



Our Goal

Iz Baski and its employees are committed to complying with universal human values, international and national laws. Ethical principles are a summary of our company's policies regarding both personal conduct and ethical principles in a single document. Our company is committed to human rights, and against the use of child labor, and rejects all forms of discrimination, observes the working time; works to protect customer's interests, produces its products in the desired quality, complies with environmental, health and safety standards, follows the environment-related laws and firm rules, and is against all kinds of corruption and bribery. It is aware of the delicateness of the subject of taxation and the proper declaration of financial information and makes all its notifications and payments in accordance with the laws. It advocates the just and fair competition with its competitors in any condition and environment.

Our Company's Ethical Principles set the standards for responsible behaviors that our practices and stakeholders should follow and provide guidance on how to address important ethical questions.

Every Iz Baski employee must comply with the Iz Baski Ethical Principles, compliance laws, and any updated regulations and take responsibility for each of our actions.

Our Ethical Principles

Respect for Human Rights and the concept of Sustainable Development are the basis of ethical principles of Iz Baski Sanayi ve Ticaret AS. According to this concept;

All Iz Baski employees have the fundamental human rights such as living, being free, living securely, not being exposed to torture and treated badly, equal and fair trial, privacy of private life, settlement and travel, marriage, acquisition of property, thinking and disclosing thoughts, being a member in associations and institutions, participating in public administration with general and equal voting rights, equal use of public services, working under fair and equal conditions, resting and paid leave, social security, fair and equal education, participation in cultural activities and enjoyment of these activities, and religious and conscience rights that are stated in the United Nations Universal Declaration of Human Rights and United Nations Global Compact principles;

Iz Baski respects individuals, laws, and local customs and meets their requirements.

Iz Baski Sanayii ve Ticaret A.S. implements many procedures and policies in order to reduce the harms of economic growth and the consumption of plastics on our environment for sustainable development.

Egalitarianism Approach

In the recruitment process, our company treats the candidates and employees in fair, bias-free, and equal respect and love regardless of their race, color, gender, religion, language, age, social or ethnic origin, ownership, natural or acquired status, directly or indirectly without exception.

Supports the freedom of expression of its employees.

Does not force its employees to work.

Does not apply physical punishment or not treat with violence and pressure to its employees.

Employees have freedom of movement during their employment and the company does not restrain their identities and passports.

Social and Public Responsibility

Embraces national and cultural values.

Carries out activities that can make positive contributions to the social environment.

Fulfills its legal responsibilities against all Public Institutions and Organizations, employees, customers, suppliers, and social environment.

Acts in accordance with labor law, local laws, and regulations.

Contributes to the integration of disabled and ex-convict people into society.

Protects the reputation and reliability of its name.

Does not employ children under the age of 15.

Employs the young workforce at the age of 15 to 18 as a trainee in non-hazardous jobs and areas and only during day shifts and only to support their education and development.

Developmental Awareness

Continuous education and development is basic principle.

It is always open to innovations and change.

Organizes training activities for the development of its employees.

Recommends participation in all kinds of courses, congresses, fairs, and seminars.

Environmental Awareness

Iz Baski works on using natural resources efficiently and minimizing the wastes originated by our processes.

Fully complies with environmental laws and regulations.

Works to support our employees' recycling and reuse activities and to raise awareness on this issue.

Iz Baski informs all the employees, customers, and suppliers about our environmental awareness and determination by sharing the Quality Environment and Occupational Health and Safety Policy with all employees, customers, and society.

Personal Consistency

An IZ BASKI employee;

Keeps her/his word.

Sets an example with her/his statements and behaviors.

Gives confidence to others.

Is against bribery and corruption.

Ensures respect for her/his institution and personality.

Complies with the laws, and policies and procedures of her/his institution.

Employees do not request and accept gifts, discounts, and advantages, personal service ,or support, which may affect the company's preferences and decisions; even if it is for charity.

Professional Responsibility

An IZ BASKI employee;

Strives to learn her/his profession well.

Contributes to the development of her/his colleagues.

Strives to achieve success.

Constantly researches and strives to develop personal competence.

Fulfills her/his responsibilities.

Healthy and Safe Working Environment

The employee of IZ BASKI has the right to experience a healthy and safe working environment.

She/he acts in a way to promote the Occupational Health and Safety culture. Fights against unacceptable and potentially dangerous behavior.

Use of Professional and Technical Information

An IZ BASKI employee;

Pays attention to confidentiality about the technical features of the products.

In every decision, she/he investigates the accuracy of the information she/he uses.

Also, pays attention to protect private personal information.

Tries to ensure regular exchange of information among the employees.

Prevents the circulation of inaccurate or inconclusive information.

Equality of Opportunity

Iz Baski and its employees;

undertake to comply with all rules set out in the Universal Declaration of Human Rights, and the laws.

No human and employee can be subjected to any discrimination due to their language, religion, sexual identity, race, region, thought, and lifestyle.

No employee can be subject to any discrimination due to the above-mentioned features in wages and promotions.

Representation Right of Employees

Iz Baski respects employees to have representatives and those representatives to represent them.

It believes that all kinds of representation of employees is in line with the interests of employee and company, and respects to their decisions

Allows employees and their representatives to express and represent themselves in any platform

It ensures that employee representatives are elected at regular intervals and supports good practices

Accuracy in Financial and Commercial Records

It ensures that our financial and commercial records are always accurate and assumes all legal responsibilities,

Keeps records securely and complies with the specified principles on keeping the records,

All financial data are properly recorded and documented,

All sales and purchases of the company, money transfers are necessarily recorded and documented.

Protection of Personal Data

Iz Baski is aware of the confidentiality of all employee, visitor, customer and supplier information and it necessarily takes the consent of the relevant parties or institution in case this information is to be transmitted to Third Parties.

All data of our employees are stored or archived under the conditions set by the law,

Iz Baski provides the employees with a training program on the protection of personal data.