Code of Conduct

Business ethics, human rights and responsible business – for our employees, suppliers and business partners

Scope

This Code applies to everyone who works at or for BALÇIK TORMEC – employees, managers, agents and representatives – and sets out what we expect from our suppliers and business partners. Where local law sets a higher standard, the higher standard applies.

Human rights and working conditions

- No child labour, forced, bonded or prison labour, in line with the ILO core conventions.
- Working hours, wages and benefits at least as required by Turkish labour law; overtime is voluntary and paid.
- No discrimination on gender, origin, religion, age, disability, union membership or any other protected characteristic; no harassment.
- Freedom of association and the right to collective bargaining are respected.

Health and safety

Every workplace is risk-assessed; machines are guarded; protective equipment and training are provided. Anyone may stop work they believe to be unsafe. See our Occupational Health and Safety Policy.

Anti-bribery and fair business

- We neither offer nor accept bribes, kickbacks or facilitation payments – directly or through third parties.
- Gifts and hospitality are accepted or given only at token value and never to influence a decision.
- We compete fairly, do not agree prices, markets or customers with competitors and comply with competition law.
- Conflicts of interest are disclosed to management before a decision is taken.

Trade compliance

We comply with the export-control, sanctions and customs laws that apply to our products and shipments and prepare correct origin documents (A.TR, EUR.1, EUR-MED) for every shipment.

Confidentiality and data protection

Customer drawings, specifications and prices are confidential. Parts made to an OEM's own design are supplied only to that OEM. Personal data is processed under the Turkish Personal Data Protection Law

(KVKK, Law No. 6698).

Environment

We comply with environmental law, use energy and materials efficiently, segregate and recycle production scrap and work to reduce our emissions – see our Environmental Policy and the sustainability page of our website.

Responsible sourcing

We expect our suppliers to apply equivalent standards, to declare the origin of tin, tantalum, tungsten and gold where these are present, and to support RoHS and REACH compliance – see our Responsible Minerals Statement and our supplier requirements.

Speaking up

Concerns about a breach of this Code can be raised with any manager or in writing to company management through the contact form on our website (subject: “Ethics”). Reports are handled confidentially; no one is penalised for a report made in good faith.

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