

Ethics Policy Rules

Ethical working rules are our written document explaining Tefaş's corporate responsibility towards all its employees, customers, business partners, state institutions, environmental rules, and society. What is stated in this document is valid for all external and internal activities of Tefaş. Our code contains information that explains the basic principles of our employees. Supervisors and leaders are required to act as role models due to their position. We expect our suppliers to act in accordance with the specified rules. In addition, they are expected to be sensitive to human rights, the environment and to follow best practices in non-monopolized international trade.

Ethical rules can change / develop according to the conditions of the day. It is possible to foresee these rules dynamically and renew them according to the conditions of the day.

Employee Behaviour Policy

As a working culture, Tefaş always treats all our employees with respect. We state that discrimination based on race, gender, skin color, age, religious beliefs and physical disability will not be allowed. Every employee has to work to protect each other's health and safety.

Integrity

We expect our employees to do their best to do their best for the sake of the company objectives and to use our existing resources efficiently and improve themselves. Our leadership principles are built on trust and responsibility. Tefaş offers its employees the opportunity to convey the necessary information. As an expectation of this information, employees are expected to produce useful products with this information.

Legislation Regulating Fair Competition, Monopolies and Cartels

Tefaş pays attention to fair competition. They comply with laws that protect and promote competition. They comply with laws that protect and promote competition, in particular competition laws. Agreements with competitors and activities that violate free market rules are prohibited.

Abuse, gifts and favor

All employees are prohibited from receiving gifts or favors that may be linked to contracts. It is acceptable to receive gifts and favors of negligible value. These gifts or favors should not be mutually dependant.

International Trade

All our employees must know the legal sanctions of their trade (import and export) and act this awareness.

Our Relationship with our suppliers

Tefaş tries to be clear in all agreements with our suppliers. They will be determined clearly and impartially according to their offers. All commercial relations to be made will not be directed to personal relationships or motivations to be selected for the benefit of Tefaş. Together with our values and ethical rules, we will continue to maintain our determination to be a permanent and beneficial company for our country.