The Ethics and Reputation Society (Etik ve İtibar Derneği – TEİD) is a not-for-profit, non-governmental organization with competence in integrity risk management and anti-corruption. Founded in 2010, it aims to develop and encourage adherence to internationally recognized business ethics principles within the Turkish business environment.

TEİD 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.

The vision of the society is both to create positive cultural change in the Turkish Private Sector and to train compliance officers who will effectively manage integrity risks for their companies. In that respect, TEİD collects on-going data on corruption and integrity through regular surveys of the business community. We produce and deliver courses and online training modules, and we run “Ethics and Compliance Officers Certification Programs” for the education and certification of relevant private sector professionals.

TEİD designs tools for the use of compliance officers, creates stakeholder engagement strategies, executes the communication plan and conducts event management for greater visibility and more effective communication. TEİD has over 150 corporate members with a total yearly income that exceeds 15% of Turkey’s GDP, employing more than 250,000 employees. All of our corporate members have signed and committed to TEİD’s Declaration of Integrity, Turkey’s most significant cross-sectoral collective action initiative.
Conduct our business in compliance with any and all applicable local laws, and any and all international treaties, conventions, agreements and regulations, to which the Republic of Turkey is signatory.

Build our business on ethical principles.

Endeavour to earn a reputation for integrity, competence and excellence.

Introduce a transparent disclosure policy for the company’s operations.

Protect and encourage fair competition.

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

Prevent any form of corruption.

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

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

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

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 ten 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.
### EXECUTIVE BOARD

**Board of Directors**

- Atty. Ertuğrul Onur, Chairperson of the Board
- Emre Çolak, Vice Chairperson of the Board
- Menteş Albayrak, Treasurer of the Board
- İdil Gürdil, Secretary of the Board
- Ahu Akkal Ekşi
- Prof. Dr. Ali Murat Vural
- Atty. Altuğ Özgün
- Asım Barlı'n
- Dr. Fevzi Toksoy
- Fikret Sebilcioğlu
- Güray Karacar
- Atty. Okan Demirkan
- Tayfun Zaman
- Ece Elbirlik Ürkmez
- Atty. Filiz Toprak Esin
- Atty. Meltem Azbazdar
- Atty. Kayra Üçer
- Atty. Seçkin Savaşer

**EXECUTIVE DUTIES OF BOARD MEMBERS**

- **Communication:** Prof. Dr. Ali Murat Vural - Menteş Albayrak
- **Membership Relations:** Emre Çolak - Atty. Seçkin Savaşer – Atty. Meltem Azbazdar – Ece Elbirlik
- **Public Relations:** Güray Karacar – Asım Barlı’n – Aslı Ertekin
- **Content and Project Design:** Tayfun Zaman – Atty. Altuğ Özgün
- **Academia:** Dr. Fevzi Toksoy – Atty. Seçkin Savaşer – Atty. Meltem Azbazdar – Atty. Filiz Toprak Esin
- **Summit / Event:** Atty. Okan Demirkan – Dr. Fevzi Toksoy – Menteş Albayrak
- **External Affairs:** Tayfun Zaman – Emre Çolak – Michael Kuckein

### COMMITTEES

**Auditing Committee**

- Doğu Özden, President
- Ash Ertekin, Member
- Dr. Gökhan Yılmaz, Member
- Atty. Hilal Utku, Deputy member
- Michael Kuckein, Deputy member
- Atty. Uğur Değirmenci, Deputy member

**TEİD Secretariat**

- Neslihan Yakal, Secretary General
- Dr. Bahar Karacar, Project and Training Coordinator
- Ali Cem Gülmen, Research and Publications Director
- Pınar Cansız, Financial and Administrative Affairs Responsible
- Tufan R. Başak, Graphic Design and Data Processing Specialist
- Özge Özbayhan, Communications Specialist
- İrem Öncül, Financial and Administrative Affairs Assistant
Events - 2020

- “Ethics and Compliance in Turkey” Survey Presentation & Panel Discussion
- TEİD Academy “corporate ethics and compliance management” certification graduation ceremony
- Diversity & Inclusion working group workshop
- TEİD Academy modular training on export control and sanctions
- “Sustainability & Ethics: benefit corporation (B-Corp) laboratoires expanscience journey”
- Third-party related ethics and compliance risks working group meeting
- TEİD Academy “training of the trainer”

Webinars - 2020

- “Managing effectively ethics and compliance risks in times of crisis”
- “Ethical leadership and dissemination of corporate values and culture in times of crisis”
- “Combatting fraud, corruption and bribery in times of crisis”
- “Managing third-party related ethics and compliance risks in times of crisis”
- “Data privacy, cyber security and digital ethics in times of crisis”
- “Competition law violation risks in times of crisis”
- “Ethical approach to people management in times of crisis”
- “Inspirational examples of inclusion and diversity practices”
- “How to conduct effective internal investigations during the covid-19 pandemic period?”
- “Sociological results of the covid-19 pandemic in Turkey and in the world”
- “Risks you may have to face after the crisis period”
- “What are the changes in export controls and trade sanctions after the covid-19 pandemic?”
- “Managing ethics & compliance risks in a post covid-19 world”

Events

- Honesty is a claim, its proof is our behaviors
- What would you do to be ethically fit?
- The unbearable lightness of diversity
- What you need to know for an effective contract administration
- The most ethical way to make money: Increase your fraud awareness
- Artificial intelligence in terms of ethics and law (legal)

In the events organized, the issues on the world agenda, and other developments concerning important days and weeks are discussed as well.

Events 2019

- Ethics and compliance culture working group event
- Effective management of 3rd party ethics and compliance risks
- Ethics and compliance culture working group event
- Effective management of 3rd party ethics and compliance risks
- General assembly & member meeting
- Third presentations in the 3rd year of the KVK legislation
- Ethical leaders of the future - Mustafa Saffet Anatolian high school “Zirvetik”
- Ethical leaders of the future - The Sezin School “ethical summit”
- Compliance with GDPR & personal data protection legislation, digital ethics and big data
- Ethics and compliance culture working group workshop
- Seminar on anti-corruption compliance
- Ethical leaders of the future - Aydin Dogan Fine Arts High School “group exhibition”
- Yased roundtable meeting
- TEİD Academy 5th term graduation
- TEİD Academy 6th term
- Workshop on “3rd party ethics and compliance risks and management of international companies”
- Future of compliance”
- Ethical leaders of the future - Mustafa Saffet Anatolian High School
- “Tips for compliance program with corporate governance perspective”
- “Responsibility and compliance process of third parties in the context of data protection law”
- Ethics and compliance culture working group activity
- “The importance of ethics and compliance culture in fighting employee frauds”
- “Business ethics practices in Turkey”
- “Health regulations and compliance”
- “3rd party ethics and compliance risks and management of international companies”

Seminars

Within the Seminars with organizations like,

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

The objective of this Project is to raise awareness of business ethics and to ensure the adoption and growth within companies of the “ethics and compliance manager” profession in the private sector.

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

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

Projects: The Private Sector Collective Action Center (ÖSKEM)

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

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

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

Collective Actions

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

- Publicly Traded Companies Ethics Standards with KOTEDER
- Investor Relations Professional
- Customs Brokers Professional Ethics Standards with IGMD
- Direct Marketing Communicators Professional Ethics Standards with DPİD are prepared.

Next Gen Ethics Leaders

The main purpose of the project is to support the adoption of the global business world’s dynamics such as ethics culture, ethical principles and sustainability by the youth at the age of high school.
1- Internal Investigations Working Group
Internal investigations processes and techniques are examined under different events such as summit parallel sessions. The specialization of the participants is aimed at the subjects they’re focused on. – Group Leader: Fikret Sebilcioğlu

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

3- Compliance to the personal data protection legislation working group
Personal data is processed within all the departments of a corporation, and this shows the necessity of examining compliance with the relevant laws. The working group is created with the idea that the compliance program for this subject should cover the entire corporation or compliance to the law on the process of personal data in all departments of institutions is aimed to cover the whole Corporation. – Group Leaders: Atty. Altuğ Özgün & Atty. Kayra Üçer

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

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


7- Sectoral Working Groups - New
Healthcare & Pharma Sectoral Group Leader: Atty. Altuğ Özgün

8- Regional Working Groups – New
Aegean Region Working Group Leaders: Ece Elbirlik Ürmez- Emre Çolak
The objective of the International Ethics Summits is to analyze the changing economic and social order with different perspectives and expert speakers. In order to reach the ideal, the crucial structures for companies and best practices are examined.

**International Ethics Summits’ Themes:**

<table>
<thead>
<tr>
<th>Year</th>
<th>Theme</th>
</tr>
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<tbody>
<tr>
<td>2011</td>
<td>Ethics Management Effects On Performance</td>
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<tr>
<td>2012</td>
<td>Paradigm Shift In Doing Business</td>
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<tr>
<td>2013</td>
<td>Capitalism 2.0 And Ethical Leadership</td>
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<tr>
<td>2014</td>
<td>Ideals And Realities</td>
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<tr>
<td>2015</td>
<td>Understanding Today, Inspiring Tomorrow</td>
</tr>
<tr>
<td>2016</td>
<td>Surviving The Flood</td>
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<tr>
<td>2017</td>
<td>As Waters Recede</td>
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</tbody>
</table>

So far, 7 International Ethics Summits are held with a total of: +10,000 online subscribers, +100 Speakers, +1500 subscribers

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

Parallel to this advocacy, TEİD has established a certification program named “Corporate Ethics and Compliance Management” in 2016. The program has finished its 6th edition and has more than 130 graduate certified ethics and compliance managers in Turkey. The certification program consists on a 42-hours program together with a practicum to be prepared and presented at the end of the program.

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

**Other Training**

- Modular training designed for the continuous education of the Ethics and Compliance Managers
- Corporate Ethics and Compliance Program Training designed regarding to the needs of the companies
- Onboarding Training or Ethics Day Activities
INguide
A series of guides have been developed through the years by TEİD thematic working groups, in order to help companies and ethics and compliance professionals with relevant subject guides for daily use.

- Code of Conduct
- Ethics Culture and Leadership
- Ethics Committee Guide
- Combatting Corruption in SMEs
- Whistleblowing Hotline Management Systems
- Social Media Policies
- Case Studies – 1
- Collective Actions
- Ethics Reporting Guide
- Conflicts of Interest
- Gift and Hospitality Policies
- Competition Law
- Cyber Ethics and Compliance Guide
- Case Studies – 2
- Internal Investigations
- Monitoring and Evaluation Systems of Compliance Programs

INmagazine
Quarterly business ethics themed magazine. So far, **18 INmagazine** are published including more than **350 articles** of more than **45 authors**. It can also be read online via Joomag, Turkcell Dergilik and Press Reader.

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

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

INbooks
Reference books (written by TEİD and/or translated into Turkish for TEİD) on business ethics, compliance, sustainability and transparency related subjects.

- The Honest Truth About Dishonesty, D.Ariely
- What Money Can’t Buy, J.Sandel
- How To Pay A Bribe?, A.Wrange & S.Wirz, TRACE International
- Social Responsibilities of Board of Directors, Dr. Yilmaz Ar-güden
- Ethics and Business: An Introduction, K.Gibson

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

INplatform
Networking Events and Trainings for Ethics and Compliance Professionals.

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

INtube
Online video Channel of TEID events and webinars.

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

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

INtools
They are the online self-assessment tool that companies can assess themselves on Ethics and Compliance Programs. This study, which allows companies to make their own evaluations, is offered to our members at a discount.