Etik ve İtibar Derneği
Ethics & Reputation Society



Ethics & Reputation Society

2026

As Ethics and Reputation Society, we shall declare that

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

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

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

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

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

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

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

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

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

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

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

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

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

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

About TEID

Founded in 2010 with the aim of promoting business ethics and compliance standards in Turkey, the **Ethics and Reputation Society (TEID)** aims to strengthen ethics and reputation in the business world with nearly 250 leading corporate members. TEID seeks to make business ethics an integral part of companies' written cultures, to raise stakeholders' awareness of ethics and compliance risk management, and to ensure its members have access to the latest knowledge and best practices in this area.

TEID's members consist of leading domestic and foreign capital companies that provide employment to nearly **2,500,000 people** and represent **17% of Turkey's Gross National Product.**

The association works in compliance with international standards such as the **United Nations Global Compact** and **OECD Anti-Bribery Conventions**, aiming to make high ethical principles an inseparable part of companies' business cultures. TEID prioritizes values such as integrity, transparency, and accountability in the business world and offers its members and stakeholders national and international events, resources, research, training programs, guidance activities, and projects to promote business ethics.

Mission

Its mission is to increase the awareness of stakeholders regarding ethics and compliance risk management, while providing its members with access to the most up-to-date information and best practices in this area.

Vision

Its vision is to establish an institutional culture where ethics, compliance, and reputation are at the core, becoming a fundamental element of a law-based and sustainable economic order.

Values

- **Transparency:** To be open and understandable in business processes.
- **Fairness:** To provide equal and fair treatment to all stakeholders.
- **Responsibility:** To fulfill duties related to ethics and compliance management.
- **Accountability:** To openly share the results of its activities and take responsibility for them.

Activities:

- Providing content on various topics in the fields of ethics, compliance, and reputation with the support of all members and stakeholders.
- Organizing events that create a platform for sharing knowledge and best practices among professionals.
- Offering training programs for ethics and compliance professionals.
- Delivering customized training programs based on the needs of institutions.
- Supporting companies or associations in establishing ethical standards suitable for their sectors, ensuring they cover all stakeholders.

Corporate Members

As of September 2025, the Ethics and Reputation Society (TEID) comprises nearly **250** corporate members.These members consist of leading companies from various regions and sectors of Turkey's business world, and their stakeholders are professionals who are directly or indirectly involved in the management of ethics, compliance, and reputation at these companies.

TEID provides its members with guidance and support by offering a rich sharing platform and professional network in the fields of ethics, compliance, and reputation management across a wide range of topics within its area of activity. It aims to promote the application of high ethical standards in the Turkish business world.


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CEMTAS
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DİJİTAL GÜMRÜK HİZMETLERİ A.Ş.
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Deloitte.
DIAGEO Türkiye
Digiturk beIN MEDIA GROUP
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Ditaş
doğa KOLEJİ
Dogan
DOĞUŞ GRUBU
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HDI Sigorta
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karaca
KARADENİZ HOLDİNG
KARADUMAN & ESİN HUKUK BÜROSU
Kibar

Corporate Members




sanofi
Securitas
SIEMENS
SIEMENS energy
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SOCAR
SOFRA COMPASS
SOLMAZ
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UNIFREE
DUTY FREE
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BÜROSU
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Yemeksepeti
YEPAŞ
YILDIRIM
ŞİRKETLER GRUBU
YILDIZ
HOLDING
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ZORLU
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Yaşam ve Emeklilik

Executive *Boards*



TEİD 9th Term Board of Directors

Rana Günay Hoffman	*Chairperson*	Koç Holding A.Ş.
Aslı Ertekin	*Deputy Chairperson*	**bp Türkiye**
Kayra Üçer	*Deputy Chairpersonı*	**Hergüner Bilgen Üçer Law Partnership**
Fikret Sebilcioğlu	*Treasurer*	**Cerebra Forensic & Integrity**
Tuğba Doğru Barutçuoğlu	*Secretary*	**Mey Diageo**
Banu Özyalçın	*Board Member*	**Siemens San. ve Tic. A.Ş.**
Ceren Hacıalioğlu	*Board Member*	**Hacı Ömer Sabancı Holding A.Ş.**
K. Altuğ Özgün	*Board Member*	**Bireysel Üye**
O. Umut Turan	*Board Member*	**PMI**
R. Ertuğrul Onur	*Board Member*	**Coca-Cola İçecek**
Sadig Hajiyev	*Board Member*	**SOCAR**
Tülin Önsoy Sağlık	*Board Member*	**Bosch Sanayi ve Ticaret A.Ş.**
Uluhan Kumru	*Board Member*	**Anadolu Efes**

TEİD 9th Term Deputy Board of Directors

Beril Yayla Sapan	*Board Member*	**Mehmet Gün & Gün Partners**
Eray Akdağ	*Board Member*	**Borusan Holding A.Ş.**
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Gökhan Yılmaz	*Board Member*	**PWC Bağımsız Denetim ve SMM A.Ş.**
Oytun Önder	*Board Member*	**KPMG Bağımsız Denetim SMMM A.Ş.**

TEİD 9th Term Board of Auditors

Doğu Özden	*Chairperson*	**Koç Finansman A.Ş.**
Arzu Pişkinoğlu	*Board Member*	**Zorlu Holding**
İnci Bozokluoğlu	*Board Member*	**Enka İnşaat ve Sanayi A.Ş.**

TEİD 9th Term Deputy Board of Auditors

Beyza İlhan	*Board Member*	**Allianz Sigorta A.Ş.**
Can Alptekin	*Board Member*	**TAV Havalimanları Holding A.Ş.**
Filiz Toprak Esin	*Board Member*	**Karaduman – Esin Avukatlık Bürosu**

TEID Secretariat

Neslihan Yakal	*Secretary General*
Dr. Bahar Karacar	*Project and Training Coordinator*
Ali Cem Gülmen	*Research and Publication Director*
Pınar Cansız	*Financial and Administrative Affairs Officer*
Özge Özbayhan	*Corporate Communications and Project Specialist*
Tufan R. Başak	*Graphic Design and IT Specialist*
Esra Katmer	*Financial and Administrative Affairs Assistant*

ACTIVITIES

PROJECTS

Turkish Integrity Center of Excellence (TICE)

TICE is a project carried out by **TEID** and funded by the **Siemens Integrity** Initiative. The project was launched with the aim of promoting an ethics and compliance culture, raising awareness, and combating corruption. With a duration of over 6 years and a budget of **2.6 million USD**, TICE aims to improve ethical standards in the business world and to become a center of excellence in this field in Türkiye.

Private Sector Collective Action Center (ÖSKEM)

The project, initiated in November 2016, is a collaboration between **ÖSKEM, TEID,** and the **Center for International Private Enterprise (CIPE)**. Its focus is on fostering collective actions within the private sector on ethics and compliance, aiming to strengthen cooperation in these areas. With a total budget of **650,000 USD in 8 phases**, the project's primary objective is to encourage proactive collaboration among companies in the fight against bribery and corruption.

Next Gen Ethical Leaders

TEID works to help younger generations internalize ethical principles. By collaborating with universities and schools, TEID shares ethical practices in the business world with students. Additionally, it aims to raise awareness about the profession of **"Ethics and Compliance Manager"** and promote it in this field.



EVENTS

One of TEID's primary activities is organizing events that provide a platform for professionals to exchange knowledge and best practices in various fields. TEID organizes more than 50 events and meetings annually, carrying out its activities with the participation and contributions of its members. These activities include webinars, workshops, roundtable meetings, conferences, and summits. The events cover a wide range of topics, including corporate ethics and compliance management, sustainability, diversity and inclusion, regulatory compliance, and anti-corruption efforts. Notable examples include the annual International Ethics Summits, networking events with **TEID Academy** graduates, panels, and webinars. Through these events, TEID makes significant contributions to the development of ethical practices in the Turkish business world while also serving as a platform for professionals in the ethics and compliance fields.

One event of particular importance is the International **Ethics Summit**, which is held for the 11th time in 2025. With over **3,000 participants** and nearly **200 speakers** to date., the summit aims to analyze the changing economic and social order from various perspectives. These summits focus on examining the systems and successful examples necessary for companies to achieve their ideal ethical structures.



COLLECTIVE ACTION INITIATIVES

TEID has organized collective actions across various sectors to level the playing field, balance the competitive environment and, through these initiatives, aimed to expand its influence by collaborating with local and sectoral organizations.

Examples of prominent high-participation collective actions directly conducted by TEID and/or guided in collaboration with others include:

Cross-sectoral:

- Ethics and Reputation Society (TEID) **"TEID Integrity Pledge"** / February 2022
- Federation of Sectoral Associations (SEDEFED) **"Business Ethics Principles Declaration"** / June 2022
- International Investors Association (YASED) **"Ethics and Compliance Risk Management of Third Parties in International Companies"** / October 2017
- Ethics and Reputation Society (TEID) **"Intersectoral Ethics Declaration"** / January 2016
- **Turkish Business World Dialogue Platform**, created in collaboration with the **Ethics and Reputation Society (TEID)**, **Corporate Governance Association of Türkiye (TKYD)**, **Turkish Enterprise and Business Confederation (TÜRKONFED)**, **The Institute of Internal Auditing - Türkiye (TİDE)**, **The Investor Relations Society (TÜYİD)**, and the **Turkish Industry and Business Association (TÜSİAD) "Turkish Business World Dialogue Platform"** / October 2015
- Ethics and Reputation Society (TEID) **"Intersectoral Ethics Declaration"** / February 2012

Sectoral:

- People Management Association of Türkiye (PERYÖN) **"Business Ethics Principles"** / January 2024
- Turkish Miners Association (TMD) **"Responsible Mining Initiative"** / May 2023
- Turkish Shipowners' Association **"Ethical Principles for Turkish Ship Management"** / June 2022
- Investor Relations Society (TÜYİD) **"Investor Relations Professional Ethical Principles"** / May 2017
- Istanbul Association of Customs Brokers, Izmir, Ankara, Mersin, and Bursa Customs Brokers Associations **"Customs Brokerage Professional Ethical Standards and Code of Ethics"** / January 2013

NATIONAL AND INTERNATIONAL COLLABORATIONS

TEID is an organization that contributes to the development of global ethics and compliance standards by participating in prestigious and effective collaboration platforms at both national and international levels.



International Relations, Memberships and Representations

- **B20 Integrity** and Compliance Taskforce
- **B20 Anti-Corruption** Network Membership
- **Global Civil Society Coalition for the UNCAC** United Nations Convention Against Corruption Coalition (UNCAC) Platform Member
- **Member of the OECD** Anti-Corruption Working Group and Regional Advisory Board
- **Basel Institute on Governance** Working Group Member
- **Global Ethics Network** Regional Representative
- **European Business Ethics** Network Membership

In addition, TEID collaborates with chambers of commerce and industry, unions, universities, sectoral and regional organizations/associations, and public institutions and organizations, as well as conducting activities aimed at the private sector

TRAINING

TEID Academy is a platform focused on educating professionals on ethics and compliance in the business world. Its most well-known program, the **"Corporate Ethics and Compliance Management Training Program,"** has been prepared according to global standards and, as of September 2026, has graduated over 600 participants.

This program, consisting of 58 hours of course content, has completed 19 editions and offers participants both theoretical knowledge and practical experience. Being the only program of its kind in Türkiye, it has also received a pre-approval from SCCE for its upcoming 16th edition. The program aims to create a network among professionals and contribute to the local and global career development of participants. Additionally, the profession of Ethics and Compliance Manager has been recognized by the Vocational Qualification Authority through the efforts of TEID, and the standards of this profession have been published in the Official Gazette.

In addition to this program, tailored corporate training sessions are designed under the **"Corporate Training Programs"** category. These include seminars, discussions, conferences, webinars, workshops, and **"Ethics Day/Week"** events to raise awareness. The **"Modular Training Programs,"** planned as half-day or full-day sessions, aim to specialize in specific topics and reinforce participants' knowledge through practical workshop activities. The **"Company-Specific 'Corporate Ethics and Compliance Management' Training Program"** is specifically designed for ethics and compliance managers within a company and customized according to the specific needs of the company, targeting professionals working in this field.

TEID Academy Next Gen is a training program for university students (3rd and 4th year) and newly graduates for the capacity building of the ethics and compliance managers of the future.

"Next Gen Ethical Leaders" project for high school students and university students aims at raising awareness on ethical values and ethical decision making.



RESEARCHS

TEID aims to comprehensively analyze Türkiye's current situation in the areas of ethics, compliance, and reputation and to support these analyses with concrete data in order to better understand the country's position in these fields. Within this framework, TEID conducts research to thoroughly examine the development of ethics and compliance practices in Türkiye and the challenges encountered.

- **Ethics and Compliance Türkiye Assessment (2023)**
- **Research Report on the Effect of Business Ethics and ESG on Reputation (2022)**
- **TEID Ethical and Economic Impacts 2022 Research Report**
- **Türkiye Ethics and Compliance Survey Report (2021)**
- **Profile of a Fraudster (2020 – 2022 – 2024)**
- **Business Partner / Third-Party Risk Management Survey (2020)**
- **TEID Corruption Perception Research Report (2017)**
- **TEID Customs Sector Perception Research (2016)**

PUBLICATIONS

TEID offers a wide range of content on ethics and compliance in the business world. **INmagazine** is the first business ethics-focused magazine in Türkiye, published quarterly and distributed to various sectors. **INbook** aims to translate books related to ethics, compliance, and reputation into Turkish and introduce new works. INguide provides detailed guides for ethics and compliance managers. **TEID** also shares the latest developments in ethics, compliance, and reputation through its website, **INblog**, with its stakeholders.

OTHER ACTIVITIES

- **INboard:** A platform where career opportunities for Ethics and Compliance Professionals are shared.

- **INaction:** Collective actions aimed at ensuring the adoption of anti-corruption and business ethics standards by companies in the private sector.

- **INplatform:** Monthly meetings and trainings where professionals interested in ethics and compliance management gather.

- **selfIN:** An online and printed checklist that companies can use to evaluate themselves in terms of business ethics and compliance management.

- **INtube:** An online video channel that features webinars, case studies, and clips on business ethics.

- **Ethics Glossary:** A dictionary that provides Turkish and English explanations of terms used in ethics, compliance, and reputation.

- **INtools:** Self-assessment tools that help companies improve their ethics and compliance management programs.

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