

## CONFLICT OF INTEREST

Employees of the company have to watch for the company's own interest above all as they fulfill their duties and make decisions without being influenced by interests for themselves, their family or another 3. Person.

Situations that could create conflict of interest:

- Borrowing by one of the employees from business owners with business relations with the company and accepting their guaranty, the existence of a financial relationship with a person he/she assigns work to or a person who is a customer or a person who works in a team which conducts business with the company,
- One of the employees or close relatives; being in an ownership and interest relationship with competitor companies or sellers and customers with whom they are in a business relationship (giving business to a company where a relative or close friend of one of the employees is on board,
- An influential person regarding purchasing decisions to have a financial relationship with the company where purchasing would be made from,
- People conducting research within the company to have direct financial relationship with the companies which manufacture related products,
- Company employees receiving and accepting decoration, present, tip, entertainment and other things which have monetary value and non-symbolic items from those who provide goods and services to the company.