

ETHICAL VALUES GUIDE

All employees acknowledge that they accept the ethical values guide and will work in accordance with it and are given a copy of the guide.

OUR BUSINESS ETHICS RULES

All Mars Logistics companies approve ethical principles and rules within a framework of responsibility and embrace development and growth in line with these values.

We maintain a reliable and coherent standing and guard our corporate image.

The attitude, behaviour and appearance of employees must not adversely effect relations with third parties or events participated.

We give utmost importance to the confidentiality of professional and private information of Mars Logistics Group, affiliates and partners.

We protect trade secrets and information with potential of giving competitors advantages; we respect the confidentiality of private information belonging to our employees, affiliates and partners; we never disclose such information to third parties.

We take measures to prevent abovementioned information falling into hands of unauthorised people.

We stand clear of conflicting interests amongst Mars Logistics Group employees.

First-degree relatives (spouse, parents, brother/sister) cannot work in competing firms.

Employees cannot in anyway be involved in a relation based on self-interest (credit/debt etc.) with any customer, supplier or other affiliate using the company name.

Employee cannot independently enter professional competition with the company.

The person with right credentials and experience will be employed. Criteria such as kinship, acquaintance are disregarded.

Information affiliated with customers cannot be used for self-interests.

We do not accept or attempt to give bribes or unaccountable payments

The value of gifts/promotions accepted by employees within 1 calendar year cannot exceed 2.500 TL.

Gifts/promotions exceeding this value is transferred to the Company's Gift Pool. Gifts and promotions accumulated in the pool are distributed amongst personnel during social activities.

Unaccountable monies cannot be accepted or given.

No sort of unlawful activity is allowed in expense notifications within the company.

We adhere to generally accepted codes of respect and courteousness in written and verbal communications

Mars employees deal with professional relations without any kind of personalisation. Personal hostility, arguments, disputes adversely effecting working environment is

completely unacceptable.

Verbal and physical acts bordering contempt is unacceptable amongst any company personnel regardless of position.

We are against all forms of harassment (mobbing)

Mars Logistics Group is against any form of harassment in the workplace that targets employees with the aim of intimidating, excluding, neutralizing, or removing them from work, and that damages the personal values, professional status, social relationships, and especially the mental health of the victims, under the headings of "Interference with Personal Development and Communication," "Interference with Social Relationships," "Interference with Reputation," "Interference with Professional Affairs," and "Interference with Health."

Victims of psychological harassment and those who have witnessed mobbing under the Mars Logistics Group can contact us via the email address etik@marslogistics.com. Mars Logistics Group applies a zero-tolerance policy in this regard.

We steer clear of any political activity within company environment.

Mars employees cannot make political declarations on behalf of the company.

Political activities are accepted only outside office hours and outside company premises.

We give importance to the protection of intellectual property

Any software developed by the company and its affiliates cannot be copied.

Unlicensed, pirate software cannot be used within/on company property.

We do not discriminate in selecting suitable employees

Mars employs individuals solely according to their requirements, personal and professional qualities and abilities of applicants.

Discrimination against language, religion, race, gender etc. is unacceptable.

We respect people's private lives; we frown upon gossip!