Anti-Bribery and Gifts Policy

Zero tolerance for bribery and corruption

Rules

- No employee or representative may offer, promise, give, request or accept a bribe, kickback or facilitation payment – in cash or in kind, directly or through others.
- Gifts and hospitality are limited to token value, must be appropriate and transparent, and never given or accepted during a tender or negotiation.
- Payments are made only against documented goods and services, to the contracting party and to accounts in its name.
- Agents and representatives are selected with due diligence and bound by this policy in writing.
- Donations and sponsorships are approved by management and recorded.

Reporting

Suspected breaches are reported to management (website contact form, subject “Ethics”). Reports in good faith are protected; breaches lead to disciplinary or contractual consequences.

Management of BALÇIK Isı Elemanları Sanayi ve Ticaret A.Ş.
Kahramankazan, Ankara · November 2026