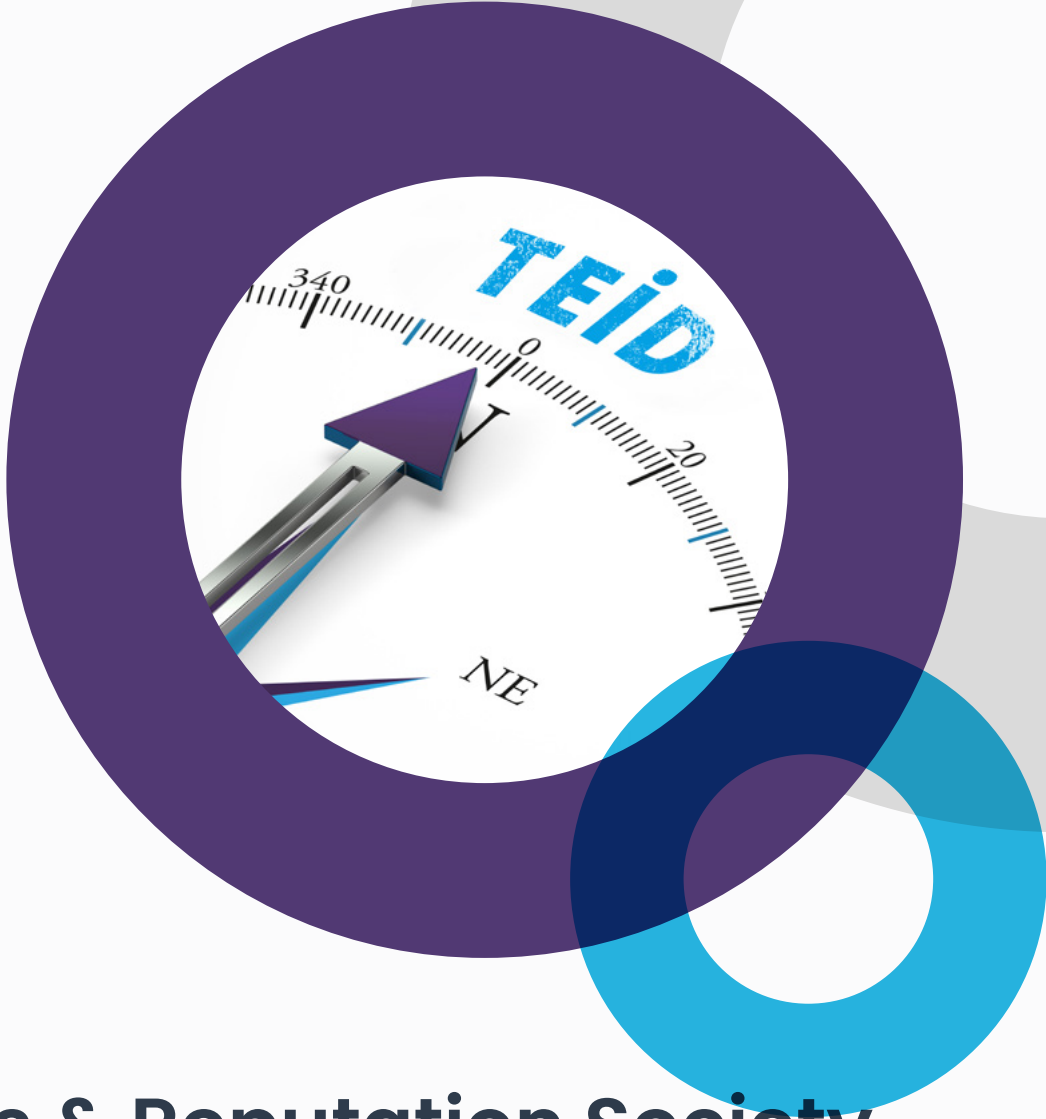


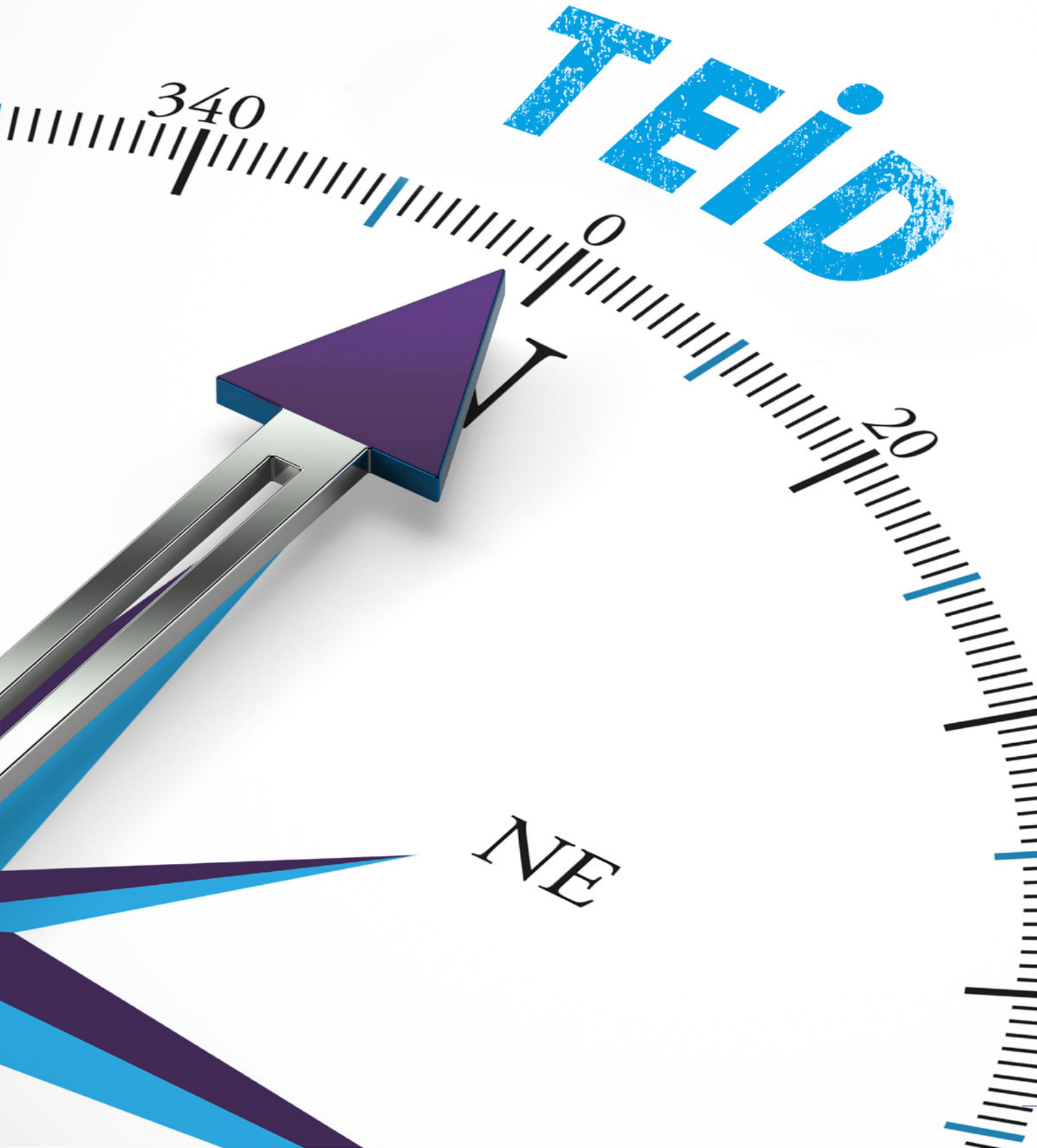


Etik ve İtibar Derneđi  
Ethics & Reputation Society



# Ethics & Reputation Society 2023





## As Turkish 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.



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# Our Corporate Members

 <b>3M</b> Bilimi. Hayatın her anında.	 <b>ACTECON</b>	 <b>AGRA</b> GradualGrowth	 <b>Air Liquide</b>	 <b>AKKÖK HOLDING</b>	 <b>ALKEV</b> ALMAN LİSELER KÜLTÜR VE EĞİTİM YAKFI ALKEV ÖZEL OKULLARI	 <b>Allianz</b>
 <b>AMERIKAN HASTANESİ</b>	 <b>ANADOLU EFES</b>	 <b>ANADOLU GRUBU</b>	 <b>ANADOLU ISUZU</b>	 <b>anagold</b> HACENDLIK	 <b>aras</b> Önem taşıyor...	 <b>arçelik</b>
 <b>ARKAS</b>	 <b>ARTI</b>	 <b>astellas</b>	 <b>atu DUTY FREE</b>	 <b>AXA SİGORTA</b>	 <b>Aydem enerji</b>	 <b>B&amp;B</b>
 <b>bakioglu HOLDING</b>	 <b>Balçoğlu Selçuk Ardiyok Keki</b>	 <b>Banvit</b> www.banvit.com	 <b>BASF</b> We create chemistry	 <b>BATI INNOVATIVE LOGISTICS</b> Beyond Waves and Clouds   Since 1992	 <b>BERDAN</b> CİVATA & ENERJİ TARSUS	 <b>BİE</b> Borsay Yatırımları
 <b>bilim İLAÇ A.Ş.</b>	 <b>bluechip</b> global dmc	 <b>BORUSAN HOLDİNG</b>	 <b>BORUSAN MANNESMANN</b>	 <b>BORUSAN YATIRIM</b>	 <b>BOSCH</b> Yaşam için teknoloji	 <b>bozoğluizgi</b>
 <b>bp</b>	 <b>BRISA</b>	 <b>Bristol Myers Squibb</b>	 <b>B/S/H/</b>	 <b>C.A.F. INDUSTRIAL</b>	 <b>Carrefour SA</b>	 <b>cbc law</b>
 <b>Cerebra</b> CPAs & Advisors	 <b>CCI</b>	 <b>CONSULTA</b>	 <b>CAG CELİK</b> ENDÜSTRİYEL ÇELİK	 <b>ÇAKIL LAW</b>	 <b>CALIK HOLDİNG</b>	 <b>Cayeli Bakur İşletmeleri A.Ş.</b>
 <b>ÇELEBİ</b>	 <b>CEMTAS</b> ÇELİK İNŞAAT SANAYİ VE TİCARET A.Ş.	 <b>Danfoss</b>	 <b>DCS</b> DİJİTAL GÜMRÜK HİZMETLERİ A.Ş.	 <b>Deloitte</b>	 <b>Digiturk</b> dini MEDIA GROUP	 <b>Ditaş</b>
 <b>doğa KOLEJİ</b> Başarı - Doğa	 <b>Dogan</b>	 <b>DOĞUŞ</b> GROUP	 <b>DÖRTEL</b> GÜMRÜK MÜŞAVİRLİĞİ A.Ş.	 <b>DOWAKSA</b>	 <b>DERİNDERE FİLO KİRALAMA</b>	 <b>ehol LOGISTICS 49</b>
 <b>ELİG</b> GİRİTİM Anadoluhisari - Beşiktaş	 <b>NAZALI</b>	 <b>ENERJİ</b>	 <b>ENERJISA ÜRETİM</b>	 <b>ENKA</b>	 <b>ENTEK</b>	 <b>ERDEM ERDEM</b>
 <b>ERDEMİR</b>	 <b>ERMETAL</b>	 <b>esenlik</b> Ticari ve Medikal Hizmetler Ltd. Şti.	 <b>Esin Avukatlık Ortaklığı</b>	 <b>EXPANSCIENCE LABORATOIRES</b>	 <b>Exeltis</b> Rethinking healthcare	 <b>EY</b>
 <b>FORD OTOSAN</b>	 <b>FORDEFENCE</b>	 <b>FRITERM</b> TIRAK ÇİHAZLAR SANAYİ VE TİCARET A.Ş.	 <b>GEFCO</b> Partners, unlimited	 <b>GEN &amp; TEHİZER   ÖZER</b>	 <b>GE</b>	 <b>getir</b>
 <b>GKC PARTNERS</b>	 <b>GOOD YEAR</b>	 <b>GG</b> GÜMRÜK MÜŞAVİRLİĞİ A.Ş.	 <b>GÜN + PARTNERS</b> AVUKATLIK BÜROSU	 <b>GKA</b> Göney + Kural + Abbasoğlu Avukatlık Ortaklığı	 <b>GÜRELİ</b> YEMİNLİ MALİ MÜŞAVİRLİK BAĞIMSIZ DENETİM HİZMETLERİ A.Ş.	 <b>Güven HUKUK BÜROSU / LAW OFFICE</b>
 <b>HDI SİGORTA</b>	 <b>HERDEM</b>	 <b>Hergüner</b>	 <b>Hewlett Packard Enterprise</b>	 <b>HYUNDAI MOBIS</b>	 <b>İGDEM</b>	 <b>İNCEKARALAR</b>
 <b>İNCİ HOLDİNG</b>	 <b>INDEX GRUP</b>	 <b>integrity partners consultancy group</b>	 <b>İPRAGAZ</b>	 <b>İstanbul Bilgi Üniversitesi LAUREATE INTERNATIONAL UNIVERSITIES</b>	 <b>janssen</b> Pharmaceutical company in Johnson & Johnson	 <b>KARACA</b>

 <b>KARACA GÜMRÜK MÜŞAVİRLİĞİ</b>	 <b>KARADENİZ HOLDİNG</b>	 <b>kavlak</b>	 <b>KILINÇ</b> LAW AND CONSULTING	 <b>KIZILKAYA</b>	 <b>Koç</b>	 <b>KoçSistem</b> GELECEĞİ KEŞFET
 <b>KOLCUOĞLU DEMİRKAN KOÇAKLI HUKUK BÜROSU ATTORNEYS AT LAW</b>	 <b>KONVEYÖR</b>	 <b>KORDSA</b>	 <b>KOTON</b>	 <b>KPMG</b>	 <b>KUÇUKÖZÜ HÖLİNG</b>	 <b>KUEHNE+NAGEL</b>
 <b>L'ORÉAL</b>	 <b>mavi</b>	 <b>medtrix</b> DIGITALLY-TRUSTED - BARBİDİ	 <b>MHP</b> MERİN INTERNATIONAL PORT A MEMBER OF MTA GROUP	 <b>mey DIAGEO</b>	 <b>MG</b> INTERNATIONAL FRAGRANCE COMPANY IN ALLIANCE WITH FERMENCH	 <b>MIGROS</b>
 <b>MORAL KINIKÖZÜ PAMUKKALE KÖKENEK</b>	 <b>MOROĞLU ARSEVEN</b>	 <b>Mustafa Törter</b> HUKUK BÜROSU	 <b>NETAS</b>	 <b>NN</b> Hayat ve Emeklilik	 <b>SAĞLIK İÇİN DEĞER</b> NOBEL	 <b>nobil</b> Your Business Partner
 <b>NOVARTIS</b>	 <b>nuh</b> Construction Group	 <b>nurus</b>	 <b>dpet</b>	 <b>dpet FUCHS</b>	 <b>OYAK ÇİMENTO</b>	 <b>ÖZAY</b> LAW FIRM
 <b>ÖZGÖRKEY GROUP</b>	 <b>ÖZGÜL YENİGÜN PARTNERS</b>	 <b>ÖZDİREKCAN DÖNDAR SENOCAC AK</b> AVUKATLIK ORTAKLIĞI	 <b>PAKKENS</b>	 <b>Paksoy 25</b>	 <b>Panasonic</b>	 <b>PARK CAM</b>
 <b>Pazarlama İletişimcileri Derneği</b>	 <b>PEAKUP</b>	 <b>PEPSICO</b>	 <b>Pera ESG</b>	 <b>Petrol Ofisi</b>	 <b>PHILIP MORRIS A.Ş.</b>	 <b>PHILIPS</b> Domestic Appliances
 <b>PHILIPS</b> Domestic Appliances	 <b>POLAT ENERGY</b>	 <b>Polisan HOLDİNG</b>	 <b>pouitera</b>	 <b>Prysmian Group</b>	 <b>pwc</b>	 <b>Remed Etikhat</b>
 <b>Roche</b>	 <b>SABANCI HOLDİNG</b>	 <b>SABUDAK</b> HUKUK & DANIŞMANLIK	 <b>SANDOZ</b> A Novartis Division	 <b>sanofi</b>	 <b>Securitas</b>	 <b>sedaş</b>
 <b>SELÇUK HUKUK BÜROSU</b>	 <b>SIEMENS</b>	 <b>SIEMENS energy</b>	 <b>SOCAR</b>	 <b>SOFRA COMPASS GROUP</b>	 <b>SOLMAZ</b> Freight - Customs - Logistics	 <b>Statkraft</b>
 <b>SUBAŞI</b> GÜMRÜK MÜŞAVİRLİĞİ LTD. ŞTİ.	 <b>SUN TEKSTİL</b>	 <b>rütas</b>	 <b>ŞİŞECAM</b>	 <b>TAB</b> TAB GIDA SANAYİ VE TİCARET A.Ş.	 <b>tat</b>	 <b>TAV</b> Havalimanları
 <b>TAV TECHNOLOGIES</b> TAV GROUP - TAV AIRPORTS - TAV PORTS	 <b>TEDAR</b> TEDARIN ZİNCİRİ YÖNETİM ÇERÇEVESİ	 <b>TEKFEN</b> TEKFEN HOLDİNG	 <b>TEMSA</b>	 <b>TEPE SAVUNMA</b> VE GÜVENLİK SİSTEMLERİ	 <b>teva</b>	 <b>THE CONSULTANT</b> Gets things done
 <b>TOFAŞ</b> TÜRK OTOMOBİL FABRİKASI A.Ş.	 <b>Togg</b>	 <b>TOKEN</b> Token Cardless ATM & Cardless	 <b>trendyol</b>	 <b>Tüpraş</b>	 <b>TURKISH AIRLINES</b>	 <b>TURKISH TECHNIC</b>
 <b>TURKCELL</b>	 <b>TÜV AUSTRIA TÜRK</b>	 <b>TUV TÜRK</b>	 <b>ucb</b>	 <b>Unilever</b>	 <b>UNO</b>	 <b>ÜNSAL</b>
 <b>VERDİ</b> HUKUK BÜROSU	 <b>vodafone</b>	 <b>VONA</b> HUKUK BÜROSU	 <b>YapıKredi</b>	 <b>yapi merkezi</b>	 <b>Yaşar</b>	 <b>Yemeksepeti</b>
 <b>YILDIRIM HOLDİNG A.Ş.</b>	 <b>YILDIZ HOLDİNG</b>	 <b>Zer</b>	 <b>ZEREN M.M.</b>	 <b>ZORLU</b>		



# Executive Boards

## TEİD 8th Term Board of Directors



Menteş Albayrak  
Chairperson of the Board  
AG Anadolu Grubu



Aslı Ertekin  
Deputy Chairperson of the Board  
bp Turkey



Att. Rana Günay Hoffman  
Deputy Chairperson of the Board  
Koç Holding



Doğu Özden  
Treasurer  
TOFAŞ



Att. Kayra Üçer  
Secretary  
Hergüner Bilgen  
Üçer Avukatlık Ortaklığı



Att. Altuğ Özgün  
Member  
Individual Member



Att. Servet Ebru Gürdemir  
Member  
Unilever Türkiye



Emre Çolak  
Member  
PMI



Att. Ertuğrul Onur  
Member  
Coca-Cola İçecek



Fikret Sebilcioğlu  
Member  
Cerebra CPAs & Advisors



Güray Karacar  
Member  
Individual Member



Sinem Saracer Turanlı  
Member  
L'Oréal Türkiye



Av. Tuğba Doğru Barutçuoğlu  
Member  
Mey | Diageo

## TEİD 8th Term Deputy Board of Directors



Att. Banu Özyalçın  
Deputy Member  
Siemens Türkiye



Av. Beril Sapan Yayla  
Deputy Member  
Gün+Partners



Eray Akdağ  
Deputy Member  
Borusan Holding



Filiz İneler  
Deputy Member  
İnci Holding



Umut Turan  
Deputy Member  
Socar Türkiye

## TEİD 8th Term Board of Auditors



Dr. Gökhan Yılmaz  
Chairperson  
PwC Türkiye



Fırat Gülenç  
Member  
Enerjisa Enerji



Senem Dal  
Member  
Zorlu Holding

## TEİD 8th Term Deputy Board of Auditors



İnci Bozokluoğlu  
Deputy Member  
ENKA



Müge Aksel  
Deputy Member  
Goodyear Tire & Rubber Company



Oytun Önder  
Deputy Member  
KPMG Türkiye

## Committees

**External Affairs Committee** – Att. Rana Günay Hoffman, Att. Seçkin Savaşer, Tayfun Zaman

**Trainings Committee** – Emre Çolak, Dr. Fevzi Toksoy, Fikret Sebilcioğlu, Att. Seçkin Savaşer, Tayfun Zaman

**Next Gen Ethical Leaders Committee** – Att. Ebru Gürdemir, Ece Elbirlik Ürkmez, Att. Seçkin Savaşer

**Content and Project Development Committee** – Att. Altuğ Özgün

**Communication Committee** – Prof. Dr. Ali Murat Vural, Ece Elbirlik Ürkmez, Menteş Albayrak

**Member Relations Committee** – Ece Elbirlik Ürkmez, Att. Gül İncesulu, Serhat Yıldırım

## TEİD Secretariat

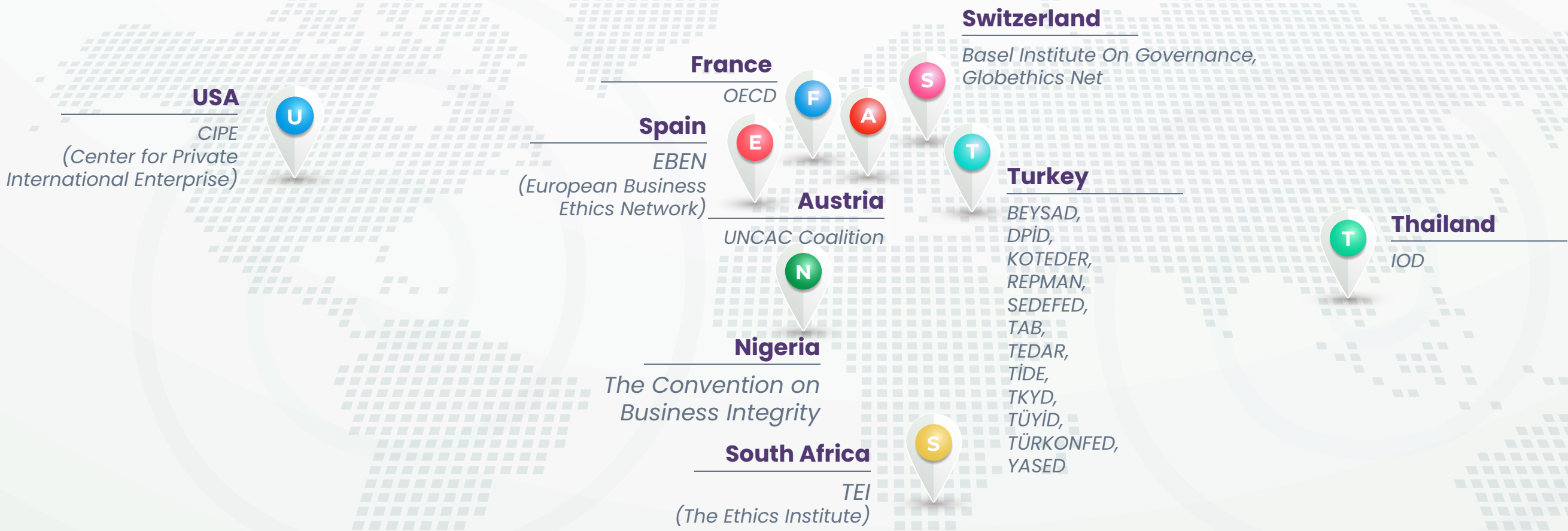
Neslihan Yakal  
Dr. Bahar Karacar  
Ali Cem Gülmen  
Pınar Cansız  
Özge Özbayhan  
Tufan R. Başak  
Esra Katmer

Secretary General  
Project and Training Coordinator  
Research and Publication Director  
Financial and Administrative Affairs Officer  
Corporate Communications and Project Specialist  
Graphic Design and IT Specialist  
Financial and Administrative Affairs Assistant





# National and International Business Collaborations



## International Relations, Memberships and Representations

B20 Integrity and Compliance Network Membership

Member of B20 Integrity and Compliance Task Force

UNCAC Coalition  
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



# TEİD Working Groups and Events

- **Effective Management of 3rd Party Ethics and Compliance Risks Working Group**
- **Diversity & Inclusion Working Group**
- **Ethics & Compliance Culture and Reputation Management Working Group**
- **Fraud Risk Management and Internal Investigations Working Group**
- **Anti-Corruption Legislation Development and Activation (including competition and whistleblowing) Working Group**
- **Compliance with Personal Data Protection Regulations and Digital Ethics Working Group**
- **Healthcare Sectoral Working Group**
- **Aegean Region Working Group**
- **Sustainability & ESG WG (Human Rights, Compliance with Labor Law, Environmental Compliance) Working Group**
- **Summits and Sponsorship Working Group**
- **Finance and Banking Sectoral Working Group**

You can visit our site at [www.teid.org.tr](http://www.teid.org.tr) to get more detailed information about our working groups.

## Effective Management of 3rd Party Ethics and Compliance Risks Working Group

Based on the need for Ethical and Compliance practices in institutions to include external stakeholders as well as internal stakeholders, it is aimed to study methods for analysing risks that will arise from Third Parties, develop implementation and control, organize events to share information and implementation examples on these issues and form educational content and guidebooks.

**Working Group Leaders:** Att. Altuğ Özgün, Aslı Ertekin, Emre Çolak, Dr. Fevzi Toksoy, Fikret Sebilcioğlu, Att. Gül İncesulu, Att. Seçkin Savaşer, Tayfun Zaman, Umut Turan

Event	Date
*TEİD 3rd Parties Working Group Meeting	27.02.2020
*Webinar – “Managing Ethical and Compliance Risks in Times of Crisis”	29.04.2020
*Webinar – “Ethical Leadership in Times of Crisis / Maintaining Company Values and Codes of Conduct”	06.05.2020
*Webinar – “Bribery, Corruption and Fraud in Times of Crisis”	13.05.2020
*Webinar – “Third Party Risks in Times of Crisis”	20.05.2020
*Webinar – “Competition-Based Violations in Times of Crisis”	03.06.2020
*Webinar – “Current Developments in the field of Sanctions Compliance Programs”	26.06.2020
*Webinar – “Managing Ethics & Compliance risks in a post COVID-19 world”	30.06.2020
*Webinar – “Getting Past Stereotypes in Risk Management in the Post-Covid Period: Change and Transformation of Corporate Risk Management”	03.07.2020
*Webinar – Current Integrity Challenges in the U.S. and Europe: Impacts of the COVID-19 Pandemic on Corporate Compliance and Fight Against Corruption	23.09.2020
TEDAR Training – Ethical Rules on the Supply Chain, Compliance with Legislation	06.11.2020
BEYSAD & TEİD joint Event: Sectoral Ethics Awareness Seminar	04.02.2021
*8. Ethics Summit – Day 3: “You Are As Strong As Your Weakest Link” Are You Aware of the Risks That Arise from Third Parties?”	24.02.2021
*TEİD Third Party Bribery and Corruption Risk Management INguide Guide Launch Webinar	31.03.2021
*TAİDER Meeting: “Gateway to International Competition for Family Companies: Business Ethics with Experiences”	06.04.2021
TEİD & EİB joint event: “The Gateway to Competition in the International Arena: Business Ethics with Experiences and Practices”	20.04.2021
TEİD 3rd Parties Ethics and Compliance Risks Working Group Round Table Meeting	18.05.2021
TEİD 3rd Parties Ethics and Compliance Risks Working Group Round Table Meeting	24.05.2021
*TEİD & TEDAR and TOBB Joint webinar: TOBB Supplier Development Program: Green Logistics and Green Supply Chain Seminar	25.05.2021
TEİD & İZTO Foundation: The Gateway to Competition in the International Arena: Business Ethics with Experiences and Practices	10.06.2021
*TEİD Ethics Forum “Doing the Right Thing Together”	22.09.2021
*13. SEDEFED Competition Congress	23.11.2021
TEİD & TOBB Webinar: Business Ethics with Experiences and Practices	01.02.2022
TEİD INguide Anti-Bribery and Anti-Corruption Guide “Handbook for Business Partners / Third Parties”	09.03.2022

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\*To get detailed information about the working groups, you can click on our events.





## Diversity and Inclusion Working Group

This working group aims to underline the importance of diversity and inclusion in the business world, to ensure the sharing of good practices made in this direction and to support designing a roadmap providing common solutions.

**Working Group Leaders:** Att. Filiz Toprak Esin, Att. Meltem Azbazdar, Att. Rana Günay Hoffman

Event	Date
*Diversity and Inclusion WG Launch Workshop	17.01.2020
*Webinar - "Inspiring Examples of Corporate Diversity and Inclusion Practices"	12.06.2020
Diversity and Comprehensiveness WG Workshop - <b>Diversity &amp; Inclusion Working Group Workshop</b>	25.11.2020
*TEİD 8th International Ethics Summit Day 2 "Colors of Diversity with an Inclusive Perspective"	17.02.2021
*TEİD "Inspiring Examples of Corporate Diversity and Inclusion Practices During Remote Working Period"	17.06.2021
*TEİD "Inspiring Examples of Corporate Diversity and Inclusion Practices"	28.09.2021
TEİD Diversity and Inclusion in the Workplace Working Group "Inclusive Work Life: There is no disability if there is accessibility!"	17.11.2021

*\*To get detailed information about the working groups, you can click on our events.*



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## Ethics - Compliance Culture and Reputation Management Working Group

It is aimed to understand the impact of national culture on corporate culture and multinational companies, to encourage the preparation of a roadmap by analysing the areas of opportunity that can be used as positive leverage in compliance programs. The working group plans to share information and practical examples and prepare educational content and a guidebook through the events.

**Working Group Leaders:** Burcu Önem, Nihan Özcan, Serhat Yıldırım

Event	Date
*Webinar - "A Sociological Balance Sheet Reading Before, During, and After COVID-19"	17.06.2020
Akkök Holding - Ethics Day - Ethical Consumption and Sustainability	21.10.2020
*TEİD "Inspiring Examples of Corporate Ethics and Compliance Culture Dissemination Practices"	22.06.2021
*TEİD "Reputation Management in the Light of Changing Social Values"	20.10.2021
TEİD "Reputation Management Webinar Series" :An Overview of Reputation Management and Company Practices from an Academic Perspective	11.05.2022

*\*To get detailed information about the working groups, you can click on our events.*



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## Fraud Risk Management and 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. The first planned program of the working group events was completed with a guidebook prepared in 2020. In order for TEİD stakeholders to have access to up-to-date information, event and activities are continuing to be carried out as developments go on.

**Working Group Leaders:** Fikret Sebilcioğlu, Att. Filiz Toprak Esin, Fırat Gülenç, Dr. Gökhan Yılmaz, Serhat Yıldırım

Event	Date
Internal Investigations During the COVID-19 Period	15.06.2020
Antidote to Bribery, Corruption and Fraud in Companies: <b>AWARENESS</b>	17.11.2020
TEİD Internal Investigations Guide Launch Webinar	29.09.2020
The “ <b>What Every Professional Working in the Field of Combating Fraud Should Know</b> ”	28.09.2021
The Achilles Heel of Companies: <b>Occupational Fraud</b>	17.11.2021



*\*To get detailed information about the working groups, you can click on our events.*

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## Anti-Corruption Legislation Development and Activation (including competition and whistleblowing) Working Group

It is aimed to develop Turkish legislation in the field of ethics and compliance by examining international examples of good practices and to take steps to improve the current legislation.

**Working Group Leaders:** Aslı Ertekin, Ertuğrul Onur, Fikret Sebilcioğlu, Att. Filiz Toprak Esin, Att. Gül İncesulu, Att. Kayra Üçer, Menteş Albayrak, Att. Rana Günay Hoffman

Event	Date
*Overview of the TEİD Legislation Development and Improvement Working Group Survey	20.01.2021
TEİD Legislation Position Paper Preparation Meeting	17.08.2021
TEİD Legislation Position Paper Preparation Meeting	20.09.2021
TEİD Legislation Position Paper Preparation Meeting	24.09.2021

*\*To get detailed information about the working groups, you can click on our events.*



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## Compliance with Personal Data Protection Regulations and Digital Ethics Working Group

It is aimed compliance program regarding law on personal data processing to cover the corporations fully and up-to-date information to be shared. Moreover, it is planned to share information and practices about digital ethic debates and developments which are parallel to ever-increasing digital solutions.

**Working Group Leaders:** Att. Altuğ Özgün, Att. Hilal Utku, Att. Kayra Üçer, Att. Seçkin Savaşer

Event	Date
Webinar - "Data Privacy, Cyber Security and Digital Ethics in Times of Crisis"	27.05.2020
Webinar - "Cyber Security, Combating Cyber Crimes"	16.09.2020
Webinar - Ethics by Design in Digital Future	03.03.2021

*\*To get detailed information about the working groups, you can click on our events.*



You can visit our site at [www.teid.org.tr](http://www.teid.org.tr) to get more detailed information about our working groups.

## Healthcare Sectoral Working Group

The first of our working groups planned to be established with the aim of sharing sectoral priorities, legislation and application examples on ethics and compliance and making them sustainable through collective action is the Health Sector Working Group. Plans are being carried out to proceed with the roadmap, starting with establishing relations and carrying out joint awareness activities with organizations that have strong and enhanced stakeholder networks in the sector and to continue with events, training, and code of ethics preparations.

**Working Group Leaders:** Att. Altuğ Özgün ve Att. Filiz Toprak Esin

Event	Date
*TEİD Academy Modular Training of Health Regulations and Compliance	06.12.2019
Round Table Meeting with Members	30.06.2020
Round Table Meeting with Members	14.09.2020
Round Table Meeting with Members	21.11.2021
TEİD Health Working Group "Employee Fraud, Internal Investigation and Labor Law Effects for Pharmaceutical and Medical Device Companies" Webinar	03.06.2022

*\*To get detailed information about the working groups, you can click on our events.*



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## Aegean Region Working Group

The goal of our regional working groups, established in order to expand the sphere of influence of our Society in Turkey, is to provide awareness-raising events and training throughout Turkey. The first group established for this purpose is the Aegean Region Working Group. Plans are being carried out to proceed with the roadmap, starting with establishing relations and carrying out joint awareness activities with organizations that have strong and enhanced stakeholder networks in the sector and to continue with events, training, and code of ethics preparations.

**Working Group Leaders:** Ece Elbirlik Ürkmez ve Emre Çolak

Event	Date
Round Table Meeting with Members	25.08.2020
*Webinar for TAİDER Members: “Gateway to International Competition in Family Companies: Business Ethics with Experiences”	06.04.2021
Webinar for EİB Members: “Gateway to Competition in the International Arena: Business Ethics with Experiences and Practices”	20.04.2021
Webinar for İZTO Members: “Gateway to Competition in the International Arena: Business Ethics with Experiences and Practices”	10.06.2021
TEİD-EİB Business Ethics and Corporate Social Responsibility Training	20.01.2021
TEİD Aegean Region Working Group Meeting	25.01.2021

*\*To get detailed information about the working groups, you can click on our events.*



You can visit our site at [www.teid.org.tr](http://www.teid.org.tr) to get more detailed information about our working groups.

## \* Sustainability & ESG WG (Human Rights, Compliance with Labor Law, Environmental Compliance) Working Group

**Working Group Leaders:** Att. Altuğ Özgün ve Att. Kayra Üçer

## Summits and Sponsorship Working Group

**Working Group Leaders:** Att. Kayra Üçer ve Menteş Albayrak

*\*Our recently formed working groups.*

You can visit our site at [www.teid.org.tr](http://www.teid.org.tr) to get more detailed information about our working groups.





# International Ethics Summit



The aim of the International Ethics Summits is to analyse the changing economic and social order with different perspectives and expert speakers. In order to achieve the ideal, the structures and good examples that need to be established in companies are examined.



100 +  
Spokespeople



10,000 +  
Online Audience



2500 +  
Participants

2011



Ethics Management Effects On Performance

2012



Paradigm Shift In Doing Business

2013



Capitalism 2.0 And Ethical Leadership

2014



Ideals and Realities

2015



Understanding Today, Inspiring Tomorrow

2016



Surviving The Flood

2017



As the Waters Receded

2021



New Thresholds, New Horizons

2021



TEID Ethics Forum "Doing the Right Thing Together"

2022



"The Future of Ethics and Compliance"



## 8th International Ethics Summit: "New Thresholds, New Horizons"



Day 1 - Paradigm Shift in Capitalism

Day 2 - Colors of Diversity from an Inclusive Perspective

Day 3 - "You are as strong as your weakest link"

Are you aware of your third-party related risks?

Day 4 - Ethics by Design in Digital Future

## 9th International Ethics Summit: "The Future of Ethics and Compliance"



At the 9th International Ethics Summit held at the Sabancı Museum the Seed with the theme of "The Future of Ethics and Compliance", we gathered our valuable members and professionals interested in ethics, compliance and reputation management to evaluate the developments in our country and in the world. We came together with the motto "Either seem as you are or be as you seem!" and examine thoroughly the focal spots of today's and future business ethics discussions.

For detailed information, you can visit [www.etikzirvesi.com](http://www.etikzirvesi.com)





# Trainings



TEID Academy **“Corporate Ethics and Compliance Management”** Certification Program has been developed by blending the certification program contents of its overseas counterparts, namely Society of Corporate Compliance and Ethics – SCCE (USA) and The Ethics Institute – TEI (South Africa) and adapting them to Turkey. The program is a 49-hour program and a minimum of 36 hours of participation is required. The content of the TEID Academy certification program is reviewed every edition and contents are updated and new topics are added as needed. There is a practicum study in which the knowledge learned will be applied at the end of the 49-hour program.

The **“Corporate Ethics and Compliance Management Certification Program”**, which has left behind 10 years since 2016 and has an alumni network of more than 300, is the main product of TEID Academy. There are more than 50 trainers in the TEID Academy trainer staff, and all of these

To get more information about our trainings you can visit our site at [www.teidakademi.com](http://www.teidakademi.com)



trainers are experienced in ethics and compliance, are currently working in this function in their companies or giving consultancy on these issues.

In addition to the **“Corporate Ethics and Compliance Management”** Certification Program, TEID Academy also offers corporate training programs under its roof. These trainings can be in the form of trainings, awareness discussions, conferences, webinars, workshops, “Ethics Day/Week” events or organizations of awareness activities on ethics and compliance topics that companies will provide for their employees and/or business partners on ethics and compliance topics. Click this page to review TEID Academy Corporate Training titles.

Finally, TEID Academy Modular Training Programs aim to consolidate knowledge with practical workshops to specialize in a specific topic with modular trainings planned as half or full day.



# Occupational Standards of Ethics and Compliance Managers

Ethics and Compliance Manager as a professional title was adopted by the Vocational Qualifications Institution of the Republic of Turkey on 21.03.2018. The occupational standards for this occupation have been prepared by TEİD committee and were published in the Official Gazette of Turkey dated 09.06.2018 under the guidance of TEİD. Currently, the National Qualifications of the Ethics and Compliance Manager are being prepared by TEİD.



In order to get more detailed information about the Occupational Standards of “Ethics and Compliance Manager” and to access Occupational Standards, you can visit our site at [www.teid.org.tr](http://www.teid.org.tr)





# Projects



## Turkish Integrity Center of Excellence (TICE)

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

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

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

To get more information about the TICE project you can visit our website at [www.tice.org.tr](http://www.tice.org.tr).

## Private Sector Collective Action Center (ÖSKEM)



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

## Next Gen Ethical Leaders

Believing that ethical principles should be inclusive of the whole society not only today but also in the future in accordance with the principle of sustainability, 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, our association continues its work in schools for young people aged between 15 and 19 to internalize ethical principles.

At the same time, our association, 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**”.

Event	Date
World Ethics Day Celebration Accompanied by High School Students	21.10.2020
Özyeğin University EMESA “ <b>Business Ethics &amp; Corporate Socail Responsibility</b> ” Course - <i>Fikret Sebilcioğlu</i>	07.11.2020
Istanbul Medipol University “ <b>Strategic Human Resources Management</b> ” Course	21.12.2020
Istanbul Zaim University “ <b>Human Resources Management</b> ” PhD Course	26.12.2020
Galatasaray University “ <b>Business Ethics</b> ” Course	25.03.2021
Istanbul University Faculty of Law “ <b>Ethics and Compliance Management as a Career Path</b> ” Event	28.04.2021
Kavlak Academy	05.05.2021
Galatasaray University “ <b>Marketing and Logistics Management</b> ” Master’s Program “ <b>Organization of Management</b> ” - <i>Assoc. Dr. Belgin Bahar &amp; Billur Barlin</i>	29.05.2021
II. Sezin Ethics Summit	03.06.2021
Paris 2 Pantheon-Assas University, Diploma in Compliance Manager, “ <b>Turkish Ethics and Compliance Manager Occupational Standards</b> ” - <i>Prof. Emmanuel Breen</i>	05.11.2021
Boğaziçi University Faculty of Tourism Management “ <b>Business Ethics</b> ” Course - <i>Prof. Dr. Perran Akan</i>	14.12.2021
Faculty of Economics and Administrative Sciences of the Turkish-German University- Bachelor’s Degree Program <i>Prof. Orhan Kocagöz</i>	29.12.2021



You can visit our site at [www.teid.org.tr](http://www.teid.org.tr) to get more detailed information about our working groups.





# Publications - Sources

## INguide

A series of guides that will guide companies in the field of ethics and compliance in their daily lives.

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

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

## INbooks

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

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

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

## INmagazine

The first business ethics magazine in Turkey. To date, a total of 30 INmagazine issues have been published with more than 400 articles by nearly 60 authors. The magazine can also be read on the online platform.

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



## INaction

Collective actions implemented through our efforts to ensure that anti-corruption and business ethics standards are adopted by all companies in the private sector.



## INboard

A TEİD page where institutions can share career opportunities for Ethics and Compliance Professionals. You can contact us to share a post.

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



## INblog

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

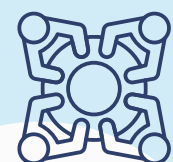
You can access our blog at our **EtikBlog** website.



## INexlibris

An online library containing more than 1000 resources from Turkey and the world on anti-corruption, business ethics, sustainability, transparency, etc.

You can access our library on our **INexlibris** website.



## INplatform

A series of monthly meetings and modular trainings where professionals interested in ethics and compliance management come together.

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



## selfIN

An online and printed checklist where companies can measure themselves on Business Ethics and Compliance Management. In case it is completed online, the completed form is forwarded to the company's official. It is TEİD's complimentary product to all its stakeholders.

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



## INscuola

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

To get detailed information about our training center you can visit our **TEİD Akademi** website.



## INtools

Online self-assessment tool where companies can measure themselves on Ethics and Compliance Management and tools for developing ethics and compliance programs. This program, which allows companies to make their own evaluations, is offered at a discount to our members.

To get more detailed information, you can contact us at our address [info@teid.org.tr](mailto:info@teid.org.tr).



## INtube

An online video channel where webinars, cases and clips on business ethics are published.

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





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