

CODE OF CONDUCT

2025

ORGANİK KİMYA
the chemistry between us

Code of Conduct

Scope

Organik Kimya's Code of Conduct sets out the fundamental principles that govern all our operations, corporate management, employees, and suppliers.
This Code reflects Organik Kimya's commitment to respect for law, human rights, prevention of bribery, prevention of money laundering, promotion of sustainability, and responsible business practices.

Rule of Law

Organik Kimya conducts all activities in strict compliance with the local laws of the countries in which it operates, as well as binding international regulations and conventions.

Honesty and Responsibility

Organik Kimya is committed to integrity and transparency in all business relations.
We will not mislead stakeholders about our products, services, expertise, or capabilities.
We take full responsibility for the quality of our products and services and ensure all business practices comply with applicable laws and ethical standards.

Respect, Justice and Equal Opportunity

Organik Kimya values mutual respect, fairness, and equal opportunity.
We uphold fundamental human rights and prohibit any form of violence, intimidation, discrimination, harassment, or mobbing.
Employees are encouraged to report misconduct confidentially, and all reports will be seriously and discreetly investigated.

Notion of Personal Responsibility

Organik Kimya employees represent the company in all their actions.
They are expected to act ethically and in accordance with the Code, knowing their behavior directly affects Organik Kimya's reputation and the trust of our stakeholders.
All employees are responsible for protecting the company's physical and intangible assets.

Notion of Competition

Organik Kimya commits to fair competition and respects market rules.
Employees shall avoid practices that distort competition unfairly.

Attitudes Regarding Labour

Organik Kimya prohibits forced labor, child labor, and any form of discrimination based on gender, race, religion, language, disability, or any other status.
Recruitment, employment, and workplace conditions are based solely on merit and capability.

Social Dialogue and Employee Voice

Organik Kimya is committed to a respectful and open workplace where employees are encouraged to express their views, concerns, and suggestions.
We promote regular, constructive dialogue between employees and management to strengthen mutual understanding and ensure a collaborative work environment.
In all our operations, we aim to maintain transparent and inclusive communication channels where everyone feels heard, valued and safe to speak up.

Respect for Human Rights

Organik Kimya respects human rights and is committed to ensuring that it does not complicit in any human rights abuses.

Sustainability and Climate Responsibility

Organik Kimya is committed to reducing its environmental footprint and promoting sustainable practices across its operations, products, and supply chains.
We strive for continuous improvement in our environmental performance to support a more sustainable future.

Protection of Information and Confidentiality

Employees must protect confidential information related to Organik Kimya's operations, customers, R&D activities, production systems, and business strategies.
Disclosure without proper authorization is prohibited.
Employees must also safeguard digital information by following cybersecurity protocols to prevent unauthorized access or breaches.

Notification of Non-Compliances

Employees are encouraged and entitled to report any practices inconsistent with the Code of Conduct.
Reports will be kept confidential, and Organik Kimya strictly prohibits retaliation against employees who raise concerns in good faith.

Corporate Citizenship

Organik Kimya defines its corporate role with the aim of supporting the economic, social, and environmental development of the communities where it operates.
We encourage employees to participate in voluntary social projects aligned with their skills and passions.

Relations with Business Partners

Organik Kimya conducts relationships with suppliers and partners based on fairness, honesty, and transparency.
Preferential treatment, abuse of power, discrimination, or conflicts of interest are strictly forbidden.
Organik Kimya employees shall not accept gifts, favors, or hospitality that could influence, or appear to influence, business decisions.

Conflict of Interest

Employees shall avoid any situation where their personal interests conflict with the interests of Organik Kimya.
All potential conflicts must be disclosed to management immediately, and decisions must be based solely on business merit.

Relations with Customers

Employees shall avoid any situation where their personal interests conflict with the interests of Organik Kimya.
All potential conflicts must be disclosed to management immediately, and decisions must be based solely on business merit.

Relations with Government Institutions

Organik Kimya maintains constructive, ethical, and lawful relationships with governmental bodies, respecting the legal frameworks and ethical standards of the public sector.

Anti-Bribery and Corruption

Organik Kimya prohibits all forms of bribery, corruption, facilitation payments, and improper advantages.
Employees shall never offer, give, request, or accept anything of value intended to improperly influence business decisions.
Suspicious requests must be rejected and reported immediately.

Prevention of Money Laundering and Financial Crime

Organik Kimya prohibits any activity aimed at concealing the origin of illegal funds.
Employees shall conduct due diligence, verify business partners (Know Your Customer – KYC), report suspicious transactions, refuse suspicious deals, and maintain transparent financial records.
Non-compliance may result in disciplinary action and criminal prosecution.

For More Information and Advice

If you need further information about the Organik Kimya Code of Conduct or guidance regarding the compliance of practices with applicable rules and standards, please contact:

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