

	<b>CODE OF ETHICS POLICY</b>			
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This policy applies to all personnel, temporary workers, and visitors at the Vortex Dynamics LLC. Our laboratory activities are conducted on the basis of technical accuracy, impartiality, reliability, and ethical values.

All personnel are required to perform their duties in an independent, honest, impartial, and professional manner. During activities, no external pressure, conflict of interest, or influencing factor is accepted. Test results and reporting are based solely on technical findings; no commercial, personal, or institutional interest affects this process.

All information related to customer and laboratory processes is kept confidential. Only authorized personnel may access such information, and sharing with third parties is possible only within the scope of legal requirements and with the consent of the relevant person.

Vortex Dynamics maintains an equal distance from all employees and stakeholders. Without regard to differences in race, gender, age, religion, physical condition, political views, or social status, all personnel are subject to the principle of equal opportunity in recruitment, training, task assignment, and evaluation processes. Any form of discrimination, exclusionary behavior, and bias is strictly rejected.

Our expectation of our employees is that they act respectfully, fairly, and responsibly toward colleagues, customers, and organizational resources. Harassment, threats, humiliation, malicious remarks, or attitudes incompatible with professional ethics will not be tolerated under any circumstances.

Reporting unethical behavior is as important as preventing violations. The identity of the reporting person is kept confidential and will not be subjected to pressure or retaliation in any way. Reported violations are evaluated transparently and impartially. Ethical violations are reviewed by the Laboratory Director, and a disciplinary process is initiated when necessary.

This policy is not merely a written statement; it is the foundation of Vortex Dynamics' reliability, reputation, and the stance behind all test results. Every employee is obligated to understand, adopt, and implement this policy.