

MLP Care Code of Conduct Procedure

At MLP Care, we establish behavior rules to ensure that all our employees operate in accordance with professional standards. This procedure encompasses the ethical principles adopted in our organization, business ethics rules, the responsibilities of employees, and the obligations of managers. Our aim is to ensure that interactions within the organization are based on transparency, fairness, and trust, and to assist our employees in adopting a high ethical standard in their work processes. In this context, the behavior rules that all personnel must adhere to are detailed below.

- Personnel are responsible for conducting their activities in accordance with the Ethical Policies Procedure adopted by the organization.
- Personnel are responsible for complying with the Corporate Dress Code Procedure and for presenting themselves with care.
- A common language for correspondence has been adopted in the organization, defined in the Email Correspondence Rules Procedure, and personnel consider this procedure in all internal and external communications.
- The behavior rules adopted by the organization and to be followed by all personnel are listed below.
- Personnel investigate, gain knowledge about, and comply with the laws and regulations relevant to their work processes.
- All processes adhere to organizational documentation and the standards adopted by the organization.
- Efforts are made to be honest, fair, and trustworthy.
- A distance is maintained between work relationships and personal relationships.
- The rights, reputation, and privacy of other employees and individuals or organizations that the organization collaborates with are respected.
- An equal approach is observed among individuals, and actions are in line with the principle of impartiality.
- Care is taken to ensure a safe environment and to protect the environment in all activities.
- Continuity, sustainability, relevance, and transparency are prioritized in all activities.
- Personnel strive to be open to change and innovation.
- Emphasis is placed on thinking in a "We" rather than a "Me" mindset.
- In-service training and personal development are valued.
- Participation is valued, and teamwork is encouraged.
- Individual productivity and initiative are supported.
- Compliance and sharing in the workplace are valued.
- Rewarding is prioritized.
- Attention is given to protecting both physiological and psychological health in the workplace.
- The quality of the workplace environment and conditions is valued.
- Social, cultural, and sports activities are prioritized.
- Efforts are made to enhance motivation.
- A constructive approach is shown to employees for correcting their mistakes and shortcomings, provided that it is not continuous or intentional.
- Managers do not give orders, suggestions, or inducements that are not compliant with legal regulations.
- Trust is fundamental between managers and employees.
- Management and personnel display solution-oriented behaviors.

Our company values contributing actively to the United Nations Sustainable Development Goals, specifically in decent work and economic growth (SDG 8) and promoting peace, justice, and strong institutions (SDG 16).

The effective implementation of this policy is the responsibility of all employees. Senior management will conduct regular audits to ensure compliance with the policy and will make updates as necessary.