Ethics and Reputation Society (Etik ve İtibar Derneği – TEID) is a Turkish 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 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 we 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, creates stakeholder engagement strategies, execute the communication plan and conduct event management for higher visibility and effective communications.

TEID has over 150 corporate members with a total yearly income that exceeds 15% of Turkey’s GDP, employing more than 400,000 employees. All corporate members are signatory of TEID’s Declaration of Integrity, which is Turkey’s biggest cross-sectoral collective action initiative.
Conduct our business in compliance with any and all applicable local laws, and any and all international treaties, conventions, agreements and regulations, to which the Republic of Turkey is signatory.

Build our business on ethical principles

Endeavour to earn a reputation for integrity, competence and excellence

Introduce a transparent disclosure policy for the company’s operations

Protect and encourage fair competition

Have due regard for labour law including health and safety and support the fair employment of young, women and physically challenged individuals

Prevent any form of corruption

Consider integrity as our core values in all our business processes and business relations.

Put our efforts towards making business ethics constitute the very fundamental of our corporate culture.

Provide our employees with the awareness, rules and practices to ensure avoidance of conflicts of interests.

Maintain equal distance to any and all public offices and authorities, administrative entities and political parties without any expectations of interest through the course of our operations and actions.

Support endeavors contributing to economic and social development

Prohibit our employees from accepting and giving away presents which may influence their or counter party’s impartial decision making and conduct.

Develop practices to disseminate above principles, concepts and practices to all parties within our sphere of influence, including our business partners, contractors and suppliers.

We further declare our support to the 10 principles constituting the essence of the united Nations Global Compact and represent our commitment to take such principles into consideration in the organization of our managerial structure and the development and implementation of our corporate policies.
Board of Directors

Ashı Ertekin  Chairperson of the Board
Menteş Albayrak  Vice Chairperson of the Board
Atty. Rana Güney Hoffman  Vice Chairperson of the Board
Doğu Özden  Treasurer of the Board
Ahu Gün Akkal Ekşi  Board Member
Ece Ürkmez Elbirlik  Board Member
Atty. Filiz Toprak Esin  Board Member
Atty. Gül İncesulu  Board Member
Güray Karacar  Board Member
Atty. Hilal Utku  Board Member
Atty. Kayra Üçer  Board Member
Atty. Meltem Azbazdar  Board Member
Atty. Servet Ebru Gürdemir  Board Member
Atty. Altuğ Özgün  Deputy Board Member
Burcu Önem  Deputy Board Member
Atty. Ertuğrul Onur  Deputy Board Member
Fikret Sebilcióglu  Deputy Board Member
Dr. Sait Samlı  Deputy Board Member

Board of Auditors

Dr. Gökhan Yılmaz  Board of Auditors President
Fırat Gülenç  Member
Serhat Yıldırim  Member
Atty. Haşim Bayırbaş  Deputy member
Oytun Önder  Deputy member
Atty. Seçkin Savaşer  Deputy member

TEID Secretariat

Neslihan Yakal  Secretary General
Dr. Bahar Karacar  Project and Trainings Coordinator
Ali Cem Gülmen  Research and Publications Director
Pınar Cansız  Financial and Administrative Affairs Responsible
Tufan R. Başak  Graphic Design and Data Processing Specialist
Özge Özbayhan  Corporate Communication and Project Specialist
İrem Öncül  Financial and Administrative Affairs Assistant
Events - Webinars

- "Ethics and Compliance in Turkey" Survey Presentation & Panel Discussion
- TEID Academy “corporate ethics and compliance management” certification graduation ceremony
- Diversity & Inclusion working group workshop
- TEID Academy modular training on export control and sanctions
- “Sustainability & Ethics: benefit corporation (B-Corp) labaratoires expansion science journey”
- Third-party related ethics and compliance risks working group meeting
- TEID Academy “Training of The Trainer”
- Honesty is a claim, its proof is our behaviors
- What would you do to be ethically fit?
- The unbearable lightness of diversity
- What you need to know for an effective contract administration
- In the events organized, the issues on the world agenda, and other developments concerning important days and weeks are discussed as well.
- Ethics and compliance culture working group event
- Effective management of 3rd party ethics and compliance risks
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- General assembly & member meeting
- Third presentations in the 3rd year of the KVK legislation
- Next Gen Ethics Leaders - Mustafa Saffet Anatolian High School “Zirvetik”
- Next Gen Ethics Leaders - The Sezin School “Ethical Summit”
- Compliance with GDPR & personal data protection legislation, digital ethics and big data
- Ethics and compliance culture working group workshop
- Seminar on anti-corruption compliance
- Next Gen Ethics Leaders - Aydın Doğan Fine Arts High School “Group Exhibition”
- Yased roundtable meeting
- TEID Academy 5th term graduation
- TEID Academy 6th term
- Workshop on “3rd party ethics and compliance risks and management of international companies”
- Future of compliance”
- Next Gen Ethics Leaders - Mustafa Saffet Anatolian High School
- “Tips for compliance program with corporate governance perspective”
- “Responsibility and compliance process of third parties in the context of data protection law”
- Ethics and compliance culture working group activity
- “The importance of ethics and compliance culture in fighting employee frauds”
- “Business ethics practices in Turkey”
- “Health regulations and compliance”
- “3rd Party ethics and compliance risks and management of international companies
- 8 th Ethics International Ethics Summit “Paradigm Shift in Capitalism”*
- 8 th Ethics International Ethics Summit “Colors of Diversity from an Inclusive Perspective”*

Seminars

Within the Seminars with organizations like,
- Turkish-French Trade Association (CCIFT)
- AmCham Turkey/ABFT
- German-Turkish Trade and Industry Chamber (AHK), “third party risks and compliance to international legislation” topic based mutual events are organised. In addition, within the scope of the Ethics and Compliance Managers Platform (INplatform), “Khedive Meetings” deals with current issues such as export controls, criminal responsibilities of company executives...etc.

* Webinars
Projects: The Turkish Integrity Center of Excellence (TICE)

The objective of this project is to raise the awareness on business ethics and to ensure the internalization and dissemination of the “ethics and compliance manager” profession within the companies of the private sector.

Since 2014, Turkish Integrity Center of Excellence has been working on elevating the awareness on the corruption effects and developing tools to combat it in the private sector while also setting an example for public sector with its content development and capacity building activities.

TICE’s recent priority is to reach out local companies. Large companies and MNCs operating in Turkey will play a leveraging role to help their supplier SMEs to establish their anti-corruption compliance program.

Projects: The Private Sector Collective Action Center (ÖSKEM)

ÖSKEM (Private Sector Collective Action Center) aims to create a holistic approach on the field of ethics and compliance.

ÖSKEM efforts are mainly to level the playing field and promote ethical business practices in Turkey. This project will strengthen the private sector’s capacity to act cleanly and become better business partners globally.

The main purpose of the project is to improve the business environment by enabling companies to engage proactively and jointly tackle bribery and corruption by initiating, promoting and supporting collective action initiatives.

Collective Actions

Professional Ethics Standards are prepared with various associations, including Turkey’s major sectoral associations:

- Publicly Traded Companies Ethics Standards with KOTEDER
- Investor Relations Professional

Ethics Standards with TÜYİD
- Customs Brokers Professional Ethics Standards with IGMD
- Direct Marketing Communicators Professional Ethics Standards with DPİD are prepared.

Next Gen Ethics Leaders

The main purpose of the project is to support the adoption of the global business world’s dynamics such as ethics culture, ethical principles and sustainability by the youth at the age of high school.
WORKING GROUPS

1- Internal Investigations Working Group
Internal investigation processes and techniques are examined through activities such as workshops and summit sessions. Participants are encouraged to specialize in these areas. Working group activities were completed and a guide on the subject was published in 2020. – Group Leaders: Fikret Sebilcioğlu, Atty. Filiz Toprak Esin

2- Ethics and Compliance Culture Working Group
Ethics and Compliance Culture Working Group: to understand the impact of national culture on corporate culture and its impact on multinational companies, it is aimed to encourage determining a road map by analyzing the opportunity areas that can be used as a positive leverage in compliance programs – Group Leader: Nihan Özcan

3- Compliance to the personal data protection legislation working group
Personal data is processed within all the departments of the corporations, and this is why the necessity of compliance with the law is came out. The working group is created with the idea that the compliance program for this subject should cover the entire corporation. (whats on the last booklet) or compliance to the law on the process of personal data in all departments of institutions is aimed to cover the whole Corporation. – Group Leaders: Atty. Altuğ Özgün & Atty. Kayra Üçer

4- 3rd Party Ethics and Compliance Risks Working Group
As the ethics and compliance implementations should cover not only the internal stakeholders but also the external ones, the third party risks are analyzed and their prevention methods are being examined within this working group – Group Leaders: Atty. Altuğ Özgün - Asher Ertekin - Dr. Fevzi Toksoy - Fikret Sebilcioğlu - Atty. Seçkin Savaşer - Tayfun Zaman - Umut Turan

5- Legislation Activation and Development Working Group
The objective is taking steps towards Turkish legislation development on integrity, anti-corruption and anti-bribery related subjects by examining international best practices and benchmarks. – Group Leader: Atty. Kayra Üçer

6- Diversity and Inclusion in the Workplace Working Group – New

7- Sectoral Working Groups - New

8- Regional Working Groups – New
Aegean Region Working Group Leaders: Ece Elbirlik Ürkmez- Emre Çolak
Central Anatolia Region Group Leaders: TBD
International Ethics Summit

The objective of the International Ethics Summits is to analyze the changing economic and social order with different perspectives and expert speakers. In order to reach the ideal, the crucial structures for companies and best practices are examined.

So far, 8 International Ethics Summits are held with a total of; +10,000 online subscribers, +100 Speakers, +2500 subscribers

International Ethics Summits’ Themes:

- 2021: New Thresholds New Horizons
- 2017: As Waters Recede
- 2016: Surviving The Flood
- 2015: Understanding Today, Inspiring Tomorrow
- 2014: Ideals And Realities
- 2013: Capitalism 2.0 And Ethical Leadership
- 2012: Paradigm Shift In Doing Business
- 2011: Ethics Management Effects On Performance

Trainings & Ethics and Compliance Manager Occupational Standards

TEID has advocated for the ethics and compliance manager occupation as a profession and had prepared the profession profile and description with the related authority, the Turkish Vocational Qualifications Authority (VQA). The official national “Ethics and Compliance Manager” occupational standard (level 6) has been published on the Official Gazette on June 2018.

Parallel to this advocacy, TEID has established a certification program named “Corporate Ethics and Compliance Management” in 2016. The program has finished its 8th edition and has more than 170 graduate certified ethics and compliance managers in Turkey. The certification program consists on a 45-hours program together with a practicum to be prepared and presented at the end of the program.

With its over 30 trainers from both academic and professional business backgrounds, the program is designed by adapting best international certification programs around the world to the local & multinational needs and is prepared according to the daily expectations from an “Ethics and Compliance Manager” within corporations. This program is its only example in the region and it aims to help its attendants to develop their careers locally and globally.

Other Trainings

- Modular trainings designed for the continuous education of the Ethics and Compliance Managers
- Corporate Ethics and Compliance Program Training designed regarding to the needs of the companies
- Onboarding Trainings or Ethics Day Activities
INguide
Guides series has been developed through years by TEID thematic working groups, in order to help companies and the ethics and compliance professionals with the ethics and compliance related subjects for daily use.
- Code of Conduct
- Ethics Culture and Leadership
- Ethics Committee Guide
- Combating Corruption in SMEs
- Whistleblowing Hotline Management Systems
- Social Media Policies
- Case Studies – 1
- Collective Actions
- Ethics Reporting Guide
- Conflicts of Interest
- Gift and Hospitality Policies
- Competition Law
- Cyber Ethics and Compliance Guide
- Case Studies – 2
- Internal Investigations
- Monitoring and Evaluation Systems of Compliance Programs
- Third Party Bribery and Corruption Risk Management Guide

INmagazine
Quarterly business ethics themed magazine. So far, 22 INmagazine are published including more than 400 articles of more than 50 authors. It can also be read online via Joomag, Turkcell Dergilik and Press Reader.

INblog
It is an online platform where current articles on anti-corruption, business ethics, compliance, sustainability are shared.

INboard
It is the TEID web page where corporate members can share career opportunities for Ethics and Compliance Professionals. You can contact us to share a job advert.

INaction
Collective action initiatives in order to combat corruption in the Turkish private sector (sectoral or Professional or Cross-Sectoral)

INplatform
Networking Events and Trainings for Ethics and Compliance Professionals.

INbooks
Reference books (written by TEID and/or translated into Turkish for TEID) on business ethics, compliance, sustainability and transparency related subjects.
- The Honest Truth About Dishonesty, D. Ariely
- What Money Can’t Buy, J. Sandel
- How To Pay A Bribe?, A. Wränge & S. Wirz, TRACE International
- Social Responsibilities of Board of Directors, Dr. Yılmaz Argüden
- Ethics and Business: An Introduction, K. Gibson
- The Rise of Business Ethics, Bernard Mees

INscuola
Business Ethics Research and Application Center established in order to conduct researches, trainings and certification programs on business ethics and integrity.

INTube
Online video Channel of TEID events and webinars

INGame
Online game where ethical dilemmas can be discussed in order to enhance ethical decision-making.

INexlibris
Online library where more than 1000 resources on anti-corruption, business ethics, sustainability, transparency can be found.

selfIN
It is both an online and a printed checklist where companies can assess themselves in Ethics and Compliance Management. If it is filled online, the filled form is sent to the company representative. It is a free product of TEID to all its stakeholders.

INtools
INtools is an online self-assessment tool for ethics and compliance programmes on several main topics. It gives the company the exact level of maturity of their ethics and compliance programme. This tool is a free of charge product for TEID corporate members that can be used annually to assess yearly compliance programmes and diagnose any eventual areas of improvement.