corporate Compliance and Ethics](#) (SCCE), one of the most prestigious global organizations in the field of ethics and compliance. TEİD's application to SCCE's Compliance Certification Board (CCB) was approved, and TEİD Academy 16th Edition has been accredited as a training program in line with SCCE's requirements. This process was completed following SCCE's detailed review of the program's content, trainers, and TEİD's activities.

SCCE is a U.S.-based association that has been organizing trainings and events for ethics and compliance professionals for over 20 years. With more than 19,000 members in over 100 countries, SCCE aims to set high standards to support the sustainable success of ethics and compliance programs. Additionally, through the Compliance Certification Board (CCB), it provides professional certification, and the approvals it grants to programs are recognized as an international reference.

This TEİD Academy 16th edition accreditation means that participants completing the program will be eligible to earn Live CCB CEUs (Continuing Education Units) recognized by SCCE\*.

These credits are essential for SCCE alumni to maintain the validity of their certifications. Individuals participating in the TEİD Academy program will have the opportunity to extend the validity of their certifications.

[AstraZeneca Global Ethics Day Celebration on October 17, 2024](#)

TEİD Corporate Member organized a mid-day event within their premises to celebrate the Corporate Compliance and Ethics Day within their organization. TEİD Audit Committee Member, Oytun Önder from KPMG was invited to the event as keynote speaker together with Neslihan Yakal and Bahar Karacar. The opening speech of this event was held by AstraZeneca Türkiye General Manager with the highlight of business ethics importance in the company's way of doing business.

Details can be found [here](#).

[TEİD Akademi & Anadolu Grubu "Ethics Ambassadors" Training Program](#) took place from February 4, 2025 to February 14, 2025.

The "Ethics Ambassadors" Training Program, especially designed by TEİD Akademi for Anadolu Group employees had a total of 47 participants from eight different sectors in which Anadolu Group operates with a training in ethics and compliance management.

With the contribution from 7 expert trainers from TEID Akademi, this program aims to convey the importance and applicability of ethical principles and values in the business world to participants.

Details can be found [here](#).

[TEID Akademi 17th Edition from March 20, 2025 to May 9, 2025](#)

The 17th edition of TEID Academy "Corporate Ethics and Compliance Management" training program lectures started online on March 20, 2025 and ended on May 9, 2025. After the INpracticum preparation period, the attendees presented their thesis and graduated on June 18, 2025.

The TEID Akademi "Corporate Ethics and Compliance Management" training program 17th Edition graduation ceremony was held online on June 17–18, 2025, with the participation of the program's lecturers. With the addition of the 17th Edition graduates, the TEID Akademi Alumni Network has surpassed 560 members!

[TEID Academy's 16th 17th and 18th Editions Accredited as a Pre-Approved Program by SCCE](#)

The 18th Edition of TEID Academy has been accredited as a pre-approved training program by the Society of Corporate Compliance and Ethics (SCCE), one of the most respected global organizations in the field of ethics and compliance. The program has qualified for accreditation based on its alignment with the standards and requirements set forth by SCCE.

SCCE is a U.S.-based international association that has been active for over 20 years and has more than 19,000 members across over 100 countries. It provides training,

events, and certification services for ethics and compliance professionals, aiming to support the sustainable success of compliance programs and promote high-quality standards in the field. SCCE also administers professional certification processes through the Compliance Certification Board (CCB), and its approved programs are recognized as valid international references.

Thanks to this accreditation, individuals who complete the 18th Term of TEİD Academy are eligible to earn Live CCB Continuing Education Units (CEUs) recognized by SCCE. These CEUs are required for professionals who hold SCCE certifications in order to maintain the validity of their credentials.

The Compliance Certification Board (CCB) has pre-approved this program for a maximum of 51.6 Live CCB CEUs, based on individual participation records. Education credits are granted in accordance with each participant's actual time of attendance. This pre-approval does not imply endorsement of the content or the event sponsor by the CCB.

#### [TEİD Akademi Alumni Gathering – September 11, 2025](#)

Graduates of TEİD Academy's "Corporate Ethics and Compliance Management" program came together on September 11 at İTO Cemile Sultan Grove for a special gathering. The event began with a welcome address by Rana Hoffman, TEİD Chairperson of the Board. It was also an occasion to acknowledge Compliance Officer Day, to be officially celebrated on September 26.

The panel was moderated by Büşra Karakurt Keskiner, Ethics and Compliance Manager at TAV Airports Holding and TEİD Academy's 3rd Edition graduate. The panelists were Atilla Tombuloglu, Director of Internal Audit, Corporate Risk and Compliance at Koluman Holding and TEİD Academy's 16th Edition graduate, Nilay KIRLI, Manager of Management Systems, Risk and Compliance at OPET Fuchs and TEİD Academy's 10th

Edition graduate, and Atty. Yiğitcan Bozoğlu, Chief Legal and Compliance Counsel and Deputy Head of People and Culture at Aras Kargo and TEİD Academy's 14th Edition graduate. The panel discussion covered the role of ethical culture in risk management, the definition of an “ethics and compliance leader,” and the impact of the TEİD Academy experience on their careers.

The event continued with a networking session, where alumni from different cohorts and trainers came together to exchange experiences. Since 2016, TEİD Academy has completed 17 edition with more than 560 alumni and over 80 trainers, building a strong and growing community and continuing to lead efforts to establish ethics and compliance as an independent profession in Türkiye.

Details can be found [here](#).

The highlight of the event was the panel titled “Ethical Culture, Risk Management and Future Directions”.

Throughout the panel, participants discussed the role of ethics and compliance culture in the business world in depth. Key topics included the effectiveness of training programs, the integration of ethics and compliance into human resources processes, management’s perspective on compliance, the dissemination of ethical culture across different cities and business models, ensuring compliance within supply chains, and the impact of artificial intelligence and digital transformation on the profession in the coming years. Panelists also shared good practice examples from recent projects implemented in their organizations, addressing challenges encountered and solutions developed. Participants emphasized that the knowledge and experience gained through TEİD Academy have significantly shaped their professional careers.

[Click for details.](#)



[TEİD Academy 18th Edition from September 24, 2025, to October 23, 2025](#)

The 18th edition of TEİD Academy "Corporate Ethics and Compliance Management" training program started online on September 24, 2025. The 18th edition of TEİD Academy's Corporate Ethics and Compliance Management Training Program concluded with an online graduation ceremony held on 7–8 January 2026 with the participation of the program's trainers. With this edition, the number of members in the TEİD Academy Alumni Network has reached 600.

[TEİD Academy 19th Edition from April 1, 2026, to June 25, 2026](#)

The 19th edition of TEİD Academy "Corporate Ethics and Compliance Management" training program started online on April 1, 2026.

The 19th edition of TEİD Academy's Corporate Ethics and Compliance Management Training Program has 42 attendants. The program lectures will end on May 8<sup>th</sup>, 2026 and the graduation will take place on June 25, 2026.

TEİD Contribution to Votorantim Cimentos Türkiye Compliance Day – December 3, 2025

Within the scope of its collaboration with Votorantim Cimentos Türkiye, TEİD (Ethics and Reputation Society) participated in the Compliance Day meeting held on December 3, 2025.

The meeting addressed the role of ethics and compliance programmes as an integral part of corporate culture and business practices, extending beyond a rules-based approach. During the session, Fikret Sebilcioğlu, TEİD Board Member (CFE), emphasized the critical importance of ethical conduct, transparency, and corporate reputation in the business world.

<https://www.linkedin.com/feed/update/urn:li:activity:7410203821794287616>

TEİD Akademi Fireside Chat – March 16, 2026

As part of the TEİD Academy, a fireside chat was held on March 16, 2026, with the participation of Vanessa Hans from the Basel Institute and Atty. Banu Özyalçın, Board Member of TEİD. During the session, key questions were addressed, including what collective action is, why it is relevant for companies that already have ethics and compliance programs in place, and how organizations can engage in collective action initiatives. The event provided participants with a comprehensive exchange of knowledge and insights on the topic.

<https://www.linkedin.com/feed/update/urn:li:activity:7445016577206370304>

## Communications and Publications

To create stakeholder engagement, TEİD strategize and execute the communications plan and do event management for higher visibility and effective communications. Since 2020, TEİD publishes every year a calendar with important dates in matters of ethics and compliance in order to help its corporate members or any ethics and compliance professional to organize awareness-raising events around ethics, integrity and compliance principles. The 2022 can be found [here](#).

TEİD has also a very active social media pages with contents in Turkish with TEİD name and in English with TICE company pages on LinkedIn. Every ethics and compliance officer can follow TEİD events, reports, publications and have some recommendations and communications tools for internal communication purposes.

TEİD LinkedIn page: <https://www.linkedin.com/company/teid-etik-ve-itibar-dernegi-ethics-and-reputation-society->

TICE LinkedIn page: <https://www.linkedin.com/company/turkish-integrity-center-of-excellence---tice>

Communication campaign organized on September 26, Compliance Officer Day with specially designed key visuals: <https://www.teid.org/compliance-officer-day/>

### Data Collection, Research and Surveys

“The Profile of a Fraudster” 2024 Research Results Launch & Discussion Panel in collaboration with KPMG Türkiye November 20, 2024

During the Fraud Awareness Week, TEİD launched “The Profile of a Fraudster” research for Türkiye in 2024, this research results presentation was also followed by a discussion panel where Av. Burcu Acarer from PepsiCo, İbrahim Şahin from Anadolu Group Holding, and Merve Gündoğar from Mey Diageo had reflected on the results and

shared their own experiences on corporate fraud awareness methods. Around 100 persons attended the event held in KPMG office on November 20, 2024.

Details can be found [here](#).

Report can be found [here](#).

#### PwC Türkiye & TEİD Fraud Survey Launch – November 25, 2025

The presentation and evaluation panel of the PwC Türkiye & TEİD Fraud Survey, conducted in collaboration between TEİD and PwC Türkiye, was held on 25 November 2025 at PwC Türkiye's Galataport Office.

The event began with a report presentation delivered by Dr. Gökhan Yılmaz (Partner, PwC Türkiye & TEİD Board Member & Co-Leader of the Internal Investigations Working Group). Drawing on data collected from numerous organizations across Türkiye, the presentation provided participants with a detailed overview of the current landscape of corporate fraud cases and emerging risk patterns.

Following the presentation, an evaluation/discussion panel was held under the moderation of Dr. Gökhan Yılmaz (Partner, PwC Türkiye & TEİD Board Member & Co-Leader of the Internal Investigations Working Group). During the panel, Fikret Sebilcioğlu (Managing Partner, Cerebra Fraud, Forensic and Compliance Services & TEİD Board Member and Leader of the Internal Investigations Working Group), Av. Tuba Pekin (Global Legal and Compliance Director, Mavi), Tülin Önsoy Sağlık (Compliance Director for Türkiye and the Middle East, Bosch & TEİD Board Member and Member of the Internal Investigations Working Group), and Umut Hoşgör (Internal Audit, Compliance and Risk Management Director & Executive Committee Member,

Unifree Duty Free) discussed the sectoral implications of the survey findings, offering insights grounded in their corporate experience and current business practices.

Details can be found here: <https://teid.org/pwc-turkiye-teid-suistimal-arastirmasi-lansmani-gerceklesti/>

## INbooks

INbooks are complimentary books for our members and stakeholders about business ethics, ethics and compliance management, anti-corruption etc. They are prepared to increase the awareness about these topics and as a contribution to Turkish literature. Details can be found [here](#).

Our INbook collection:

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

## INmagazine

TEID is the publisher for Turkey's first and only business ethics quarterly published magazine, called INmagazine.

INmagazine, is the first business ethics, compliance and integrity themed magazine, a quarterly published in Turkey. So far, 41 INmagazines are published including more than 1000 articles of more than 200 authors. INmagazine can also be read online. INmagazine all issues can be found [here](#). INmagazine is also available via Press Reader and JooMag.

TEID also publishes online blog articles via [Etikblog](#), TEID's blog page.

## INguide

Our series of guides to guide Ethics and Compliance managers in their daily lives; We published a total of 22 guides, details can be found [here](#).

1. Ethics Reporting Guideline,
2. Ethics Committee Guideline,
3. Collective Action Guideline,
4. Whistleblowing and Retaliation Guideline,
5. Gift and Hospitality Policy Guideline,
6. Ethics Management for SMEs Guideline,
7. Cyber Compliance Guideline,
8. Managing Conflict of Interests Guideline,
9. Social Media and Ethics Guideline,
10. Ethics Culture Guideline,
11. Competition Law and Ethics Guideline,
12. Data Protection Regulation Compliance Program Guideline,
13. Internal Investigations Guideline,
14. Sponsorships and Donations Guideline,
15. Third-Party Related ABAC Risks Management for MNCs Guideline,
16. Anti-Bribery and Anti-Corruption Guide: Handbook for Business Partners / Third-Party Companies,
17. Turkish translation of CIPE's "A Guide for Companies in Emerging Markets: Strengthening Ethical Conduct & Business Integrity" Guideline,
18. TEİD Regulation Development and Activation Working Group Inventory of Turkish Regulations on Anti-Corruption and Anti-Bribery
19. U.S. Department of Justice Criminal Division Evaluation of Corporate Compliance Programs (Updated June 2020) Unofficial Turkish Translation by TEİD
20. Comparative Framework of Personal Data Regulations of Turkey, EU, China and California
21. Case Study Book no. 1
22. Case Study Book no. 2

## Advocacy

To facilitate collective actions, to create a point of leverage before the regulators, to affect regulatory change in combatting with corruption and effective management of integrity risks, to enhance the commitment of the private sector with a strong advocacy program and to become a point of reference for business ethics and compliance related matters.

### OECD Phase 4 Evaluation of Turkey Roundtable January 13, 2024

On January 13, 2024, TEİD has been invited to the OECD Phase 4 Evaluation of Türkiye discussions. A committee of independent observers from USA and Costa Rica + experts from OECD Paris Secretariat had around 20 roundtables with Turkish representatives. TEİD Audit Committee Member Oytun Önder attended the roundtable with independent auditors on Jan 12, TEİD Board Member Altuğ Özgün attended the roundtable with academicians and attorneys and finally Rana Hoffman (TEİD Deputy Chairperson of the Board), Fikret Sebilcioğlu (TEİD Board member), Neslihan Yakal (TEİD Secretary General) and Bahar Karacar (TEİD Project and Trainings Coordinator) represented TEİD on the roundtable with business-oriented NGOs roundtable together with TÜSİAD and other sectoral associations (such as the defense sector or the constructors association). TEİD had the opportunity to share its efforts on leveling the playing field in the private sector via collective action initiatives, share the tools developed for business integrity and also give details on the capacity building via TEİD Akademi conducted since 2016.

On January 22, TEİD secretariat visited in Ankara the Turkish Ministry of Justice regarding the OECD Phase 4 Evaluation of Türkiye process together with TEİD Board member Banu Özyalçın. The same day, we also have visited the Ministry on Industry and Technology, the OECD Turkey [National Contact Point \(for the OECD Responsible Business Conduct Guideline\)](#).

On February 27, TEİD held a webinar for the launch of the Turkish translation of the OECD Guidelines for Responsible Business Conduct for Multinational Enterprises" and introduction to the OECD Turkey National Contact Point. A total of 92 people attended to the webinar live, the recording to the webinar is available on TEİD YouTube channel. Link to the webinar: <https://youtu.be/SnpmdOXweB4?si=0IEfSlnJaGErg-cV>

Opening Speech:

Zergül Özbilgiç, Deputy Director General, Investment Incentives Implementation and Foreign Capital General Directorate, Ministry of Industry and Technology of the Republic of Türkiye.

Speaker:

Onur Ataoglu, Head of Department, Investment Incentives Implementation and Foreign Capital General Directorate, Ministry of Industry and Technology of the Republic of Türkiye.

Moderator:

Atty. Banu Özyalçın, TEİD Board member and Regional Compliance Director at Siemens



## 5th International Collective Action Conference: Putting Business Integrity on the Global Agenda – June 24 and 25, 2024

The International Anti-Corruption Collective Action Conference was held on June 24-25, 2024, in Basel, Switzerland. The conference focused on strengthening global efforts to combat corruption through collective action. It included discussions, group work, and concluded with the prestigious International Anti-Corruption Collective Action Awards. TEİD Project and Training Coordinator Dr. Bahar Karacar participated in the event and shared TEİD's achievements in Türkiye on the exhibitors hall.

Details can be found [here](#) and [here](#).

## Diversity and Inclusion in the Private Sector

TEİD has decided to prioritize the topic of inclusion and inclusion by establishing a working group. The working group had its first workshop in January 17, 2020.

### TEİD Diversity & Inclusion Working Group Webinar: "Is a Parent-Friendly Company Possible?" – May 30, 2024

Webinar titled "Is a Parent-Friendly Company Possible?" was held on May 30, 2024.

#### Speakers:

- Arzu Alici Cabi, CPA, bp
- Emirhan Deniz Çelebi, Unilever
- Fikret Baltaoğlu, Expanscience
- Ulfet Baykent Uysal, Mey Diageo

#### Working Group Leaders:

- Atty. Filiz Toprak Esin, TEİD Diversity and Inclusion Group Leader, Karaduman & Esin Law Firm
- Atty. Tuğba Doğru Barutçuoğlu, TEİD Board Member, TEİD Diversity and Inclusion Group Leader, Mey Diageo

For detailed information: <https://www.teid.org/ebeveyn-dostu-sirket-mumkun-mu/>

Video recording can be watched from TEİD YouTube channel: [https://youtu.be/Xz2fKN\\_VFQw?si=G7KUCbaADZsvj\\_8T](https://youtu.be/Xz2fKN_VFQw?si=G7KUCbaADZsvj_8T)

A total of 90 people attended the webinar live.

Webinar “Equity in the Business World: Best Practices and Inspiring Stories” - March 7, 2025

Companies and institutions sensitive to gender equity are key drivers of economic development and sustainability.

On the path toward gender equity, sharing diverse perspectives and experiences foster the development of more effective solutions in the business world. This webinar allowed our speakers to deep dive through private sector’s examples on DEI to inspire others.

Panelists:

Filiz Yavuz Diren, General Manager, Philip Morris Türkiye

Atty. Filiz Toprak Esin, Co-Founder, Karaduman & Esin Law Office; Leader of the TEİD Diversity & Inclusion Working Group

Murat Koç, Vice President and General Manager, Barilla Türkiye; Board Member and Secretary General, LEAD Network Türkiye

Moderator:

Atty. Tuğba Doğru Barutçuoğlu, Legal and Regulatory Director, Diageo Türkiye; TEİD Board Member; Leader of the TEİD Diversity & Inclusion Group

Details can be found [here](#).

## TEİD Webinar on Equal Opportunities and Inclusive Career Development<sup>1</sup> - March 13, 2026

On March 13, 2026, the TEİD Diversity and Inclusion Working Group organized a webinar titled “Equal Opportunities: Overcoming Barriers in the Career Journey,” held online.

Launched in connection with International Women’s Day (March 8), the event addressed the concept of equal opportunities not only from the perspective of workforce participation, but also in terms of career development and inclusive corporate culture. The session explored approaches to strengthening equal opportunities in the business world, challenges encountered throughout career journeys, and best practice examples for overcoming such barriers.

The webinar featured Attorney Meltem Azbazdar (Diageo) and Attorney Seçkin Savaşer (Goodyear) as speakers. The session was co-moderated by Arzu Alici Cabi, CPA, MSc (bp; Leader of the TEİD Diversity and Inclusion Working Group), and Attorney Filiz Toprak Esin (Karaduman & Esin; Leader of the TEİD Diversity and Inclusion Working Group; Member of the TEİD Audit Committee).

The event provided a valuable platform for raising awareness on diversity and inclusion in the business world and for promoting equal opportunities through the exchange of knowledge and experience.

Details can be found here: <https://teid.org/firsat-esitligi-kariyer-yolculugunda-engelleri-asmak-webinari-gerceklestirildi/>

Video can be watched here: <https://www.youtube.com/watch?v=QiBE1MONEsg>

## “Next Gen Ethical Leaders” Project

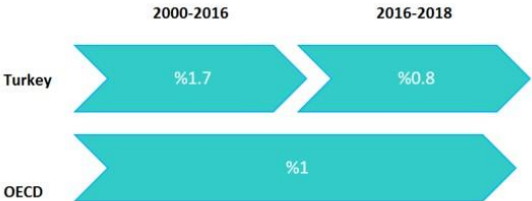
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<sup>1</sup> Part of CIPE Phase 9

As Ethics and Reputation Society (TEİD), besides focusing on business ethics, creating and sustaining ethical society culture is one of our most important objectives.

If we look at Turkey's labor force, it is around 30.5 million people, which makes Turkey the 3rd largest labor force market in Europe. Young population is an important contributor to labor force growth and has boosted the country's rank over its competitors. Turkey has posted the largest labor force growth in relation to EU countries.

**Annual Average Increase in Labor Productivity (%)**

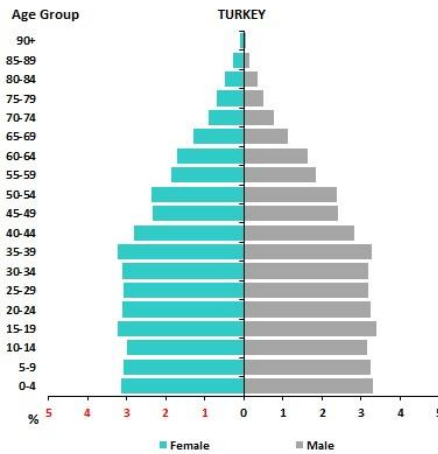


The growth in the number of universities has allowed Turkey to graduate a larger number of students, which in turn, has enabled Turkey to transform its young population and large labor force into a skilled workforce.

Turkey's characteristics:

- More than 6.7 million students are enrolled in tertiary education
- Approximately 800,000 students graduate from universities every year
- World-class engineering education

Turkey, with half of its population under the age of 31 in 2016, has the largest youth population when compared with countries in the EU. In the past decade, Turkey's age-dependency ratio has continued its downward trend.



Source: OECD, World Bank, [ISPAT](#), TurkStat

With **“Next Gen Ethical Leaders”** project, TEİD is aiming youth to increase awareness on ethical values and to incorporate those values before entering the labor market. The earlier youth get aware and adopt ethical values, the more they will tend to take ethical decisions as individuals, as future parents, as employees, as managers and leaders.

TEİD’s focus on youth has started in 2014 with Mustafa Saffet Anatolian High School, which later became the very first public high school with an ethical code in Turkey.

What brought us together was the students’ research, in order to improve their fictive Entrepreneurship Club companies. They had discovered that, in order to make their business sustainable, they should adopt an ethical management. While searching a reference institution to be guided on this matter, they realized that most of the Turkish leading companies were TEİD corporate members, so they have contacted TEİD and have started to work together since then. Once we had a general information session on business ethics, students prepared their club companies code of ethics. As they understood the importance of these values, they decided to adopt the same approach for their school itself.

This very first experience has also been a prototype which guided us to create the roadmap of our project with the **“Today’s Youth is Tomorrow’s Leaders”** motto. **Our aim is to increase the awareness of ethics by the young generation and contribute to the raise of responsible individuals and leaders for the future.**

The main objective of the project is to **create a behavioral change of the young generation** so that their ethical decision mechanism functions as a natural will. This is only possible by internalization of the ethical values.

Parallel to that objective, students create an ethics committee with the elected representatives. They revealed their own ethical values during a first “Ethical Values Workshop” where the attendance was only limited to the students and TEİD representatives in order to break the hierarchical chain between the students and administration/teachers. The refined values were gathered under the title “Code of Ethics” and announced/promoted within the school.

The adventure of MSAL (Mustafa Saffet Anadolu Lisesi) continues with the creation of a hotline within their school as a next step to the code of ethics and an ethics committee.

On the other hand, recognizing the ethical problems, resolving those problems and finding a communication strategy, award mechanisms and all kind of similar subjects were released to the students’ choices, goodwill and imagination.

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, TEİD 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, TEİD continues its work in schools for young people aged between 15 and 19 to internalize ethical principles. At the same time, TEİD, 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”.

#### TEİD “Next Gen Ethical Leaders” – GBEV GençBizz E-Talks

TEİD attended to Genç Başarı – Junior Achievement Fondation webinar on business ethics where high school students belonging to entrepreneurship clubs attended. TEİD was represented by Gonca Ak, from Bosch Türkiye, also a TEİD Akademi graduate.

Details can be found here: <https://www.teid.org/gbev-gencbizz-e-talks/>

TEİD "Next Gen Ethical Leaders" – Darüşşafaka High School – May 2, 2024

TEİD Secretary General Neslihan Yakal met with Darüşşafaka High School students on May 2nd as part of "Entrepreneurship" lecture.

Ms. Yakal introduced TEİD to the students and gave some information about business ethics, corporate culture, and reputation. Emphasizing the importance and benefits of these concepts in professional life, she highlighted their significance both in our country and globally. At the end of the presentation, Yakal answered questions from students.

Details can be found here: <https://www.teid.org/teid-darussafaka-lisesi-girisimcilik-dersi/>

TEİD "Next Gen Ethical Leaders" – Maltepe University – May 3, 2024

TEİD Corporate Communication Specialist Özge Özbayhan spoke on the topic "Shaping the Future of Advertising in the Digital Age with Ethical Principles" at the AD O'clock event organized by Maltepe University Communication Faculty students.

Details can be found [here](#).



TEİD "Next Gen Ethical Leaders" – Sezin High School 5<sup>th</sup> Ethics Summit – May 7, 2024

As part of TEİD's "Next Gen Ethical Leaders" project, we organized the "5th Sezin Ethics Summit" in collaboration with Özel Sezin High School. The summit took place on May 7, 2024, under the main theme of "Ethical Culture" and witnessed the enthusiastic participation of students from various schools.

The opening speeches were delivered by Ethics Club President Ekin Ateş, School Principal BAHADIR OZKAN, TEID Secretary General Neslihan Yakal, and Erol Bilecik. Students listened to Doç. Dr. Pinar Aslan on "Popular Culture and Consumption," Prof. Dr. Meltem Vatan on "Cultural Heritage," and Nihan Özcan on "Ethical Management and Leadership." Following these sessions, the students wrote their own manifestos on the discussed topics. The summit concluded with a speech by Didem Ozcumali, High School Deputy Principal and Head of the Social Sciences Department.

Details can be found here: <https://www.teid.org/v-sezin-etik-zirvesi/>

Eyüboğlu High School Summit on Ethics and Sustainability October 18, 2024

TEİD attended to Eyüboğlu High School Summit on Ethics and Sustainability where students from IB presented their projects on ethics and sustainability. At the end of the event, TEİD Secretary General Neslihan Yakal gave details about TEİD and TEİD Project and Trainings Coordinator Bahar Karacar on TEİD's "Next Gen Ethical Leaders" project. A total of 500 students attended this summit.

Details can be found [here](#).

TEİD & Eyüboğlu "Ethics" Certification Programme - April 10, 2025 to May 22, 2025

As part of TEİD's "Next Gen Ethical Leaders" project, TEİD organized an "Ethics" Certificate Programme for Eyuboglu Egitim Kurumlari students of 11th grade.

Designed for high school students, the program offered a comprehensive curriculum ranging from the foundations of ethical thinking to AI ethics, and from ethical principles in the business world to diversity and inclusion practices. We extend our sincere thanks to the professionals who contributed their expertise to the program: Elif Gizem Şahan and Gamze Kanımdan from Eyüboğlu's faculty, TEID Board Member and Managing Partner at CBC Law, Atty. Kemal Altuğ Özgün, EtiKnow Founder Esra Özak Oyman, Dr. Basak Ozan Özparlak from Özyeğin University, and Siemens Türkiye Talent Management and Recruitment Manager, Human & Organization, Esra Çapraz.

This meaningful program aimed to foster students' critical thinking skills, raise ethical awareness, and prepare them for the future with a value-driven perspective—building ethical leadership from an early age.

TEİD Board Member and CBC Law Managing Partner Kemal Altuğ Özgün met with students to deliver a presentation titled "Ethical Leadership and Decision-Making" for the opening session on April 17, 2025.

The programme had 5 different lectures by business ethics professionals :

- Individual Ethical Values
- Ethical Leadership, ethical values, leadership, and decision-making processes
- AI & Ethics
- Corporate DEI Practices
- Business Ethics & Integrity

A total of 135 students attended this certification programme, and around 35 were eligible to receive the programme-end certificate.

Details can be found [here](#).

## VI. Sezin Ethics Summit – May 6, 2025

As part of TEİD's "Next Gen Ethical Leaders" project, the VI Sezin Ethics Summit was held on May 6, 2025, in collaboration with Özel Sezin High School, under the main theme of "Sustainability in Social Life." The opening speech was delivered by Emine Erdem, Vice President of the Executive Board at TÜRKONFED. The summit also featured valuable contributions from Saydun Gökşin, Dr. Serap Çakıcı Alparslan, Av. Zafer İşeri, Psk. Tuğçe Sezer Bal, and Psk. Emine Özan, who shared their insights on the topic. During the summit, discussions focused on communication in social life, justice and equal opportunity, and rights of living beings. Participating students wrote manifestos on these themes, expressing their

ethical awareness and contributing to the vision of a more just, compassionate, and sustainable society of the future.

Details can be found [here](#).



#### GençBizz E-Talks event series organized by Genç Başarı Eğitim Vakfı – May 15, 2025

Gonca Ak Compliance Manager at Bosch, TEİD Corporate Member, delivered a session titled “Ethics and Compliance” on Thursday, May 15, as part of the GençBizz E-Talks event series organized by Genç Başarı Eğitim Vakfı. In this session, Gonca Ak engaged with young participants to discuss the impact of business ethics on individual behaviors and organizational structures, addressed common ethical dilemmas, and explored possible approaches to resolving them. Additionally, the session featured a comprehensive and inspiring conversation on how to build a ethics-based culture of compliance.

Details can be found [here](#).

#### ACTECON Career Workshop – November 18, 2025

ACTECON holds a career workshop each year for university students. On this year’s edition, TEİD was invited as guest speaker to present the ethics & compliance profession and the career path on November 18,2025.

In the session focusing on ethics and compliance, TEİD Secretary General Neslihan Yakal and Project and Training Coordinator Dr. Bahar Karacar shared insights on corporate ethics and compliance management, as well as TEİD’s ongoing work in this field.

Details can be found [here](#).

## TEİD “Ethics” Certificate Programme for High School Students – Second Edition

The second iteration of the TEİD Ethics Certificate Programme, implemented in collaboration with Eyüboğlu Educational Institutions for 11th grade high school students, commenced with its first lecture held on December 25, 2025.

As part of the programme, Atty. Kemal Altuğ Özgün, TEİD Board Member, delivered a session titled “Ethical Leadership and Decision-Making”, engaging with students on key principles and practical approaches.

The course titled “Diversity and Inclusion in the Business World,” held on 5 February 2026, was successfully completed with presentations delivered by TEİD Board Members Atty. Filiz Toprak Esin and Atty. Tuğba Doğru Barutçuoğlu.

As part of the program, the third session titled “Ethics in Business / Ethics in Production and Consumption,” held on 12 February 2026, was delivered with the contribution of Gonca Ak CAMS, CICP from Bosch, a Corporate Member of TEİD.

As part of the program, the final session titled “The Magical World of Competition,” held on March 12, 2026, was delivered with the valuable contribution of Dr. Fevzi Toksoy, Chairperson of the TEİD Training Committee and Founding Partner of ACTECON.



## TEİD Academy Next Gen Programme – 3rd Edition

As part of TEİD’s “Next Gen Ethical Leaders” initiative, the TEİD Academy Next Gen Programme (3rd Edition) was launched on February 17, 2026.

The programme brought together 36 participants from 22 universities across Türkiye and was delivered as a 16-hour training programme comprising both online and in-person sessions. It

aimed to enhance participants' competencies in ethics, compliance, and responsible leadership, while fostering engagement with professionals in the field.

The curriculum covered a range of key topics, including Introduction to Ethics and Compliance, Ethical Leadership and Decision-Making, Business Ethics Practices, Sustainability and Ethics, Corporate Governance and Compliance, and Case Studies in Ethics and Compliance.

The programme was successfully completed with its final session held on March 6, 2026. A total of 11 attendees graduated from the programme.

Details can be found here: <https://teidakademi.com/index.php/2026/01/22/teid-academy-next-gen-3-donemi/>

### TEİD “Ethical and Responsible Leadership” Certificate Programme Session for High School Students – March 2026

As part of the “Ethical and Responsible Leadership Certificate Programme” conducted in collaboration between TEİD and Darüşşafaka Educational Institutions, a session titled “Business Ethics Practices” was held on February 25. The session featured Attorney Altuğ Özgün, TEİD Board Member, as the speaker.

The second session featured Gonca Ak, CAMS, CICP (Bosch), representing a TEİD corporate member, as the speaker. Discussions focused on the integration of ethical principles into corporate structures and the practical challenges encountered in implementing business ethics in the workplace.

The third session titled “Sustainability and Ethics” was held on March 11, featured Filiz İneler, TEİD Board Member, as the speaker.





## Panel held at the Galatasaray University - “Ethics and Compliance for Lawyers: An Universal Career Opportunity” – March 9, 2026

A panel titled “Ethics and Compliance for Lawyers: An Universal Career Opportunity” was held at Galatasaray University on March 9, 2026.

The panel, organized for students of the Galatasaray University Faculty of Law, addressed the growing importance of the ethics and compliance field in recent years. Discussions focused on the career opportunities this field offers to legal professionals, the role of ethics and compliance functions within companies, the relationship between legal education and ethics and compliance practices, and the emerging professional opportunities for young lawyers.

During the event, Atty. Rana Hoffman, Chairperson of the Board of the Ethics and Reputation Society (TEID), Atty. Filiz Toprak Esin, Member of the TEID Board of Auditors, and Atty. Gökçe Serez from Esin Attorney Partnership, a TEID Corporate Member, shared their career experiences as Galatasaray University law graduates and reflected on the development of the ethics and compliance field as well as the opportunities it offers to legal professionals. Neslihan Yakal, Secretary General of TEID, also informed participants about the association’s vision, its activities in the field of ethics and compliance, and its initiatives aimed at young professionals.

<https://teid.org/hukukcular-icin-etik-ve-uyum-evrensel-bir-kariyer-opsiyonu-paneli/>



### TEİD Participation in Özyeğin University Event

On April 8, 2026, TEİD Board Member Oytun Önder participated as a speaker, representing TEİD, at the event titled “Easy Money or Complicity?”, held at Özyeğin University. The other speakers of the event were event speakers, Dr. Alev Özeroğlu and Dr. Evrim Kerman, and the moderator, Dr. Başak Ozan Özparlak.



### SUMMARY

Since 2024, TEİD has reached 240 corporate members; including Turkey’s biggest companies willing to develop their own compliance teams & programs, promote the same approach throughout their third parties. Together with new members, TEİD ecosystem represents 2,5 million employees. A shift on ethics and compliance requirements from those leading

companies had a positive impact on TICE activities, where resources have been disseminated widely among business partners of those companies.

The significant increase of TEİD corporate members also shows the bigger interest shown in the Turkish private sector for a change for more fair market conditions and Turkish leading companies are also leading the paradigm shift regarding this by becoming TEİD members but also by using TEİD tools such as the generic due diligence set, the publications and also by taking TEİD corporate trainings or by sending their own ECP to TEİD Akademi trainings.

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

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

There are now more than 600 certified ethics and compliance managers, a well-known and reputable certification program on E&C management with an outstanding number of graduates and trainers. In addition, there is also a program suitable for the ECPs of the future. The E&C function and department are now set as unconditional key function of companies.

Finally, TICE also worked for the future with TEİD Academy Next Gen training program, where the ethics and compliance practitioners of the future had access to a training with a high-level ethics and compliance knowledge. This will allow to TICE to have a mid/long-term positive impact on the Turkish private sector for clean market conditions. A wider behavioral change for clean business conduct will be observed in the upcoming years when those graduates will be part of the Turkish private sector.

TEİD Akademi Next Gen and TEİD's Next Gen Ethical Leaders projects have a mid/long-term impact in the Turkish society to disseminate ethical values and ethical decision making in the future.