

# ETHICS AND COMPLIANCE POLICY

*Denetik complies with ethical rules.*

*Shows sensitivity towards the customer's material and moral assets and complies with the applicable rules.*

*Respects human rights.*

*Values nature, animals, vegetation, and natural resources, and adopts an environmentally responsible approach.*

*Adopts the 17 Principles of the United Nations and takes them as a reference in its business practices.*

*Does not accept bribes. In cases where bribery is offered, the relevant parties are informed, and the process is documented through the necessary corrective actions.*

*It is prohibited to accept, give, promise, offer, or approve payments or other benefits, directly or indirectly, for the purpose of obtaining or maintaining commercial business.*

*Denetik considers mutual courtesy gestures acceptable for the purpose of developing business relationships. Such gestures may include invitations and gifts that are in line with generally accepted business practices and do not constitute bribery, improper benefit, commission, or share-based gain. However, full compliance with applicable laws and relevant regulations is mandatory in all circumstances.*

*Aims to be an exemplary organization for its employees and stakeholders and continuously improves its structure accordingly.*

*Does not engage in political relationships in the countries where it operates and complies with legal requirements.*

*Ensures the necessary transparency towards relevant parties regarding legal matters and conflicts of interest.*

*Avoids factors that may compromise its impartiality and takes precautions against such risks.*

*Fulfills its responsibilities regarding compliance and effectively utilizes its managerial mechanisms within this scope.*

*If systematic manipulation is identified in the maintenance of records, a penalty equivalent to two months' salary deduction will be applied to the responsible persons.*

*Violations of this policy are evaluated by the Impartiality Protection Committee, and the necessary actions required to maintain ethics and compliance are initiated.*

*This policy is valid and binding for Denetik Belgelendirme A.Ş. and Denetik Certification LLC.*

**General Manager**

*Adnan Karadaş*