



Business Values and Principles

Sustainable development is the ability to meet the needs of the present generation without compromising the ability of future generations to meet their own needs.

Erateks operates with this understanding and contributes to the spread of this approach.

WORKING RELATIONSHIP

Working relationships are established in compliance with international agreements and national labor laws, and all stakeholders are encouraged to act in accordance with these principles.

DISCRIMINATION

No discrimination is made in employment relationships, wages, promotions, discipline, retirement rights, or any process related to stakeholders based on factors such as gender, language, belief, ethnicity, nationality, age, pregnancy, marital status, disability, sexual orientation, political views, union/association membership, or social group affiliation.

WORKING HOURS

Working hours are regulated in accordance with the Turkish Labor Law No. 4857. Companies limit weekly working hours to 45 hours according to their business processes. The working hours of pregnant, breastfeeding, and young workers are separately regulated in accordance with legal regulations. Overtime work is voluntary, and overtime pay is made according to legal regulations.

COMPENSATION

Salaries are provided according to the amounts determined by the Minimum Wage Commission or, if applicable, the amounts specified in collective agreements. Salaries are directly deposited into the employee's bank account.

CHILD AND YOUNG WORKERS

Erateks does not employ anyone under the age of 15 or below the local minimum working age and fully complies with child labor laws. Young workers under the age of 18 are employed under conditions that do not pose health and safety risks or hinder their development; their working hours are regulated according to legal standards, and flexible solutions are provided without disrupting their education.

FREEDOM OF ASSOCIATION

Erateks acknowledges the right of its employees to join internal and external organizations, political parties, associations, employee representative bodies, and trade unions as a constitutional and democratic right, in compliance with local laws.

FORCED LABOR

No one shall be forced to work due to debt, by means of a document, or due to delays in salary payments. The relationship with employees and other stakeholders is entirely voluntary.

ANTI-CORRUPTION AND ANTI-BRIBERY

The principles and practices of the United Nations in the fight against bribery and corruption are implemented and encouraged.

INFORMATION SECURITY

In accordance with the ISO 27001 Information Security Certification and the Personal Data Protection Law No. 6698, the information security of employees and other stakeholders is prioritized.

OCCUPATIONAL HEALTH AND SAFETY

Occupational health and safety are managed in accordance with the ISO 45001 certification and the Occupational Health and Safety Law No. 6331. The goal is zero fatalities and minimal injuries.

TRAINING AND DEVELOPMENT

The personal and professional development of employees is encouraged. ERATEKS provides training, seminars, and other development opportunities to support the career growth of its employees. This allows employees to achieve more efficient and satisfying results in their work.

RESPECTFUL APPROACH TO EMPLOYEES

Employees' rights, values, and personalities are respected. A fair, equal, and respectful environment is provided for all employees. Positive communication and collaboration among employees are encouraged.

EMPLOYEE SATISFACTION

Employee satisfaction in the workplace is constantly monitored, and feedback is collected to improve their working environment. Continuous improvement efforts are made to enhance employee satisfaction.

SOCIAL RESPONSIBILITY

ERATEKS fulfills its social responsibility and contributes to social responsibility projects. The company actively participates in projects that provide social benefits, such as environmental protection, education, and health.

AWARENESS OF DUTIES AND RESPONSIBILITIES

Each employee strives to fulfill their duties and responsibilities to the best of their ability. Cooperation and responsibility sharing within the team are essential for high efficiency and success.

DIVERSITY AND INCLUSIVITY IN THE WORKPLACE

ERATEKS supports diversity and inclusivity in the workplace. An environment is created where individuals from different cultures, backgrounds, and experiences can work together. This approach enhances creativity and innovation.

QUALITY MANAGEMENT

ERATEKS aims for continuous improvement to ensure high quality at every stage. The quality of products and services is constantly monitored and improved to ensure customer satisfaction.

CREATIVITY AND INNOVATION

Innovative thinking and creative solutions are encouraged in business processes. Employees are supported in improving existing business models and developing innovative projects.

COMMUNICATION

For any complaints, notifications, requests, or opinions regarding the topics mentioned above, you can contact us by sending an email to ik@erateks.com or by reaching the Human Resources department at extension number 0212 294 61 41 (119). All issues will be resolved in confidentiality.