

Code of Conduct



Implemented July 2025 | Version 1.1

I. Introduction

This Code of Conduct outlines the ethical principles and expected behaviors for all members, employees, volunteers, and stakeholders of YECED. The purpose of this document is to foster a culture of integrity, transparency, and respect, ensuring that all activities align with the organization's mission and values.

This Code sets forth the ethical rules that all YECED employees, including top management, should regulate their relations with fellow employees, beneficiaries, volunteers, partners, and other stakeholders while carrying out the activities of Children of Earth Association (YECED).

As an employee or representative of YECED, we are expected to uphold its values and principles and protect its reputation by:

- Actively working to safeguard children by complying with YECED's child protection policy and procedures
- Respecting the fundamental rights of others by acting fairly, honestly, and with sensitivity, and by treating everyone with dignity and respect
- Maintaining high standards of personal and professional conduct
- Ensuring the safety and well-being of ourselves and those around us
- Protecting the organization's assets and resources
- Reporting any action or behavior that violates the standards set forth in this Code of Conduct.

Children of Earth Association (YECED) therefore does not tolerate the following:

- Engaging in sexual relations with anyone under the age of 18, or abusing or exploiting a child in any way.
- Exchanging money, employment, goods, or services for sexual favors.

- Drinking alcohol or using any other substances in a manner that adversely affects your ability to perform your job or impacts the reputation of the organization.
- Being in possession of, or profiting from the sale of, illegal goods or substances.
- Accepting bribes or significant gifts from governments, beneficiaries, donors, suppliers, or others as a result of your employment.
- Undertaking business for the supply of goods or services to YECED with family, friends, or personal contacts, or using YECED assets for personal benefit.
- Behaving in a manner that threatens the safety and security of yourself or others.

II. Trust and Respect for Each Other

At Children of Earth Association (YECED), we carry out all activities within our management bodies, committees, and working groups based on mutual trust and a deep respect for diverse perspectives. Our decisions and recommendations are the result of collective wisdom attained through constructive and harmonious collaboration.

In all communications, we maintain the highest standards of respect for one another, recognizing the value of each individual's work, ideas, and time.

We are committed to fulfilling our communication responsibilities in a timely, clear, and transparent manner. We welcome open and constructive feedback with respect, and we respond with honesty and integrity.

We acknowledge the importance of candid and respectful feedback, and we are committed to addressing it sincerely and professionally.

III. Respect for Others, Absolute Honesty, and Openness

At Children of Earth Association (YECED), we are committed to conducting ourselves with the utmost transparency and honesty in all interactions with our

employees, stakeholders, and volunteers. We uphold a strict non-discrimination policy, regardless of age, gender, language, race, belief, or political opinion. We are dedicated to embracing and promoting diversity, as well as advocating for and safeguarding freedom of thought.

In our membership processes and service delivery, we take deliberate and thoughtful actions to foster diversity and inclusivity, ensuring that our conduct prioritizes the well-being and interests of the individuals, organizations, and communities we serve.

We affirm that in all our operations, transparency, fairness, responsibility, and accountability are foundational principles guiding our decisions and actions.

IV. Respect for Law and Compliance with Laws

At Children of Earth Association (YECED), we regard universal declarations, particularly those concerning human rights, as guiding principles and ensure that all our activities are conducted in full compliance with applicable legal regulations. In the formulation of organizational decisions, we meticulously consider all relevant legal frameworks and, where necessary, consult subject-matter experts.

In the execution of all our operations, we strictly comply with the Constitution of the Republic of Turkey, all applicable national legislation, and the international agreements and regulations to which Türkiye is a signatory.

In the course of conducting our activities, both domestically and internationally, we ensure that all required information is submitted to the relevant regulatory authorities in a timely, accurate, complete, and comprehensible manner.

Within the framework of the Law on Associations, we maintain all records in accordance with applicable legal requirements, ensure proper archiving, and make these records available transparently when required. We establish business records that accurately and truthfully reflect the nature of the relevant transactions or events.

V. Avoiding Conflicts of Interest

In all activities and engagements related to Children of Earth Association (YECED), we prioritize decisions and actions that best serve the interests of the organization, and we act in accordance with our conflict of interest policy.

We promptly disclose any situation that could be perceived as a potential conflict of interest to the Board of Directors. We consciously and carefully strive to avoid circumstances where our personal or family interests could conflict with the interests of the association.

VI. Conclusion

All employees, volunteers, and stakeholders are encouraged to familiarize themselves with this Code of Conduct and to seek guidance or clarification when needed. YECED is committed to maintaining an ethical work environment, and it is the responsibility of every member to uphold these standards. This Code will be reviewed annually to ensure its continued relevance and effectiveness.

Children of Earth Association

Karagumruk. Viran Odaları St. Nu: 15 Fatih/İstanbul, 0(212) 909 20 45
yecedorg@gmail.com - www.yeced.org/en