

PETKİM EMPLOYEE CODE OF ETHICS

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I. PETKİM EMPLOYEE CODE OF ETHICS

"Employee Code of Ethics", covers the fundamental principles of our employees.

Business procedures, standards, laws and regulations related to our attitudes and behaviours which cannot provide guidance, in all kinds of places our company's values "Employee Code of Ethics" are valid.



A. Accuracy, Integrity

Honesty and integrity is an indispensable for all employees of Petkim and moves in this direction.

B. Privacy

It covers information's of Petkim that might lead to a competitive disadvantage, employees personal information and confidentiality agreements entered into with third parties trade secrets, confidential information, financial and other information which are not disclosed to the public .

If PETKİM employees due to his position or for any other reason have confidential information, he will protect these information's and use these only in the aims of Petkim.

He will never use it for any commercial or personal benefits

In addition, all his stakeholders will take care about the protection of confidential and proprietary information.

During working or leaving the company for any reason, because of his position or any other reason he will not explain any confidential information and documents outside.

Only single designated authorities shall be informed about them.





C. Not to personal benefits

A Petkim employee does not benefit for himself, his family or relatives from persons or institution because of his position. He doesn't do activity based on financial interests. He doesn't use the name and power of Petkim, the ID of Petkim for personal benefits. He does not compete with the company.

In case of potential conflicts of interest he provides to protect the benefits by using legal and ethic applications.

In cases of hesitation he will consult with the manager or Human Resources Department

The basic principle of a Petkim employee is to be impartiality, his performance, an effect on a decision or his duty and not to accept goods direct or indirect with or without economic value.

Books, magazines, articles, tapes, calendars, CDs or ones similar in nature, awards or gifts won in public competitions, campaigns or events, given souvenirs or gifts at open conferences, symposiums, forums, panel discussions, dinners, receptions or similar events, for the purpose of presentation, distributed to everyone and having a symbolic value and craft products advertising does not conflict with the core principles above and can be considered as a gift.

D. My responsibilities

Petkim one of our biggest industrial institution compliances with legal responsibilities to all stakeholders and fulfill their responsibilities towards the opponents.

Petkim employees also act on the behalf of Petkim and fulfill the following responsibilities.



1. Legal responsibilities

Petkim employees conduct all business processes and relationships of the laws of our country and abides when necessary to international laws,

approaches without the expectation of benefits to organizations and institutions, he stays at an equal distance to civil society organizations and political parties .

He informs institutions and organizations timely with accurate, complete and understandable information.





2. My responsibilities to our customer

In accordance with our principle; "Satisfaction of our customers comes first and foremost "; our staff is focused on customer satisfaction, sensitive to the needs and demands, and works by anticipating events that may happen. He gives service to customers, on time as promised; and communicate with them respectfully, fair and in the rules of courtesy.

3. My responsibilities to my work friend

Petkim;

- With the catchphrase "Our most valuable asset is our employees" Petkim treats equal to all employees. Occupational health and safety rules provide a suitable working environment.

Employees, job qualifications required by any kind of development to keep pace, satisfaction of the improvement of the business environment become more successful in the provision of the required knowledge, skills, attitudes and behaviours which aims to provide educational programs, plans and implements.



- Petkim takes care of the balance between work and private life of the employees.

He shows the required the effort for the Individual development and supports with social awareness and with appropriate social in volunteering for community activities. Supports and enables masters and doctorate studies of employees.

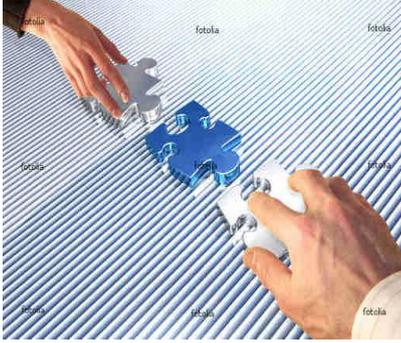
Employees;

- The responsibilities to their work friends are within the scope of these principles.

They communicate and cooperate with each other in mutual trust, respect and courtesy.

- They support each other while encounter a problem executing the work with their knowledge, skills and experiences.





4. My responsibility to suppliers

In collaborations with Petkim, both sides take care for maximizing the creation of value, to identify mutual needs and meeting the needs.

The principle, of Petkim; "All suppliers are natural members of our team" Petkim employees treat all our suppliers honestly, fairly and respectfully, fulfils its obligations on time. They show care and sensitivity and protect confidential information and documents to the suppliers and business partners.

5. My responsibility to our shareholders

Employees of Petkim; creating value for our shareholders "towards the goal of sustainable profitability .

Act within the framework of financial discipline and transparency, work with our company's resources and assets and manages the runtime efficiently.



6. My responsibility to our competitors

Petkim employees will avoid unfair competition. He competes in legal and ethical areas and gives this vision to society.

In this context, he supports the transformation of society in the context of a competitive structure study..

7. My responsibility to the community and environment

With the mission to be a “Human and environmental friendly “petrochemical company to ensure safety and environmental protection as priority, accountability, reliability, open principles and values and to act responsibly towards all stakeholders has been adopted as a key objective.

Petkim has a mission to be environmentally conscious in every area from the use of raw materials, technology, manufacturing operations and management style.

The understanding of our company's environmental responsibility beyond fulfilling the legal requirements is based on the principle of voluntary initiatives by continuously improvement of environmental performance



All Petkim employees are executing all activities in accordance with this awareness. Sensitive to social issues, awareness of being model citizens, civil society organizations and public interest takes place in the services.

8. My responsibility to the name PETKİM

All employees of Petkim have to fulfill their responsibilities to protect and develop the existing dignity and reputation . In this context, the personal conduct of all employees, pay attention with the company's principles and values under the rules of law and the general public .

They fulfill their obligations diligently under the rules of ethical conduct ,Petkim’s policies, professional standards, and given commitments.

Our business partners, customers and other stakeholders trust to the professional competence and integrity of PETKİM. Staff maintains the highest level of Petkim’s reputation

Offers his studies within the framework of the company policies, professional standards and ethical commitments and fulfill diligently their obligations.

Strives to serve in the areas he believes as a professional and competent and work with customers, business partners, and employees who meet the criteria of accuracy and legitimacy. Petkin doesn’t work with people who undermine public morals,and gives detrimental to the environment and public health.

Petkim’s employees represent Petkim in front of the publics in the best way. They avoid negative impression in the public. They act according the importance, power and modesty of Petkim .

II. REMEDIES FOR EMPLOYEES BY VIOLATION OF ETHICS

All Petkim employees are responsible to act according this ethic code guide, in case of breaching these codes, a consultation with the senior management is essential for reconciliation and searching for solutions.

Employees, by keeping their identity secret, can address a notice of violation to the rules of ethics via sending email to a defined address.

Those who violate the rules of ethics, or those who don't make the required notification within the company will be subject to disciplinary sanctions