

Business Ethics and Integrity Policy

Our business partners we serve constitute the principles of our interaction with each other and the society, and one of the basic building blocks of the Sertrans common culture, our common ethical and integrity values. We undertake to comply with our core values, which show us the way to do the right thing as ethics and integrity, to fulfill our responsibilities towards our business partners, each other, society and legal authorities.

- Confidentiality

Confidential information; Sertrans Uluslararası Nakliyat ve Tic. A.Ş. ve Sertrans Holding undertakes and obliged to protect the information within the scope of "confidentiality agreements" made with the third parties as well as trade secrets, financial and other information that has not yet been disclosed to the public, personal data of our employees, customers and stakeholders etc.

As Sertrans Logistics employees; We pay attention to the privacy and protection of the confidential information of our customers, employees and other relevant persons and organizations we work with. Sertrans Logistics protects confidential information regarding the activities of its companies, uses this information only for the purposes of Sertrans Logistics; We only share this information with the relevant persons within the specified authorities. It is absolutely unacceptable for us to obtain any commercial interest by leaking any confidential information belonging to Sertrans Holding companies. While leaving our company, confidential information and documents we had access due to our duties and projects, regulations, etc. are not taken out of the workplace.

- Transparency

We act transparently towards our customers, suppliers and all stakeholders we work with.

- Honesty

Honesty and integrity are our primary values in all our business processes and relations. We act with honesty and integrity in our relations with employees and all shareholders.

- Reliability

Being reliable in all our business processes and relationships is one of our primary values.

- Fair Competition

We believe in fair, free and open competition. We achieve our competitive advantage through the quality of our services, not through unethical or illegal business practices.

- Equal Opportunity

Equality of opportunity is a type of equality that states that people should start life with equal opportunities and that everyone should have equal opportunities. As Sertrans Logistics, we adopt and apply equality of opportunity.

- Fair and Safe Working Conditions

Sertrans recognizes the creation and maintenance of a fair working environment for its employees as one of its top priorities. Sertrans aims to enhance the success, development and

commitment of the employees by establishing a healthy, respectful and safe working environment that is compliant with all relevant laws and regulations.

Company practices comply with all applicable laws and regulations regarding employment and working life. Company employees also fulfill all legal requirements within the scope of their activities and act in accordance with legal regulations.

Sertrans human resources policies and practices; recruitment, promotion-transfer-rotation, remuneration, rewarding, social rights, etc. in addition company ensures that all other applications are fair.

By creating a positive and harmonious working environment that supports cooperation in the company, conflict environments are prevented, and it is ensured that people with different beliefs, views and opinions work in harmony.

Private lives and personal spaces of employees are respected.

- Communication between persons cannot be violated by persons who are not parties.
- Even if it is recorded legally, it is forbidden to give / disseminate / seize personal data illegally.
- Personnel personal information arising from the nature of the business relationship and that may be required in the continuation of the workplace are not used outside of their purposes and are not shared with third parties without the consent of the persons.
- All employees' private and family lives are respected.

In addition to all kinds of immunities of employees, physical, sexual and emotional immunities are also observed.

- In addition, those who make negative attitudes and behaviors towards those who complain and report about any harassment or assist during the investigation are also not tolerated. It is ensured that the physical working environment and conditions of the workplace are healthy and safe.

Employees can communicate with management regarding working conditions without fear of harassment, intimidation or retaliation.

- Ensuring Respect and Compliance with Laws,

Requirements for compliance with laws and customer requirements are provided.

- Supporting and Realizing Continuous Development,

In order to ensure continuous improvement, Sertrans Logistics has a continuous development and improvement mechanism and carries out the necessary applications and evaluations.

- Sertrans strives to provide the best service to its business partners and the community.

- Sertrans strengthens and maintains a sense of respect, kindness and support.