



Kemiteks Code Of Conduct

1. Personal Health and Safety

It is ensured that the physical working environment and conditions of the workplace are healthy and safe for all employees. Maximum effort is made to protect all employees through trainings and awareness initiatives to protect personal health and safety.

2. Freedom of Association and Collective Bargaining

We are careful to create working conditions that respect people and allow freedom of association and collective bargaining. We do not tolerate harassment of any kind.

3. Disclosure of Conflicts of Interest

All employees must disclose any existing or potential conflicts of interest. Conflicts of interest can be avoided by following some simple rules; for example, employees should not have interests in a competitor's, supplier's or customer's businesses or engage in a business outside of KEMİTEKS without prior written approval of the unit managers.

4. Respect for Privacy

We respect the privacy of our employees' personal data. Every employee is committed to protecting the confidentiality of all information and our intangible assets. For this purpose, the disclosure of trade secrets or patented or patentable processes is prohibited.

5. Respect for employees

KEMİTEKS Practices comply with all applicable laws and regulations regarding employment and working life. Our employees also fulfill all legal requirements within the scope of their activities and act in accordance with legal regulations.

Human resources policies and practices; recruitment, promotion-transfer-rotation, remuneration, rewarding, social benefits etc. ensures that all other practices are fair.

Violation of the immunity of employees in any way by physical, sexual and/or emotional harassment in the workplace or any place where they are due to work is against the law and ethical rules and this crime is not tolerated by KEMİTEKS in any way. The purpose of this application is to ensure that employees work in a work environment where their physical, sexual and emotional immunity is protected.

6. Promotion of Diversity

Because diversity is something we all share, we encourage behavior that makes all our employees feel part of our organizations.

We develop the professional skills and careers of our employees, regardless of origin, gender, age, disability, sexual orientation, gender identity or membership of a party or union or minority group. Our employees are recruited on the basis of need and the specific abilities of each candidate. We respect the diversity of religious beliefs and the freedom of every employee to practice their religious beliefs.

7. Communication and Dialogue

We enable our employees to have a share in our future growth by encouraging the flow of information, supporting cooperation and maintaining constant communication.