

Business Ethics Policy

Element International conducts business with integrity and transparency, in compliance with all applicable laws and ethical standards.

This policy reinforces our commitment to:

- Zero tolerance for bribery, fraud, or corruption in any form.
- Clear procedures to avoid conflicts of interest.
- Protection of customer and supplier data through strict confidentiality.
- Providing channels for whistleblowers to report unethical behavior without fear of retaliation.
- Ensuring all employees, contractors, and partners act in accordance with this policy.

We hold our partners to similar ethical standards and require acknowledgment of our Supplier Code of Conduct.

Erhan Etiz
CEO
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