

Scope: Provision of foreign trade services, customs clearance, warehousing, sea, road, air, and intermodal (rail) logistics operations, as well as inland and international delivery services.

1. Policy Scope and Purpose

Apron Global Logistics is committed to upholding high standards of ethics, transparency, and accountability throughout its operations. In line with this commitment, the company has developed a secure and efficient whistleblower mechanism that allows employees, business partners, and other stakeholders to report unethical conduct, violations of policies, or illegal activities. This policy applies to all company employees, managers, customers, suppliers, contractors, and other relevant stakeholders. The purpose is to ensure that all reports are evaluated confidentially, fairly, and, when needed, anonymously—supporting the organization’s dedication to legal compliance and integrity.

2. Reportable Subjects

Concerns that may be reported include, but are not limited to:

- Corruption, bribery, fraud, and misconduct
- Violations of company policies and procedures
- Non-compliance with legal and regulatory obligations
- Occupational health and safety breaches
- Environmental non-conformities
- Human rights and labor standard violations
- Data privacy and protection concerns

3. Reporting Channels and Procedure

Reports can be submitted securely through:

Email: compliance@apronglobal.com.tr

Web: www.apronglobal.com.tr/hotline

Other channels include secure web forms, sealed letters, or direct reports to HR or Compliance Departments. Reports may be submitted anonymously. All information is treated with strict confidentiality. Each report is subject to initial screening and, if required, a thorough investigation is initiated based on the severity and nature of the issue. Investigations are carried out under principles of transparency, fairness, and prompt action.

4. Confidentiality and Protection

Apron Global Logistics is committed to safeguarding whistleblowers from any form of retaliation or discrimination. The identity of reporting individuals is kept confidential at all times. Any attempt to retaliate against a whistleblower will be treated as a serious breach of policy and subject to disciplinary measures.

5. Training and Continuous Improvement

The effectiveness and scope of the whistleblower policy will be continuously reviewed and improved. Regular training and awareness sessions will be provided to employees to reinforce ethical conduct, anti-corruption standards, and the importance of whistleblowing procedures.

6. Policy Review and Update

This policy will be reviewed periodically to ensure alignment with legal developments, industry standards, and organizational needs. Implementation responsibility lies with senior management, and all employees are expected to understand and comply with its provisions.

APPROVED BY THE CEO AND THE BOARD OF DIRECTORS

Apron Global Logistics Foreign Trade Ltd. Co.

