

UNITED NATIONS  
GLOBAL COMPACT  
TEİD'S  
COMMUNICATION  
ON ENGAGEMENT  
REPORT FOR 2022/24

TEİD – ETİK VE İTİBAR DERNEĞİ  
TURKEY

2022-2024

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

<b>ABOUT TEID – ETHICS AND REPUTATION SOCIETY .....</b>	<b>3</b>
<b>TEID LETTERS OF COMMITMENT.....</b>	<b>5</b>
<b>TEID LEADING ADVOCACY ON TRANSPARENCY THROUGH COLLECTIVE ACTIONS.....</b>	<b>7</b>
<b>A. AWARENESS-RAISING EVENTS ON BUSINESS INTEGRITY AND COMPLIANCE .....</b>	<b>7</b>
<b>B. SECTORAL &amp; REGIONAL COLLECTIVE ACTIONS .....</b>	<b>27</b>
<b>C. REGIONAL COLLECTIVE ACTION EFFORTS: AWARENESS-RAISING EVENTS IN THE SEVERAL ANATOLIAN REGIONS...</b>	<b>30</b>
<b>D. CROSS-SECTORAL COLLECTIVE ACTIONS.....</b>	<b>31</b>
<b>GLOBAL COMPACT PRINCIPLES: ANTI-CORRUPTION .....</b>	<b>35</b>
<b>TURKISH INTEGRITY CENTER OF EXCELLENCE – TICE.....</b>	<b>35</b>
<b>EDUCATION, TRAININGS AND PROFESSIONAL CERTIFICATION .....</b>	<b>36</b>
<b>THE BUSINESS ETHICS RESEARCH AND APPLICATION CENTER .....</b>	<b>44</b>
<b>COMMUNICATIONS AND PUBLICATIONS .....</b>	<b>45</b>
<b>DATA COLLECTION, RESEARCH AND SURVEYS.....</b>	<b>45</b>
<b>INBOOKS .....</b>	<b>47</b>
<b>INMAGAZINE .....</b>	<b>47</b>
<b>INGUIDE .....</b>	<b>51</b>
<b>ADVOCACY .....</b>	<b>51</b>
<b>DIVERSITY AND INCLUSION IN THE PRIVATE SECTOR .....</b>	<b>52</b>
<b>“NEXT GEN ETHICAL LEADERS” PROJECT.....</b>	<b>53</b>
<b>SUMMARY .....</b>	<b>58</b>

## About TEID – Ethics and Reputation Society

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, TEİD 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. TEİD 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 15% of Turkey’s GDP employing more than 1.000.000 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 Integrity and Compliance Taskforce member;
- B20 Turkey
  - Anti-Corruption Taskforce member;
  - Anti-Corruption Taskforce, “Combatting Corruption in Customs workstream leader;
- OECD’s Anti-Corruption Network 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 combating 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 has prepared the profession profile, description, and standards with authorities. The official national ethics and compliance manager occupational standard has been published in the Official Gazette in 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 15th edition, and we now have more than 480 certified ethics and compliance managers in Turkey. The certification program consists of a 53-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 announced their responsibility to abide by these principles in every administrative and commercial activity they lead, as well as to disseminate 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,

22.04.2024

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



Secretary General

22.04.2024

To our stakeholders:

I am pleased to confirm that TEİD – Etik ve İtibar Derneđi (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

## TEİD Leading Advocacy on Transparency Through Collective Actions

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

The second edition of Chief Compliance Officer Survey in Turkey took place in November 2021. The report has been presented in January 2022 during a [webinar panel](#). The report is available [here](#).

**"Chief Compliance Officer" Survey Report 2021** was conducted on November 2021 among TEİD network in association with KPMG Turkey. A webinar took place to present the results and to discuss about "Ethics and Compliance in Turkey" with practitioners on January 12, 2022.

Click to watch the video: <https://youtu.be/1TTnObMuEQo>

A total of 149 people attended the webinar. Details can be found [here](#).

Speaker / Report Presentation: Burak Ülgen, KPMG Turkey

Panelists:

- Atty. Ebru Gurdemir, TEİD Board Member, Unilever Turkey
- Inci Bozokluoğlu, ENKA Construction and Industry
- Özge Aşcıoğlu, OYAK Cement Concrete Paper

Panel Moderator: Oytun Önder, TEİD Audit Committee Member, KPMG Turkey

### February 1, 2022 – TEİD & TOBB Joint – Event: Business Ethics Best Practices and Experience Sharing Webinar

The Union of Chambers and Commodity Exchanges of Türkiye (TOBB) is the highest legal entity in Türkiye representing the private sector. Today, TOBB has 365 members in the form of local chambers of commerce, industry, commerce and industry, maritime commerce and commodity exchanges.

TEİD organized a webinar to TOBB network on business ethics practices to be developed by Turkish local firms in order to be part of the global supply chain. The speakers were TEİD Chairperson of the Board and bp Ethics and Compliance Turkey Georgia and Azerbaijan Team Leader Aslı Ertekin, TEİD Deputy Chairperson of the Board, and Koç Holding Deputy Chief Legal and Compliance Director Rana Günay Hoffman and TEİD Board Member and Cerebra CPAs Managing Director Fikret Sebilcioğlu. A total of 95 people attended the event. The event was also livestreamed on TOBB social media accounts (Twitter, YouTube, Facebook)

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

**TEİD INguide Anti-Bribery and Anti-Corruption Guide "Handbook for Business Partners / Third Parties" Launch Webinar** was held on March 9th 2022. A total of 114 people attended the webinar.

For detailed information about the guide: <http://ow.ly/cE7K50liJ4o>

To watch the webinar video: <http://ow.ly/13RO50liJ4n>

Speakers:

- Aslı Ertekin, TEİD 7th Term Chairperson of the Board of Directors, Ethics and Compliance Manager
- Atty. Altuğ Özgün, Member of the 7th Term Board of Directors Associate Attorney
- Emre Colak, TEİD 6th Term Vice Chairperson of the Board of Directors Ethics and Compliance Manager
- Umut Turan, Ethics and Compliance Manager

Moderator:

- Tayfun Zaman, TEİD 6th Term Board Member, Head of Compliance Department

114 participants attended the webinar, and the recording is still available on TEİD YouTube channel. Details can be found [here](#).

**TEİD Diversity and Inclusion in the Workplace Working Group "Inclusive Work Life: There is no disability if there is accessibility!" INplatform webinar** was held on Thursday, March 10, 2022.

A total of 71 people attended the webinar.

To watch the webinar video: <http://ow.ly/BxBY50Ijqn8>

For information about TEİD Diversity and Inclusion in the Workplace Working Group: <http://ow.ly/4ykg50Ijqn5>

Speakers:

- Hale Yıldız, Co-Founder at Erişilebilir Her Şey, Disabled Employment Specialist,
- Seben Ayşe Dayi, Co-Founder at Erişilebilir Her Şey, Communication Accessibility Specialist,
- Serim Berke Yazar, Co-Founder at Erişilebilir Her Şey, Accessible Design Specialist

Working Group Leaders:

- Atty. Filiz Toprak Esin, Esin Legal
- Atty. Meltem Azbazdar, TEİD Board Member, Mey Diageo

Details can be found [here](#).

**April 19, 2022: "What Every Professional Working in the Field of Combating Fraud Should Know" INplatform webinar:**

The event was held in cooperation with the ACFE Türkiye on April 19.

178 participants attended the online event on this day.

The webinar video is available on TEİD YouTube Channel: [https://youtu.be/2\\_mzCT2CjN0](https://youtu.be/2_mzCT2CjN0)

Speakers:

- Fikret Sebilcioglu, CFE, CPA, TRACE Anti-Bribery Specialist, TEİD Board Member, Cerebra Accounting and Consulting Managing Partner
- Dr. Gokhan Yilmaz, Ph.D, CFE, CIA, CPA, CISA, TEİD Board of Auditors President, ACFE Chairperson, PwC Turkey Partner / Forensics, Compliance and Crisis Management Services Leader

Details can be found [here](#).

**May 11, 2022: "Reputation Management Webinar Series" Reputation Management from Academic Perspective and Overview of Company Practices" webinar**

TEİD "Reputation Management Webinar Series"; Reputation Management from Academic Perspective and Overview of Company Practices" webinar was held on Wednesday, May 11th. To watch the webinar video: <https://youtu.be/1xZj1YVUNJE>

Speakers:

- ERAY AKDAĞ, TEİD Reputation Working Group Leader, Borusan Holding, Public Policy and Corporate Relations Director
- Prof. Dr. Seçil Deren van het Hof, Akdeniz University, Faculty of Communication

Details can be found [here](#).

A total of 65 participants attended the webinar.

### **June 3rd, 2022: "Occupational Fraud, Internal Investigation and Labor Law Effects for Pharmaceutical and Medical Device Companies" Webinar**

TEİD Healthcare Sectoral Working Group's "Occupational Fraud, Internal Investigation and Labor Law Effects for Pharmaceutical and Medical Device Companies" Webinar was held on June 3, 2022.

To watch the webinar: <https://youtu.be/Ym9oQgOn1h0>

Speakers & Moderator:

- Atty. Bilge Aydın Temiz, Vona Law Firm, Founder
- Atty. Dicle Gündoğdu, Sanofi Health Products, Ethics and Business Integrity Manager
- Atty. Filiz Toprak Esin, TEİD Healthcare Sectoral Working Group Leader, Karaduman & Esin Law Firm

Details can be found [here](#). A total of 68 participants attended online the webinar, and the webinar is still available on TEİD YouTube channel.

### **June 8th, 2022: "Key to sustainable trade by business ethics for an international competitive advantage" – Event for Istanbul Chamber of Commerce members and stakeholders**

An online event for Istanbul Chamber of Commerce members and stakeholders took place on June 8<sup>th</sup>. The speakers to this event were Ece Elbirlik Ürkmez from İnci Holding and Atty. Rana Günay Hoffman from Koç Holding and the moderator to this online event was Güray Karacar from Sanofi. All speakers and moderator are TEİD board members, and they highlighted the importance of business ethics principles to be part of the international value chain and to incentivize the investment required for an efficient compliance program from the point of view of İnci Holding and Koç Holding.

Details can be found here: <https://www.teid.org/teid-iso-8-haziran-etkinligi-uluslararasi-rekabette-surdurulebilir-ticaretin-kapisi-deneyimlerle-is-etigi-online-egitimi/>

A total of 90 participants attended the webinar.

### **On June 21, the Ethics and Reputation Society (TEİD) organized the 9th International Ethics Summit.** Summit theme was "The Future of Ethics and Compliance".

We came together at the Seed in Sakıp Sabancı Museum with our members, stakeholders, valuable professionals interested in ethics, compliance & reputation management and discussed on the future of ethics and compliance.

Speakers: Aslı Ertekin, TEİD Chairperson of the Board, Levent Erden, Next Academy, Founder and Academician, Sinan Kirici, UCB Pharma Country Leader, Sinem Sandıkçı Gökçen, L'Oréal Turkey, Country General Manager, Tmkan Işıltan, bp Turkey Country President & moderator ERAY AKDAĞ, Borusan Holding, Public Policy and Corporate Affairs Director.

Detailed information: <https://www.teid.org/teid-9-uluslararası-etik-zirvesi/> and [https://www.etikzirvesi.com/?page\\_id=62672](https://www.etikzirvesi.com/?page_id=62672)

Speakers, Moderator and Panelists:

- Aslı Ertekin, TEİD Chairperson of the Board,
- ERAY AKDAĞ, Borusan Holding, Public Policy and Corporate Affairs Director,
- Levent Erden, Next Academy, Founder and Academician,
- Sinan Kirici, UCB Pharma Country Leader,
- Sinem Sandıkçı Gökçen, L'Oréal Turkey, Country General Manager,
- Tmkan Işıltan, bp Turkey Country President

A total of 244 people from 134 different companies attended the event physically. The video recordings of the summit are available on TEİD YouTube channel in Turkish and with English translation.

On June 26, 2022, TEİD organized a webinar for TOBB network called “**Key to sustainable trade by business ethics for an international competitive advantage**” with the participation of Atty. Altuğ Özgn (Çetinkaya), Fikret Sebilcioğlu (Cerebra) and Aslı Ertekin (bp).

A total of 85 participants attended the webinar.

Details can be found [here](#).

On September 29, TEİD organized a physical INplatform meeting on “**Sustainability and Gender Perspective in Competition Law & The Developments in Human Resources and Digital Marketing**” by Neyzar nbol (Kolcuoğlu Demirkan Koçaklı) and Selen Yersu Şahin (Unilever Turkey). A total of 37 person attended the event followed by a cocktail. Details can be found [here](#).

**23 November 2022: "The Present and the Future of Combating Fraud: Taking action or Managing the crisis?"** (in person)

Speakers:

- Atty. Burcu Tuzcu Ersin, Moroğlu Arseven, Partner
- Fikret Sebilcioglu, CFE, CPA, TRACE Anti-Bribery Specialist, TEİD Board Member, Managing Partner of Cerebra Accounting and Consulting,
- Dr. Gkhan Yılmaz, TEİD Chairperson of Board of Auditors, Partner at PwC

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

**25 November 2022: TEİD Akademi Trainers Meeting** - [details](#)

**6 December 2022: CIPE Partners Meeting**

**9 December 2022: "The Present and the Future of Combating Fraud: Taking action or Managing the crisis?"** (in person)

Speakers:

- Atty. Burcu Tuzcu Ersin, Moroğlu Arseven, Partner
- Fikret Sebilcioglu, CFE, CPA, TRACE Anti-Bribery Specialist, TEİD Board Member, Managing Partner of Cerebra Accounting and Consulting,
- Dr. Gökhan Yılmaz, TEİD Chairperson of Board of Auditors, Partner at PwC

**13 December 2022: Aegean Regional Working Group Meeting** (online)

**14 December 2022: TEİD Corporate Members Meeting** with Hyundai Mobis, Arçelik, Janssen

[Details can](#) be found here.

**16 December 2022: TEİD Academy Next Gen** Day 1

**24 December 2022: TEİD Academy Next Gen** Day 2

**24 December 2022: Sanction Programs and Compliance Awareness in Companies” Webinar**

Speakers:

- Av. Esen İrtem Karagöz, Tüpraş, Senior Legal Counsel of Contract Consulting and Compliance
- Özge Aşcıoğlu, OYAK Çimento, Compliance Director
- Av. Şafak Herdem, Herdem Avukatlık, Managing Partner

Moderator:

- Oytun Önder, TEİD Member of Board of Auditors, Head of Forensic Services at KPMG Turkey

Details can be found [here](#).

**Jan 24, 2023: Webinar on The Place and Changing Role of the Competition Authority's On-Site Inspections in Companies' Compliance Policies and Cultures**

Details can be found [here](#). A total of 160 people attended the webinar.





### Feb 3, 2023: TEİD 200 Corporate Members Celebration Concert

This event took place on Feb 3, 2023 with the participation of TEİD corporate members in order to celebrate the achievement of TEİD's 200<sup>th</sup> corporate member. This event was organized around a cocktail followed by a concert.

Details can be found [here](#).



March 6, 2023: TEİD Chairperson of the Board Aslı Ertekin together with TEİD Secretary General Neslihan Yakal **visited TOBB – The Union of Chambers and Commodity Exchanges of Turkey** – in Ankara to discuss about collaborations with TEİD after the earthquakes of Feb 6, 2023. TOBB will initiate a program for local suppliers in the earthquake zone to be part of value chain. TEİD has expressed its will to help those local suppliers in business ethics related topics. The program will be launched very soon by TOBB.



**March 7, 2023: TEİD Board visited Anıtkabir, Mausoleum of Atatürk.**



Details can be found [here](#).

### **March 28, 2023: TEİD 11th Ordinary General Assembly**

The 11th Ordinary General Assembly Meeting of TEİD Ethics and reputation Society was held on March 28, 2023, at TOFAŞ İstanbul headquarters. At the General Assembly, the members of the TEİD Board of Directors and Board of Auditors members were elected for the new term. After the General Assembly, the first Board of Directors meeting took place. Menteş Albayrak (Audit President at AG Anadolu Grubu Holding) was elected as the Chairperson of the Board, Aslı Ertekin (Ethics & Compliance Manager at BP) and Atty. Rana Günay Hoffman (Deputy Chief Legal and Compliance Officer at Koç Holding A.Ş) were elected as Vice Chairpersons of the Board.

Details can be found [here](#).



### **TEİD 8th Term Board of Directors Members:**

Menteş Albayrak – AG Anadolu Grubu Holding, Chairperson of the Board  
Aslı Ertekin – bp, Vice Chairperson of the Board  
Atty. Rana Günay Hoffman – Koç Holding, Vice Chairperson of the Board  
Doğu Özden - Tofaş, Treasurer  
Atty. Meltem Azbazdar - Mey Diageo, Secretary  
Emre Çolak - Philip Morris International  
Güray Karacar – Individual Memeber  
Atty. Hande Karakülâh - L'Oréal  
Atty. K. Altuğ Özgün – Individual Member  
Atty. Kayra Üçer - Hergüner Bilgen Üçer  
M. Fikret Sebilcioğlu - Cerebra CPAs  
Atty. R. Ertuğrul Onur - Coca-Cola CCI  
Atty. S. Ebru Gürdemir - Unilever

### **TEİD 8th Term Deputy Members to the Board of Directors:**

Alper Alptekin - SOCAR Turkey Enerji A.Ş.  
Atty. Banu Özyalçın - Siemens San. ve Tic. A.Ş.  
Atty. Beril Yayla Sapan - Mehmet Gün & Gün Partners  
Eray Akdağ - Borusan Holding A.Ş.  
Filiz İneler - İnci Holding A.Ş.

### **TEİD 8th Term Board of Auditors:**

Dr. Gökhan Yılmaz - PwC Bağımsız Denetim ve SMMM A.Ş. – Chair of the Committee  
Fırat Gülenç - EnerjiSa Enerji A.Ş.  
Senem Dal - Zorlu Holding A.Ş.

### **TEİD 8th Term Deputy Members to the Board of Auditors:**

İnci Bozokluoğlu - Enka İnşaat ve Sanayi A.Ş.  
Oytun Önder - KPMG Bağımsız Denetim ve SMMM. A.Ş.  
Atty. Seçkin Savaşer - Goodyear Lastikleri T.A.Ş.

## **March 30, 2023: TEİD Fraud Risk Management and Internal Investigations Working Group**

TEİD Fraud Risk Management and Internal Investigations Working Group had an online meeting with its members to discuss about its future roadmap. The working group leaders are Fikret Sebilcioğlu from Cerebra, Umut Turan from SOCAR Türkiye and Dr. Gökhan Yılmaz from PwC. The working group members decided to split the group into two sub-groups: one on fraud risk management, and one on internal investigations.



### March 31, 2023: TEİD Healthcare Working Group Breakfast Meeting

TEİD Healthcare working group had a breakfast meeting with its members. The working group leaders Atty. Filiz Toprak Esin and Atty. Altuğ Özgün have discussed about the risks related to the healthcare sector and the difficulties around ethics and compliance. 18 persons from the following companies attended the breakfast meeting.



- Abdi İbrahim Otsuka
- BASEAK
- Baxter
- Bozoğlu İzgi
- CBC Law
- Danone Nutricia
- Exeltis İlaç Sanayi ve Ticaret A.Ş.
- Johnson&Johnson
- Karaduman & Esin
- Koç Yaşa Çok Yaşa Medikal A.Ş.
- Nobel İlaç San.ve Tic.A.Ş.
- Roche Müstahzarları San. Ve Tic. A.Ş.
- Sandoz
- UCB Pharma
- Viatris

### Best practice sharing videos on ABAC programmes

Best practices sharing videos about ABAC policies have been realized and shared with TEİD stakeholders,

7 companies have exposed their own ABAC policies around 9 questions to inspire other companies. Companies participating to this video serie: ENKA, Doğan Holding, Şişecam, TANAP, ATU Duty Free, DCS Customs, Azercell.

Videos have been shared on TEİD YouTube channel and TEİD social media accounts.

Playlist on YouTube:

[https://www.youtube.com/watch?v=5grQKofaN3g&list=PLxrtkUfKypGHtYmmeN3wJKZM\\_UZ1SbgwG](https://www.youtube.com/watch?v=5grQKofaN3g&list=PLxrtkUfKypGHtYmmeN3wJKZM_UZ1SbgwG)

- Sevinj Novruzova, a TEİD Akademi Alumni from Azerbaijan, Azercell Ethics and Compliance Director answers short questions about the anti-corruption program. “Anti-Corruption Programs of Corporations: The Case Of Azercell”: <https://youtu.be/OicQsujbyog?si=PbsYiWEYGQZH-ZRI>

- TEID Corporate Member DCS Customs Risk, Ethics & Compliance Director Asli Akbaba answers short questions about the anti-corruption program. "Anti-Corruption Programs of Corporations: The Case Of DCS Customs": <https://youtu.be/HjcpOceC1nM?si=sB1Spn8TowgkLc3b>
- TEID Corporate Member ATU Duty Free, Risk, Internal Control and Compliance Coordinator Fulya İlengiz answers short questions about the anti-corruption program. "Anti-Corruption Programs of Corporations: The Case Of ATU Duty Free": <https://ow.ly/oL0t50Pbzu8>
- Can Yalçın, CFE, TRACE Anti-Bribery Specialist from TANAP Doğalgaz İletim A.Ş., answers short questions about their own anti-corruption program! "Corporate Anti-Corruption Programs: The TANAP Example" [https://lnkd.in/d\\_RBsxbf](https://lnkd.in/d_RBsxbf)
- TEID Corporate Member Şişecam Legislation and Compliance Manager Betül Aygünu and Legislation and Compliance Specialist Filiz Hatipoğlu answer short questions about the anti-corruption program. "Anti-Corruption Programs of Corporations: The Case of Şişecam" <http://ow.ly/Mc7H50Ozrck>
- Head of The Audit and Risk Management Group at Doğan Holding, TEİD corporate member, Kemal Sertkaya answers short questions on Doğan Holding anti-corruption program! You can watch "Anti-Corruption Programs of Corporations: Doğan Holding Example" video via the following link: <http://ow.ly/l6sh50OvlqB>
- TEID corporate member ENKA İnşaat ve Sanayi A.Ş. Corporate Sustainability and Compliance Manager İnci Bozokluoglu answers short questions on ENKA's anti-corruption program. You can watch "Anti-Corruption Programs of Corporations: ENKA Example" video via the following link: <http://ow.ly/HJg350Op04Q>

#### Questions asked during the video:

- What were the main risks taken into consideration while preparing your ABAC policy?
- Can you give us some examples on how you communicate around your ABAC policy within your company?
- What are your recommendations to companies where the ABAC policy is newly integrated?
- According to you, what are the advantages of having an ABAC policy within your company?
- What do you do to communicate and raise awareness on your ABAC policy within your company?
- Does your ABAC policy also include your third-party companies?
- Do you expect from your third-party companies to also build an ABAC program and do you incentivize this kind of initiatives?
- How do you get informed about any ABAC violations? What are the benefits and advantages of having a performant whistleblowing hotline?
- Do you give any corporate training on your ABAC policy? What will be your recommendations for an effective training session?

## 2023 Chief Compliance Officer Survey in collaboration with KPMG Turkey

"Ethics and Compliance Survey Report 2023 Presentation & Assessment Panel was held online on June 7, 2023 in cooperation with TEİD and our corporate member KPMG.

To watch the webinar video: <https://ow.ly/SnCQ50ORG0v>

For detailed information about the event: <https://lnkd.in/di7G3P8m>

Speaker:

- Cenk Tuce, KPMG Türkiye

Panelists:

- Başak Öge, Şişecam
- Av. Hakan Bekiroğlu, Yıldız Holding

Moderator:

- Oytun Önder, TEİD Auditing Committee Member, KPMG Türkiye



**“CCO Survey Turkey 2023” report is available on TEİD website. The survey was conducted on March 2023** and results were shared on June 2023.

This survey is conducted by KPMG Turkey and the Ethics and Reputation Society (TEİD) since 2019. In the report, it is aimed to examine the current and future ethics and compliance functions and programs status of corporations operating in different sectors in our country.

You can visit our website for the Turkish version of 2023 report: <http://ow.ly/kW5M50OHFS0>

2019 and 2021 editions of this survey reports are available in English via our website: <http://ow.ly/5NIQ50OHFS4>

**May 31, 2023: TEİD "Inclusive Workplace Culture and Equal Opportunity" webinar** with Prof. Dr. Nebi Sümer

TEİD "Inclusive Workplace Culture and Equal Opportunity" webinar took place on May 31, 2023 with the participation of Prof. Dr. [Nebi Sumer](#) and the moderation of Filiz Toprak Esin, TEİD Diversity and Inclusion Working Group Leader. You can watch the webinar video: <https://ow.ly/gSHO50OQcAi>

For detailed information about this event: <https://ow.ly/A4bR50OQcAh>



## CIPE CAI's Forum on Accountable Investment– September 13, 2023

CIPE CAI's Forum on Accountable Investment in Istanbul was the meeting point for colleagues, partners, and guest speakers from every region CIPE works in (Africa, Asia-Pacific, Central Asia, Europe, Latin America, and the Middle East) who shared on the ground perspectives and lessons learned on attracting accountable foreign investment.

TEİD Board Member Güray Karacar attended the panel moderated by Gregroy Simpson on day 2 of the Conference on Accountable Investment.

## TEİD & DIŞYÖNDER Webinar – September 20, 2023: “A solution for being more Competitive on the International Arena: Ethics & Compliance”

A joint event between DIŞYÖNDER, TEDAR, UND, UTİKAD, GAİD and the Dünya newspaper took place on September 20, 2023.

Moderator:

- Şenol Altuntaş, Supply Chain Director

Speakers:

- Fikret Sebilcioğlu, TEİD Board Member, Cerebra
- Dr. Gökhan Yılmaz, TEİD Audit Committee Chair, PwC
- Dr. Hakan Çınar, DIŞYÖNDER Board Chair
- Umut Turan, TEİD Board Member, SOCAR Türkiye

Details can be found [here](#).

**"ULUSLARARASI ARENADA DAHA REKABETÇİ OLMANIN YOLU: ETİK VE UYUM."**

**Moderatör**

**Şenol Altuntaş**  
Tedarik Zinciri Direktörü

**Panelistler**

**Fikret Sebilcioğlu**  
TEİD Yönetim Kurulu Üyesi  
Cerebra Sistimal Önteme & İncileme ve Uyum Danışmanlığı Bölüm Başkanı

**Dr. Hakan Çınar**  
Dişyönder Yönetim Kurulu Başkanı  
Mentor Gümrük Müşavirliği CEO

**Umut Turan**  
TEİD Sistimal Risk Yönetimi ve İç Soruşturmalar Çalışma Grubu, Uyum Grup Koordinatörü  
SOCAR Türkiye

**Dr. Gökhan Yılmaz**  
TEİD Denetim Kurulu Başkanı  
PwC Şirket Ortaklığı

**Zoom Bilgileri:** Toplantı Kimliği: 956 6150 7864  
Parola: 700307

**DESTEKLEYENLER**

UND UTİKAD TEDAR DÜNYA GAİD

## TEİD 10. International Ethics Summit – October 4, 2023

This year, the 10th International Ethics Summit was held on October 4, 2023 at Hilton Istanbul Bosphorus Hotel with a full-day program under the theme of "Colors of Ethics". At the event, topics such as business ethics, ESG, sustainability, digital ethics, compliance, internal control, and audit processes will be discussed with experts and experienced speakers. The 10. International Ethics Summit took place at the Hilton Istanbul Bosphorus Hotel, with

the theme of "**Colors of Ethics**". Practitioners working on ethics, compliance, and reputation management attended the Ethics Summit to evaluate the latest trends, changes, and global developments in these topics. At this milestone summit, our primary objective was to discuss all dimensions of ethics, recognizing the ever-increasing importance of understanding ethics in today's rapidly evolving business landscape, where artificial intelligence discussions are prevalent. Ethical leadership, corporate culture, and other leading ethical and compliance issues were among the key topics.



**09:45 - 10:00 Welcome Speech**

- Menteş Albayrak, Ethics and Reputation Society (TEID), Chairperson of the Board

**10:00 - 10:20 Keynote**

**"Why Is Managing Ethics and Reputation So Difficult?"**

- John Mair, European Bank for Reconstruction and Development (EBRD), Managing Director, acting Chief Compliance Officer & Director, Head of Project Integrity

**10:50 - 11:45 Panel**

**"Colors Of Ethics: Rising Risks and Opportunities"**

- Atilla Demir Yerlikaya, Anadolu Group, President of Corporate Affairs, Communications and Sustainability
  - Ayşe Nilüfer Türkçü Hıra, Çalık Holding, Chief Legal and Compliance Officer
  - İrem Erdoğan, Borusan Cat, HR and Development Executive Committee Member
  - Özgün Çınar, Pera ESG, Chief Risk Officer (CRO)
- MODERATOR**
- Serdar Turan, Harvard Business Review Türkiye, Editor-in-Chief

**12:00 - 12:20 Keynote**

**"ESG - Promises Vs. Ability To Deliver"**

- Erol Bilecik, Index Grup, Chairman & TÜSIAD, Former President

#### **12:20 - 12:40 Keynote**

##### **“Atatürk’s Leadership”**

- Prof. Dr. Hikmet Özdemir, Atatürk’s Ethical Legacy, Writer

#### **13:30 - 14:45 Panel**

##### **“Compliance As A Competitive Advantage – Reframing Compliance Mindset & Perception”**

- Bradley Henry, Akerman LLP, Partner
  - Sofia El Mansouri, Compliantly LLC, Founder and Consultant
  - Vera Cherepanova, Studio Etica, Ethics Advisor, Speaker, Compliance Author
  - Toghrul Ahmadov, Neqsol Holding, Chief Legal, Compliance and Corporate Governance Officer
- MODERATOR

- Altuğ Özgün, CBC Law Firm, Managing Partner & Ethics and Reputation Society (TEID) Board Member

#### **15:00 - 15:30 Keynote**

##### **“Optimization And Ethics”**

- Umut Keskin, İstanbul Bilgi University, Assistant Professor

#### **15:45 - 16:45 Panel**

##### **“What's Next? - The Future of Ethics And Compliance World”**

- Babak Yektafar, Center for International Private Enterprise (CIPE), Program Director, Afghanistan, Türkiye, Iran
  - Vagif Ahmadov, bp p.l.c., AGT Region Ethics and Compliance Manager
  - Vitor Geromel, The Organisation for Economic Co-operation and Development (OECD), Legal Analyst, Anti-Corruption Division
- MODERATOR

- Emre Çolak, PMI, Compliance Cluster Head TR-ME & Ethics and Reputation Society (TEID) Board Member

#### **16:45 - 17:15 Recognition Ceremony**



Details can be found here: <https://www.etikzirvesi.com/etik-zirvesi-10/>



**A total of 450 persons from 175 companies attended the 10<sup>th</sup> International Ethics Summit.** Short video clips from the 10<sup>th</sup> International Ethics Summit were also shared on TEİD YouTube channel. Playlist can be found [here](#).

### **October 18, 2023: Golden Compass Public Relations Awards – October 18, 2023**

Ethics and Reputation Society was awarded the prize the SEDEFED Special Award, introduced for the first-time in 2022 at the "Golden Compass Public Relations Awards" organized by the Turkish Public Relations Association.

The 21st "Golden Compass Turkey Public Relations Awards" ceremony, organized by the Turkish Public Relations Association (TÜHİD), which celebrates its 51st year in the communications sector, took place on Wednesday evening, October 18, 2023, at Zorlu PSM - Sky Lounge.

Menteş Albayrak, TEİD Chairperson of the Board, Aslı Ertekin, TEİD Deputy Chairperson of the Board and Neslihan Yakal, TEİD Secretary General attended the Award Ceremony. We would like to thank the valuable Jury Members, TÜHİD and SEDEFED Board, TÜHİD Chairperson of the Board İpek Özgüden Özen, who honored us with the offering of the award, SEDEFED Chairperson of the Board Emine Erdem, SEDEFED Deputy Chairperson of the Board Fügen Toksu, Orhan Turan, TÜSİAD Chairperson of the Board.



### **2023 Horasis Global Meeting in Gaziantep – October 22, 2023**

October 22, 2023 - Horasis Global Meeting Creating Impact with Innovation, Sustainability and Reconstruction/ Gaziantep "Türkiye at the Forefront: Generating Change".

Co-hosted by the City of Gaziantep, Horasis was held the 2023 Horasis Global Meeting in Gaziantep, Türkiye over 22-23 October. The theme of the Horasis Global Meeting is to consider how to have a positive impact on Innovation, Sustainability and Reconstruction. The meeting

drew together some of the world's best known business leaders as well as government officials and representatives of international organizations. In the panel "Türkiye at the Forefront: Generating Change" held at the meeting and moderated by [Sibel Soyak Esder](#), Ethics and Reputation Society General Secretary [Neslihan Yakal](#), [Cem Baytok](#), [Adviye Bergemann](#), [Deniz Erkus, CFA](#) and [Halil SAĞLAM](#) shared their experiences and ideas. We would like to thank [Frank-Jürgen Richter](#), the founder of Horasis Global Meeting, Gaziantep Metropolitan Municipality and Gaziantep Governorship for organizing this valuable meeting.



October 26, 2023: II. Coaching Summit took place and a session was dedicated to "Ethical Values". TEİD Audit Committee member Oytun Önder attended the session on behalf of TEİD.

### **November 3, 2023: Özyeğin Executive MBA Class**

TEİD Secretary General Neslihan Yakal and TEİD Project and Trainings Coordinator attended "Business Ethics" class to Özyeğin University Executive MBA program on November 3, 2023. This was the opportunity to present TEİD and to disseminate TEİD knowledge to professionals from this Executive MBA program.



## November 7, 2023: Corporate Training to Bristol Myers Squibb on Whistleblowing hotline

TEİD Secretary General Neslihan Yakal and TEİD Board member Fikret Sebilcioğlu were invited by TEİD corporate member Bristol Myers Squibb for an ethics day event. The totality of BMS team attended this event where the main message was to highlight the importance of using hotlines and to promote the whistleblowing policy within the company.



## November 10, 2023: Turkish German University 4th Annual Business Administration Conference on Diversity, Equality & Inclusion

The Turkish German University organized a conference on Diversity and Inclusion in partnership with Bielefeld University of Germany. The conference aims to bring academics from different disciplines and practitioners together to discuss diversity, equality, and inclusion in the business environment from different perspectives. The conference welcomes diverse perspectives and methodological approaches, including qualitative, quantitative, and mixed methods research, and encourages researchers to submit original research, theoretical and conceptual papers, and practical applications of diversity, equality, and inclusion in the workplace.

TEİD Diversity and Inclusion Working Group Leaders Atty. Filiz Toprak Esin & Atty. Tuğba Doğru Barutçuoğlu attended the conference and shared TEİD experience on D&I by sharing the working group activities and especially detailing the TEİD Diversity and Inclusion Manifesto launched on May 2023.





## November 15, 2023 - "Prerequisite for Combatting Fraud: Awareness" Event

Within the scope of the "International Fraud Awareness Week", TEİD organized an event to raise awareness on combatting fraud in companies. In this panel, ethics and compliance professionals shared their own experiences and good practices within their companies with the attendees.

Panelists:

- Deniz Kaya - Johnson&Johnson
- Esra Özak Oyman – EtikNow
- Ozge Ozcan, MSc - OYAK Çimento
- Sinan Çamlık - Koç Holding
- Tülin Önsoy Sağlık – Bosch

Moderator:

- Fikret Sebilcioglu, CFE, CPA, TRACE Anti-Bribery Specialist, TEİD Fraud Risk Management Working Group Leader, TEİD Board Member, Cerebra CPA's Advisors

A total of 100 persons from 70 different companies attended this event.



## November 28, 2023 - SEDEFED Competitiveness Congress

SEDEFED organized the 15<sup>th</sup> Competitiveness Congress and invited Banu Özyalçın from TEİD Board to the panel. The aim of the panel was to highlight the future of each sector and topics.



### **December 4 & 5, 2023 – “OECD Responsible Business Conduct for Sustainable Development: Middle East, North Africa & Türkiye” Launch Event**

On December 4, the OECD Istanbul office held an event to launch the Turkish translation to the “Responsible Business Conduct for Sustainable Development” guide and to present the roadmap of the national contact points. Neslihan Yakal and Bahar Karacar attended this event on behalf of TEİD and got in touch with the Turkish National Contact Point within the Turkish Ministry of Industry and Technology. TEİD also had the opportunity to share their own best practices on business ethics and responsible business conduct.

The Turkish translation to the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct can be found [here](#).

### **December 18 & 19, 2023- CIPE Branding Training**

CIPE organized a branding training with Bengi Kepkep and TEİD Research and Publication Director Ali Cem Gülmen and TEİD Communications Specialist Özge Özbayhan attended this training aiming to give skills on promoting activities on social media and through our network.

### **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=0IEfSlJaGErg-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](#), Member of the Board of Directors of TEİD and Regional Compliance Director at Siemens

**TEİD**  
Etik ve İktisat Derneği  
Ethics & Reputation Society

**TICE**  
Türkiye İktisadi ve Sosyal Araştırmalar Merkezi  
Turkish Institute of Economic and Social Studies

**"OECD Guidelines for Responsible Business  
Conduct for Multinational Enterprises"  
and introduction to the  
OECD Turkey National Contact Point**

February 27, 2024, Between 14:00-15:30

**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**  
Member of the Board of Directors of  
TEİD and Regional Compliance  
Director at Siemens

*\*The webinar will be held only in Turkish*

## 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.



## **B. Sectoral & Regional Collective Actions**

To disseminate the Principles of Global Compact, TEİD also works with other NGOs. TEİD continues to create platforms for collective actions.

TEİD has been in touch with sectoral associations to develop sectoral collective actions.

### **Preparation of SEDEFED "Business Ethics Declaration"**

TEİD partnered with SEDEFED (The Federation of Industrial Associations) representing the leading sectors with 45 associations and 12.000 members. The represented sectors; logistics, automotive, window film, fair organization, machinery manufacturing, construction sector; chemistry, plastics, iron and steel, food, advertising, glassware, agriculture, energy, real estate, civil society and service sectors. Thematic areas of study of SEDEFED include entrepreneurship, public relations, investment, judgment, women in business, corporate governance, ethics and reputation, people management, leadership, quality and stock market. TEİD & SEDEFED had several meetings to plan the writing of SEDEFED's ethical standards that will cover SEDEFED's all members. SEDEFED is the federation of sectoral associations in Turkey and has more than 40 associations – not only sectoral, but also regional and thematic associations are members to SEDEFED. The leader to this project on SEDEFED side is Ms. Fügen Toksü, SEDEFED's Deputy Chairperson of the Board.

TEİD organized 2 workshops with all SEDEFED members representatives with the support of KPMG Turkey. This was a focus group workshop to realize the stakeholder mapping for SEDEFED, to have the risk mapping for SEDEFED in order to prepare the core values to be in the ethical standards of SEDEFED. Both workshops took place online on February 17, 2022. On May 18<sup>th</sup>, the final version of SEDEFED's Code of Ethics has been signed by the extended Executive Board members of SEDEFED.

Federation of Sectoral Associations (SEDEFED)'s "Business Ethics Declaration" with 45 different sectoral and cross-sectoral associations, is Turkey's first collective action initiative from a top-down approach by using the leverage of sectoral leading NGOs in its field.

TEİD contributed to this initiative with the support of its corporate member KPMG Turkey team. Details can be found [here](#).

"Business Ethics Declaration" of Federation of Sectoral Associations (SEDEFED) representing 45 different sector associations, is Turkey's first collective action initiative from a top-down approach by using the leverage of sectoral NGOs in its field. The declaration was signed by the representatives of SEDEFED member associations at the SEDEFED Extended Board Meeting held on May 18, 2022. On June 21, 2022, during the opening remarks of TEİD 9th International Ethics Summit, TEİD Chairperson of the Board, Aslı Ertekin presented an award to SEDEFED Chairperson of the Board, Emine Erdem appreciating this valuable and leading initiative.

For the moment 54 associations have adopted the prepared code of conduct within their own by-laws.

Details can be found from this [Link](#).



### **Turkish Mining Association (TMD)’s “Responsible Miner Initiative”**

Turkish Mining Association (TMD)’s “Responsible Miner Initiative” Preparation took place in collaboration with TEİD. A booklet under 4 themes has been prepared for companies:

- Business Ethics & Transparency
- Health & Safety
- Nature & Ecosystem
- Social Dialogue and local development

Together with the principles, an internal assessment protocol has also been shared with companies. A checklist has been prepared for the sector – the checklist is TEİD’s selfIN adaptation to the mining sector and risks to be covered by responsible miners.

The TMD Board of Directors will now approve the prepared booklet and checklist and then disseminate to their corporate members and their business partners. It is also planned to launch widely this initiative during a conference held on International Mining Day (December 4<sup>th</sup>, 2022).

### **Sectoral Collective Action Initiative with TAB the Turkish Shipowners Association**

The Turkish Shipowners Association contributes to the production of maritime transport strategies and policies on a national and global scale.

TEİD partnered with Türk Armatörler Birliği to launch Turkish Shipowners' Ethics Principles.

The Signature Ceremony took place online on June 30, 2022 and the Turkish Shipowners Association members declared their commitment to responsible business conduct towards their employees, business partners, competitors and customers.

Turkish Shipowners’ Code of Ethics Declaration Signature Ceremony and Turkish Maritime Transport Review Report 21/22 and Global PSC Report Launch were held online on June 30, 2022. The program was inaugurated by TEİD Chairperson of the Board Aslı Ertekin and Turkish Shipowners' Association President Cihan Ergenç.

Turkish Shipowners’ Code of Ethics Declaration was written with the valuable contribution of Yaşar Canca, Harun Şişmanyazıcı, Tayfun Zaman, Atty Emre Kotil, Neslihan Yakal, Hüseyin Çınar, Dr. Bahar Karacar, Dr. Ilknur Tanriverdi and Ali Cem Gülmen. It has been tried to create a set of guiding principles with Turkish Shipowners Code Of Ethics; summarizing the responsibilities of Turkish Shipowners' Association members to their employees, business partners, other institutions in the sector and the society, reflecting their core values and principles, responsible business conduct. Details can be found [here](#).

### **Jan 25, 2023: TAB Training on Business Ethics**

A training of 4 hours took place on Jan 25, 2023. The first part of the training was on “General Business Ethics Principles” by Tayfun Zaman, TEİD Akademi trainer and the second half of the training was on “Business Ethics for Seamen” by Yaşar Canca from TAB. 25 people from the maritime sector attended this training organized for TAB members.



## PERYÖN Code of Ethics

In May 2023, PERYÖN (Türkiye İnsan Yönetimi Derneği – Turkish People Management Association - <https://www.peryon.org.tr> ) has contacted TEİD in order to update its code of ethics. PERYÖN has an ethics committee, but the committee needed TEİD expertise to review and revise their code of ethics.

On June 21, 2023, a first meeting took place with PERYON Ethics committee to listen their needs and expectations from this new collaboration.

It has been planned to review PERYON existing code of ethics and compare it with TEİD previous works with other professional associations. To help TEİD in this project, KPMG Turkey has also offered its help and expertise.

Several meetings took place with KPMG Turkey, PERYÖN Board, and PERYÖN Ethics Committee.

- Meetings with the PERYÖN ethics committee on July 6, July 13, July 31, Aug 14, Aug 24 and Sept 13
- Meeting with PERYÖN Board on July 19

After those several meetings, the PERYÖN code of ethics has been prepared and will be approved during October PERYÖN Board Meeting.

In the meantime, TEİD invited PERYÖN to the 10<sup>th</sup> International Ethics Summit for the recognition award ceremony to congratulate PERYÖN for its efforts on ethics & business integrity. Additionally, a session during PERYÖN congress will take place to inform all HR professionals member of PERYÖN about the updated/revised code of ethics and its requirements. Oytun Önder, TEİD Audit Committee member from KPMG will attend this session to promote it.

The final version of PERYON code of ethics has been approved by PERYON board and has been launched and added to their website. The final version can be found [here](#).

The next step for this code of ethics is to disseminate this new version of the code of ethics among HR professionals. Trainings and awareness-raising events will be planned in the future. TEİD Audit Committee Member Oytun Önder from KPMG also attended on October 4, 2023 PERYON Congress where a session called “Ethics: Path Guiding our Values and our Decisions” was dedicated to this.

Moderator:

- PERYÖN Board Member ve İSPER Executive Director Banu Saraçlar

Panelists:

- PERYON Ethics Committee Chair Ali Kamil Uzun
- TEİD Audit Committee Member, Oytun Önder

On October 14, 2023, TEİD Board Member Filiz Morova İneler from İnci Holding attended PERYÖN South Marmara “People Management” Congress held in Bursa. Filiz Morova İneler held a keynote speech on “Ethics Values”.

Details can be found [here](#).

TEİD also collaborates with **sectoral associations and federations** on leveling the playing field in the healthcare sector. Principle stakeholders are the Association of Research-Based Pharmaceutical Companies (AIFD), Association of Research-Based Medical Technologies Manufacturers (ARTED) and All Medical Equipment Producers, Importers and Suppliers Associations Federation (TÜMDEF).

## C. Regional Collective Action Efforts: Awareness-raising events in the several Anatolian Regions

### TEİD Ankara Roundtable Meeting

A visit to Ankara took place on September 14 and 15, 2023. During this visit, TEİD organized a roundtable meeting with TEİD Ankara members, moderated by Aslı Ertekin, TEİD Vice Chairperson of the Board.



#### Attendees:

- Anagold, **Ahmet İlker Doğan**, Board President
- Borusan Holding, **Eray Akdağ**, Public Policys and Corporate Affairs Director & TEİD Board Member
- bp, **Arzu Cabi**, AGT Ethics & Compliance Team Leader, Türkiye Ethics and Compliance Manager
- Herdem Avukatlık Ortaklığı, **Şafak Herdem**, Founding Partner
- Hergüner Bilgen Üçer A.O., **Aslı Budak**, Partner
- Hergüner Bilgen Üçer A.O., **Neşe Nur Yazgan**, Senior Competition Law Consultant
- İncekaralar, **Emrah Tüfekçi**, Industrial Systems Sales Department Director
- Oyak Çimento, **Özge Özcan**, Compliance and Corporate Risk Manager
- Statkraft, **Derya Soylu**, Licence, Permit, and Compliance Director
- Securitas, **Öyküm Gülay**, HR Coordinator, Business Ethics and Compliance Specialist
- TEİD Secretariat, **Neslihan Yakal**, Secretary General
- TEİD Secretariat, **Bahar Karacar**, Project & Training Coordinator
- TEİD Secretariat, **Ali Cem Gülmen**, Research and Publication Director

### **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.



### **D. Cross-Sectoral Collective Actions**

By its establishment and its by-laws, TEID represents a cross-sectoral collective action. All TEID corporate member signs the TEID Integrity Pledge at the time of its membership and they declare to respect the TEID Integrity Pledge.

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 Declaration of Ethics 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.

The number of corporate members signing TEID's Integrity Pledge has now reached more than 230, they represent a significant portion of 15% of Turkish GDP and employ more than 1.000.000 persons.

In addition to its commitment to the Global Compact Principles, TEID is also one of the participants of "The Call to Action" which is an appeal by the private sector to governments to promote anti-corruption measures and to implement policies that will establish systems of good governance. "The Call to Action" urges governments to underscore anti-corruption and good governance as fundamental pillars of a sustainable and inclusive global economy.



**TEİD Integrity Pledge signed by all corporate members since TEİD's establishment in 2010**

*We, members of  
Ethics and Reputation Society of Turkey  
hereby represent and warrant to...*

*Conduct our business in compliance with any and all applicable local laws, including, primarily, the Constitution of the Republic of Turkey, 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.*



Starting of 2022, the TEİD Integrity Pledge newest version includes ESG, data privacy and human rights together with anti-corruption and integrity principles.

### **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.

## TEİD Collective Action Ceremony took place on Feb 9th, 2022 online

During this event, TEİD's 170 corporate members will renew their signature to the updated version of TEİD Integrity Pledge.



The agenda:

Opening Speech by Aslı Ertekin, TEİD Chairperson of the Board

Keynote Speeches: Collective Action Initiative Examples from around the world

- Shawn Teixeira, Collective Action Director, Siemens AG (Germany)
- Gemma Aiolfi, Head of Compliance, Corporate Governance and Collective Action, Basel Institute on Governance (Switzerland)
- Babak Yektafar, Senior Program Officer, Middle East & North Africa, Center for International Private Enterprise - CIPE (USA)
- Deon Rossouw, CEO, The Ethics Institute (South Africa)
- Soji Apampa, Founder, The Integrity Organisation Ltd. and The Convention on Business Integrity Ltd. (Nigeria)

"TEİD Members" Parallel Round Table Meetings

TEİD Integrity Pledge Signature and TEİD Family Photo Online Shooting

Closing Speech by Aslı Ertekin, TEİD Chairperson of the Board

## 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/>

1. From April 1, 2022 to May 14, 2022, TEİD Academy Corporate Ethics and Compliance Management Training Programme's 11<sup>th</sup> edition took place with 58 participants. The graduation took place on June 24 and 25, 2022.
2. From October 7, 2022 to Nov 19, 2022, TEİD Academy Corporate Ethics and Compliance Management Training Programme's 12<sup>th</sup> edition took place with 30 participants. The graduation took place on Jan 12 and 13, 2023.
3. From Jan 17, 2023 to Mar 2, 2023, TEİD Academy Corporate Ethics and Compliance Management Training Programme's 13<sup>th</sup> edition (special edition to Koç Group E&C practitioners) took place with 35 participants. The graduation took place on April 28, 2023.
4. From October 20, 2023 to November 25, 2023, TEİD Academy Corporate Ethics and Compliance Management Training Programme's 14<sup>th</sup> edition took place with 54 participants. The graduation will take place on Jan 13 and 14, 2024.
5. From Jan, 24 2024 to Feb 29, 2024 TEİD Academy x Coca-Cola İçecek "Corporate Ethics and Compliance Management" Training Programme (in English) took place with 64 participants. The graduation took place on March 15, 2024.
6. From March 14, 2024 to April 26, 2024, TEİD Academy Corporate Ethics and Compliance Management Training Programme's 15<sup>th</sup> edition took place with 54 participants. The graduation will take place on June 12 and 13, 2024.

All TEİD Academy Corporate Ethics and Compliance Management training programmes graduates are listed on TEİD Akademi website [here](#).



## **May 25, 2022: TEİD Academy Gathering & Discussion Panel on “The Present and the Future of the Ethics and Compliance Manager Profession”:**

Alumni & Trainers only "TEİD Academy Gathering" was held on Wednesday, May 25 at the Istanbul Naval Museum.

The event started with the opening speeches of TEİD Project and Training Coordinator Dr. Bahar Karacar, Chairperson of the Board Aslı Ertekin, TEİD 2013 - 2015 Term Chairperson of the Board Mehmet Buldurgan and TEİD Trainings Committee President Dr. M. Fevzi Toksoy. In the panel moderated by Sinan Çamlık from Koç Holding (TEİD Academy 10th edition graduate) on “The present and future of Ethics and Compliance Managers”, the speakers; Alper Alptekin from SOCAR Turkey (TEİD Academy 7th edition graduate), Büşra Karakurt Keskiner from TAV Holding (TEİD Academy 3rd edition graduate), Bilge Ufuk Tan (TEİD Academy 6th edition graduate) from Migros and Atty. Tuğba Doğru Barutçuoğlu from Mey Diageo (TEİD Academy 6th edition graduate) shared their valuable insights with participants. In addition, our new product, “Ethics and Compliance Manager; According to National and International Vocational Standards” INguide, was launched at this event.

The event ended with a tour of the Istanbul Naval Museum, accompanied by a guide. Around 200 certified ethics and compliance managers by TEİD Akademi attended the event.

Details can be found [here](#).

To access the INguide "Ethics and Compliance Manager According to National and International Vocational Standards" (in Turkish) [online](#).

The “**Ethics and Compliance Manager Guide According to National and International Vocational Standards**” INguide prepared TEİD has been published and distributed to the TEİD network. The guide is also available online.

This guide takes the vocational profile (also prepared by TEİD) of the Vocational Qualifications Authority (MYK) as a reference in the definition of the occupation.

This guide also includes the Ethics and Compliance Manager occupational definition and characteristics in the US and EU systems.

1000 copies of this INguide have been printed and for the moment, a total of 345 copies has been distributed to TEİD network, the electronic version of this INguide has been downloaded by 265 persons, with a total outreach of 610 all supports.

## **October 7, 2022: TEİD Akademi 12th Edition First Day**

## **November 15, 2022: TEİD Akademi Corporate Training on Export Controls and Sanctions for Mercedes Daimler (½ day)**

## **25 November 2022: TEİD Akademi Trainers Meeting - [details](#)**

## **16 December 2022: TEİD Academy Next Gen Day 1**

**24 December 2022: TEİD Academy Next Gen Day 2**

**Jan 12 & 13, 2023: TEİD Akademi 12th Edition Graduation Day** – 35 new certified ethics and compliance managers



**Jan 17, 2023: TEİD Akademi 13th Edition First Day** – for only Koç Group companies' ethics and compliance officers with 35 participants



**Feb 13, 2023: TEİD Academy Next Gen 1st Edition last day**



**March 2, 2023: TEİD Akademi 13th Edition last day – graduation April 28, 2023**



**March 16, 2023: TEİD Akademi Alumni Gathering Panel – with 75 participants.**

Panelists:

- Gonca Aktürk Kabadayı – 11th Edition Graduate - ParkCam (Purchasing)
- Selda Özacar - 1st Edition Graduate - Aras Kargo (HR)
- Selma Meydan Mete – 12th Edition Graduate - Gülçiçek (Sustainability)
- Senem Dal - 1st Edition Graduate - Zorlu Holding (Internal Audit)
- Atty. Serdar Kayhan – 10th Edition Graduate - Ford Otomotiv Sanayi A.Ş. (Legal)

Moderator:

- Umut Turan - 4th Edition Graduate - SOCAR Türkiye



Video of this panel can be found [here](#). Details can be found [here](#).

### **March 16, 2023: TEİD Academy Next Gen Graduation Ceremony**

TEİD Academy Next Gen, aiming to teach the expectations and requirements of the occupation of "Ethics and Compliance Management" to 3rd or 4th year university students and newly graduates, in cooperation with Istanbul University Entrepreneurship Club (İGK) on December 16, 2022, gave its first edition graduates. 24 young graduates of programs received their attestations of achievement at the "TEİD Academy & TEİD Academy Next Gen Trainers & Alumni Meeting" held on March 16, 2023 and became TEİD Academy Next Gen First Edition Graduates. Details can be found [here](#).

List of graduates can be found [here](#).



**April 18, 2023: Prysmian,** TEİD corporate member, organized an online training with its local third-parties in order to inform them about business ethics and compliance principles. TEİD Board Member, Atty. Altuğ Özgün was the trainer for this session where 45 people attended the training.

### **April 28, 2023: TEİD Akademi x Koç 2nd edition graduation day**

TEİD Academy x Koç Group "Corporate Ethics and Compliance Management" training program was held with the participation of trainers on April 28, 2023, after the presentations of INpracticum studies.

With TEİD Academy x Koç Group 2nd edition graduates, our alumni network has exceeded 360 people.

For detailed information about TEİD Academy: <http://ow.ly/BYOs50009X5>

### **TEİD Akademi 14th Edition of "Corporate Ethics and Compliance Management" Training Program – October 20 to November 25, 2023**

On October 20, 2023, TEİD Akademi 14<sup>th</sup> edition of "Corporate Ethics and Compliance Management" training program began online. This program consists on 53 hours of training and have 55 participants. The classes ended on November 25, 2023 and on January 17 and 18,



2024, participants will present their INpracticum studies and will get their certificates. By the end of its 14<sup>th</sup> edition, TEİD Akademi will have more than 420 certified ethics and compliance practitioners.



### December 21, 2023 - TEİD Akademi & TEİD Academy Next Gen Networking / Gathering Event

TEİD organized a gathering to TEİD Akademi and TEİD Academy Next Gen alumni. This event took place on December 21, 2023, as the last event of 2023. A total of 65 persons from 42 different companies attended this event.



**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 professionals from several countries where Coca-Cola Beverages have any commercial activities. A total of 64 persons from 10 countries (Azerbaijan, Iraq, Jordan, Kazakhstan, Kyrgystan, 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 also holds a webpage called INboard where companies can post their ethics and compliance related job offers and access easily competent TEİD Academy alumni. <https://www.teid.org/inboard/>

### **The Business Ethics Research and Application Center**

Aside from these works, TEİD also realizes the importance of Academia. With the collaboration of Istanbul Bilgi University, TEİD has opened the “Business Ethics Research and Application Center” on March 2015. This center includes certificate programs as well as 2-year programs that will consist of topics of ethics and compliance program, ethical risk management, anti-corruption regulations.



## 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 also 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

### TEİD Research on The Effect of Business Ethics and ESG on Reputation

With the aim of providing the community with statistical support to its main purpose, TEİD conducted the "Research on the Impact of Business Ethics and ESG on Reputation" in collaboration with ZENNA Consulting and KPMG Turkey to determine the relationship between business ethics and ESG (environmental, social and governance) performances of organizations in our country and their impact to corporate reputation.

The research has been conducted by the end of 2022 and the report has been launched on Jan 16, 2023, followed by a panel discussion where panelists have discussed the findings of this report and gave company strategies. Total 95 persons attended the event.

Panelists:

- Atty. Banu Özyalçın, Siemens Türkiye
- Eray Akdağ, Borusan Holding
- İnci Bozokluoğlu, ENKA İnşaat
- Seda Çınlar, Coca-Cola İçecek
- Özlem Mutlu Doğan, Allianz Türkiye

Moderator:

- Atty. Altuğ Özgün, TEİD Board Member, TEİD ESG and Sustainability Working Group Leader

TEİD “Impact of Business Ethics and ESG on Reputation Research” Report Launch :  
<https://www.teid.org/teid-impact-of-business-ethics-and-esg-on-reputation-research-report-launch/>

Research report is available both in Turkish and in English.

TR: [https://www.tice.org.tr/wp-content/uploads/2023/01/TEID-2022\\_S.pdf](https://www.tice.org.tr/wp-content/uploads/2023/01/TEID-2022_S.pdf)

ENG: <https://www.tice.org.tr/wp-content/uploads/2023/01/TEID-2022-ENG-S.pdf>

Videos are available at TEİD YouTube channel.

Report launch: <https://youtu.be/RLOPCEy7ZB0>

Panel discussion video: <https://youtu.be/tukWMvMBgqM>



### 2023 Chief Compliance Officer Survey in collaboration with KPMG Turkey

"Ethics and Compliance Survey Report 2023 Presentation & Assessment Panel was held online on June 7, 2023 in cooperation with TEİD and our corporate member KPMG.

To watch the webinar video: <https://ow.ly/SnCQ50ORG0v>

For detailed information about the event: <https://lnkd.in/di7G3P8m>

Speaker:

- Cenk Tuçe, KPMG Türkiye

Panelists:

- Başak Öge, Şişecam
- Av. Hakan Bekiroğlu, Yıldız Holding

Moderator:

- Oytun Önder, TEİD Auditing Committee Member, KPMG Türkiye

“CCO Survey Turkey 2023” report is available on TEİD website. The survey was conducted on March 2023 and results were shared on June 2023.

This survey is conducted by KPMG Turkey and the Ethics and Reputation Society (TEİD) since 2019. In the report, it is aimed to examine the current and future ethics and compliance functions and programs status of corporations operating in different sectors in our country.



You can visit our website for the Turkish version of 2023 report: <http://ow.ly/kW5M50OHFS0>  
2019 and 2021 editions of this survey reports are available in English via our website: <http://ow.ly/5NIQ50OHFS4>

## 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 Responsibility 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

INmagazine, is the first business ethics, compliance, and integrity themed magazine, a quarterly published in Turkey. So far, 32 INmagazines are published including more than 800 articles of more than 125 authors. INmagazine can also be read online. INmagazine all issues can be found [here](#). INmagazine is also available via Turkcell Dergilik, Press Reader and JooMag. It also has one issue printed and distributed widely to all TEİD network.

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

INmagazine's December 2022 has been released on December 14, 2022. This issue has 9 articles including an executive summary of the Economic Impact Study, an article on SEDEFED's cross-sectoral collective action initiative.



This issue is available on JooMag and on Turkcell Dergilik:

- JooMag link: <https://joom.ag/JT5d>
- Turkcell Dergilik link: <https://open.dergilik.com.tr/magazineDetail/77394>
- Press Reader link: <https://www.pressreader.com/turkey/inmagazine>

Links on social media:

- <https://www.linkedin.com/feed/update/urn:li:activity:7008449371696427008>
- <https://www.linkedin.com/feed/update/urn:li:activity:7009056018496131072>

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

INmagazine's March 2023 has been released on March 23, 2023. This issue has 12 articles including an executive summary of the business ethics & ESG impact on corporate reputation research and many articles on ESG best practices from TEİD corporate members such as Hyundai Mobis, İnci Holding and Borusan Holding.

This issue is available on JooMag and on Turkcell Dergilik:

- JooMag link: <https://joom.ag/HC6d>
- Turkcell Dergilik link: <https://dergiler.com.tr/magazine/79429>



Links on social media:

- [https://www.linkedin.com/posts/teid-etik-ve-itibar-dernegi-ethics-and-reputation-society-teiaovd-inmagazine-activity-7044605869220597762-T-0Q?utm\\_source=share&utm\\_medium=member\\_desktop](https://www.linkedin.com/posts/teid-etik-ve-itibar-dernegi-ethics-and-reputation-society-teiaovd-inmagazine-activity-7044605869220597762-T-0Q?utm_source=share&utm_medium=member_desktop)
- <https://www.linkedin.com/feed/update/urn:li:activity:7044656108845604864>

INmagazine's 30<sup>th</sup> issue - June 2023 has been released on June 26, 2023. This issue was especially on AI and ethical values that AI needs to comply with. This issue had also an article on TEİD's Diversity & Inclusion manifest, on Private Sezin School's Ethics Summit for Youth details, on the new TEİD Board details and interview with TEİD's new chairperson of the board Menteş Albayrak, and a corporate member interview with Bristol Myers Squibb.

This issue is available on JooMag and on Turkcell Dergilik:

- JooMag link: <https://joom.ag/ESRd>
- Turkcell Dergilik link: <https://dergiler.com.tr/magazine/inmagazine-haziran-0/81624>
- PressReader link: <https://www.pressreader.com/turkey/inmagazine>



Links on social media:

- <https://www.linkedin.com/feed/update/urn:li:activity:7079095632627474432>
- <https://www.linkedin.com/feed/update/urn:li:activity:7079093463807332352>
- <https://www.linkedin.com/feed/update/urn:li:activity:7079093464331599872>

INmagazine's 31<sup>st</sup> issue - September 2023 has been released on September 28, 2023.

This issue is available on JooMag and on Press Reader:

- JooMag link: <https://joomag.com/turkey/inmagazine>
- PressReader link: <https://www.pressreader.com/turkey/inmagazine>

Link to social media post:

- <https://www.linkedin.com/feed/update/urn:li:activity:7113507660209008642>
- <https://www.linkedin.com/feed/update/urn:li:activity:7113504131104845824>



This issue has been read 1.297 times on online platforms as of Jan 3, 2024.

INmagazine's 32<sup>nd</sup> issue – Ethics Summit Special Issue has been released on November 22, 2023.

This issue is available on JooMag and on Press Reader:

- JooMag link: <https://joom.ag/Vdnd>
- PressReader link: <https://www.pressreader.com/turkey/inmagazine>

Link to social media post:

<https://www.linkedin.com/feed/update/urn:li:activity:7133762122810859520>

INmagazine's March 24 has been released on March 6, 2024, with 11 articles from 14 writers.



This issue is available on JooMag and on PressReader:

- JooMag link: <https://joom.ag/WEAd>
- Press Reader link: <https://www.pressreader.com/turkey/inmagazine>

Links on social media:

- <https://www.linkedin.com/feed/update/urn:li:activity:7171090865682132993>
- <https://www.linkedin.com/feed/update/urn:li:activity:7171094081002029057>

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.



## 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 and Inclusion in the Workplace Working Group "Inclusive Work Life: There is no disability if there is accessibility!"**\_webinar was held on Thursday, March 10, 2022.

A total of 71 people attended the webinar.

To watch the webinar video: <http://ow.ly/BxBY50Ijqn8>

For information about TEİD Diversity and Inclusion in the Workplace Working Group: <http://ow.ly/4ykg50Ijqn5>

Speakers:

- Hale Yıldız, Co-Founder at Erişilebilir Her Şey, Disabled Employment Specialist,
- Seben Ayşe Dayi, Co-Founder at Erişilebilir Her Şey, Communication Accessibility Specialist,
- Serim Berke Yazar, Co-Founder at Erişilebilir Her Şey, Accessible Design Specialist

Working Group Leaders:

- Atty. Filiz Toprak Esin, Esin Legal
- Atty. Meltem Azbazdar, TEİD Board Member, Mey Diageo

Details can be found [here](#).

**May 31, 2023: TEİD "Inclusive Workplace Culture and Equal Opportunity" webinar** with Prof. Dr. Nebi Sümer

TEİD "Inclusive Workplace Culture and Equal Opportunity" webinar took place on May 31, 2023 with the participation of Prof. Dr. [Nebi Sumer](#) and the moderation of Filiz Toprak Esin, TEİD Diversity and Inclusion Working Group Leader. You can watch the webinar video: <https://ow.ly/gSHO50OQcAi>

For detailed information about this event: <https://ow.ly/A4bR50OQcAh>

## **November 10, 2023: Turkish German University 4th Annual Business Administration Conference on Diversity, Equality & Inclusion**

The Turkish German University organized a conference on Diversity and Inclusion in partnership with Bielefeld University of Germany.

The conference aims to bring academics from different disciplines and practitioners together to discuss diversity, equality, and inclusion in the business environment from different perspectives. The conference welcomes diverse perspectives and methodological approaches, including qualitative, quantitative, and mixed methods research, and encourages researchers to submit original research, theoretical and conceptual papers, and practical applications of diversity, equality, and inclusion in the workplace.

TEİD Diversity and Inclusion Working Group Leaders Atty. Filiz Toprak Esin & Atty. Tuğba Doğru Barutçuoğlu attended the conference and shared TEİD experience on D&I by sharing the working group activities and especially detailing the TEİD Diversity and Inclusion Manifesto launched on May 2023.

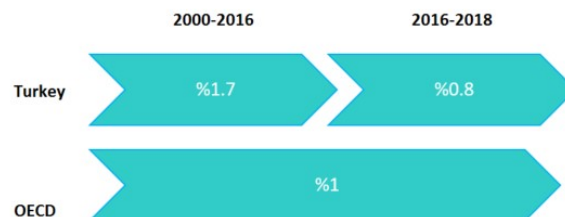


## “Next Gen Ethical Leaders” Project

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 (%)

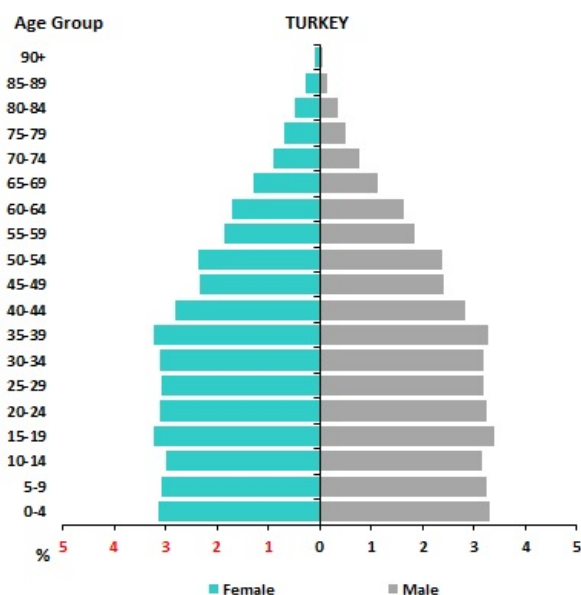


The growth in the number of universities has allowed Turkey to graduate a larger number of students, which in turn, has enabled Turkey to transform its young population and large labor force into a skilled workforce.

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, [ISPAI](#), 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”.

Knowledge dissemination to Youth: 12 events to 607 students on business ethics awareness and 1 edition of TEİD Academy Next Gen with 25 graduates from different universities.

### **May 16, 2022: III. Sezin Ethics Summit**

In cooperation with Sezin High School, "III. Sezin Ethics Summit" was held on May 16, 2022. Students showed great interest in the summit organized within the scope of TEİD's "Next Gen Ethical Leaders" project.

### **May 24, 2022: ALKEV Ethics Summit**

"The Ethics Summit "Ethics Above All" was held in cooperation with ALKEV Private Schools, on May 24, 2022. Students showed great interest in the summit organized within the scope of TEİD's "Next Gen Ethical Leaders" project.

On July 21, 2022, TEİD corporate member Turkish Airlines Technic invited TEİD to give a training to its summer interns on business ethics and the corporate culture. A total of 150 high school and university trainees in Turkish Technic attended the physical lecture given by TEİD Board member Atty. Altuğ Özgün and Atty. Ayşe Gönen Anaeli. Details can be found [here](#).



**TEİD Academy Next Gen**, aiming to teach the expectations and requirements of the occupation of "Ethics and Compliance Management" to 3rd or 4th year university students and newly graduates, in cooperation with Istanbul University Entrepreneurship Club (İGK) started on December 16, 2022, with 30 participants.

Dec 16, 2022: TEİD Academy Next Gen Day 1 – “Ethics & Compliance Profession as a Career Path & Basic Notions on Ethics & Compliance” by Aslı Ertekin from bp

Dec 24, 2022: TEİD Academy Next Gen Day 2 “First 90 days of an Ethics and Compliance Professional & Experience Sharing” by Atty. Seçkin Savaşer from Goodyear

Feb 10, 2023: TEİD Academy Next Gen 1st Edition Day 3 “Essentials of domestic, regional and international anti-corruption regulations” by Att. Altuğ Özgün from CBC Law

Feb 13, 2023: TEİD Academy Next Gen 1st Edition Day 4 “How to Write a Code of Ethics? How to Build a robust Ethics and Compliance Program? How to Build a solid Ethical culture within companies? What are the keys to an ethical leadership?” by Atty. Tuğba Doğru Barutçuoğlu from Mey Diageo.

The program had also 4 different offline video trainings:

- Diversity & Inclusion & Ethics
- Corporate Reputation Management
- Human Rights Compliance
- Supranational, International and National Anti-Corruption Regulations



## İş Etiği ve Uyum

2. Dönem



**1.Gün | 14 Kasım 2023**  
(18.00-20.00)  
**Av. Seçkin Savaşer**  
TEİD Akademi Eğitmeni, Goodyear Ar-Ge,  
Veri Gizliliği Kıdemli Hukuk Danışmanı EMEA  
“Etik ve Uyum Yöneticisinin İlk 90 Günü”



**2.Gün | 24 Kasım 2023**  
(10.00-12.00)  
**Aslı Ertekin**  
TEİD Yönetim Kurulu Başkan Yardımcısı,  
bp Etik ve Uyum Müdürü  
“Büyük Resim & Etik ve Uyum Yöneticiliği Mesleği  
Hakkında Genel Bilgilendirme”



**3.Gün | 28 Kasım 2023**  
(17.00-19.00)  
**Av. Altuğ Özgün**  
TEİD Yönetim Kurulu Üyesi,  
CBC Hukuk Bürosu Yönetici Ortak  
“Uluslararası Yolsuzlukla Mücadele Yasaları”



**4.Gün | 8 Aralık 2023**  
(15.00-17.00)  
**Av. Tuğba Barutçuoğlu**  
TEİD Yönetim Kurulu Üyesi,  
Mey Diageo Regülasyon ve Hukuk Direktörü  
“Kurumsal Etik ve Uyum Program Elementleri”



TEİD  
Etik ve İtibar Derneği  
Ethics & Reputation Society

\* Tüm derslere katılım zorunludur.  
\* Katılım kontenjanı ile sınırlıdır.  
\* Eğitim programı sadece 4 yıllık lisans öğrenimi gören  
3. ve 4. sınıf öğrencilerine açıktır.  
\* Eğitim sonunda gerekli tüm şartları yerine getiren  
katılımcılara “Beyan Belgesi” verilecektir.



İGK  
İstanbul Girişimcilik Kulübü

### **March 16, 2023: TEİD Academy Next Gen Graduation Ceremony**

24 young graduates of this program received their attestations of achievement at the “TEİD Academy & TEİD Academy Next Gen Trainers & Alumni Meeting” held on March 16, 2023, and became TEİD Academy Next Gen First Edition Graduates.

Details can be found [here](#).

List of graduates can be found [here](#).

The graduates of this program also got the TEiD INguide series of 16 guides to help them in the daily life of and ECP. Graduates of this program got the chance to be part of TEiD Academy Alumni network of 36+ current ECPs to help them find mentorship and networking opportunities.

TEiD Academy Next Gen 2<sup>nd</sup> Edition took place from November 16, 2023, to December 8, 2023, and the attendees got graduated on January 25, 2024.

A total of 32 students from 12 different universities and 3 different faculties got graduated from the second edition of TEiD Academy Next Gen program.

## SUMMARY

Since October 2019, TEİD has gained 84 new corporate members; including Turkey's biggest companies that are willing to develop their own compliance teams & programs and promote the same approach throughout their third parties. Together with new members, TEİD ecosystem represents 850k employees instead of 250k. Among those 84 new corporate members within TEİD, 25 are also from the ISO500 list. A shift in 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 towards more fair market conditions, and Turkish leading companies are also leading the paradigm shift regarding this by becoming TEİD members and 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. Through these Collective Action initiatives, TICE had a significant positive impact on clean market conditions in the respective sectors or areas.

TICE's scope extended thanks to partnerships with local, sectoral organizations, giving 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 430 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 functions of companies.

Finally, TICE also worked for the future with the TEİD Academy Next Gen training program, where the ethics and compliance practitioners of the future had access to training with high-level ethics and compliance knowledge. This will allow 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.