



Our Ethical Values

- **Consciousness of fulfilling duty and service**

Aviation Parts and Services Ltd., while providing services; promotes constant improvement, entrepreneurship, clarity, lack of bias, honesty, seeking the benefit of both the firm and the public, explanation, foresight, service on the spot and trust in its declaration

- **Serving its country**

While fulfilling services of the country, we seek to improve the quality of service, the needs of those who benefit from the service and to focus on finishing the job.

- **Fitting the standards of service**

Aviation Parts and Services Ltd. managers and other personnel provide its customers and services with the appropriate standards and processes when performing their duty and will provide customers with the necessary and clear knowledge regarding the job and service throughout the entire period.

- **Mission**

To be a company that improves on all its parts within the global flight sector and to protect its value as a trusted and leading brand.

- **Vision**

To be a star that allows people to fly safely.

- **Being tied with our mission and vision**

Aviation Parts and Services Ltd. employees act in accordance with our mission and vision. They move and work within the legal frame that will benefit their country, the wellbeing of their people, and the ideal expectations of their stakeholders.

- **Honesty and neutrality**

Aviation Parts and Services Ltd. employees, within all their actions and operations, do so within the principles of legitimacy, justice, equality, and honesty. While performing their duty and providing service, they cannot make any form of discrimination regarding language, religion, philosophical beliefs, political beliefs, race, gender, and similar aspects. Moreover, they cannot partake in actions that can in any way limit human rights and behavior. All employees will use their discretion for the benefit of our firm and country to stay away from all forms of arbitrary acts and employ neutrality and equality accordingly. All employees cannot treat any real or legal entity with priority, privilege, one-sided, and any similar form of application that is against equality. They cannot perform actions that aim to benefit or harm any given political party, person, or group.

- **Respect and trust**

Aviation Parts and Services Ltd. employees act accordingly to provide trust to the head of the company and show they are worthy of the necessary dignity and trust in their duty with their behavior. Our employees show aversion to any action that can in any way harm the trust in our service, raising suspicion, and the principle of a just nation towards our customers.

Aviation Parts and Services Ltd. employees provide their services with the knowledge that it is above any personal or private benefit. They cannot behave poorly towards their customers and do not delay their work without a valid reason.

The employees that stand in the position of management or inspection cannot use arbitrary pressure, insults, and threatening applications, cannot provide reports that do not reflect clarity and absolute proof, nor can they move against the company legislation to provide services to themselves, create opportunities or any similar benefit and cannot accept such cases even without any request.

- **Kindness and respect**

Aviation Parts and Services Ltd. employees, higher-ups, colleagues, subordinates, other personnel all together will act with kindness and respect towards customers who benefit from our services and provide the necessary care. If the situation is beyond the capability of authorized personnel, they are guided towards a relevant unit.

- **Notifying authorized offices:**

Aviation Parts and Services Ltd. employees, in cases of them being requested to conduct actions that are illegal or against company values, being notified of such actions or processes or witnessing them will notify authorities. Management will keep the identity of informant employees anonymous and take the necessary precautions to prevent them from harm.

- **Avoiding conflicts of benefit**

Conflict of benefit explained as, Aviation Parts and Services Ltd. employees, in the situations effecting them from preventing to execute their responsibilities unbiased and just, of which means of having financial or other protection and similar personal interests in relation to themselves, their relatives, friends or the people or institutions with which they are in contact, and which seem to observe or supervise the performance of the employees in a conservative and closed manner.

- **To not use duty and authorization to gain any form of benefit**

Aviation Parts and Services Ltd. employees cannot use their duty, status, and authority to benefit their relatives or third parties. They cannot make beneficial and biased decisions to benefit relatives, political nepotism, nor perform discrimination or nepotism in any way.

Aviation Parts and Services Ltd. cannot use their duty, status, and authority to promote, sell or distribute their or other parties' books, magazines, cassettes, CD's, and similar media. They cannot grant benefit or aid to organizations, foundations, societies, or sports clubs.

Aviation Parts and Services Ltd. cannot use or give official or covert information they obtain from their duty to gain any form of direct or indirect benefit to themselves, relatives or third parties. Throughout and upon leaving service, employees cannot disclose such information to any organizations or persons.

Aviation Parts and Services Ltd. employees cannot directly or indirectly use the company resources within political election campaigns nor allow anyone to do the same.

- **Prohibition of accepting gifts and providing benefit**

These involve any form of items that may or may not have economical value, any form of advantage or benefit, which may affect the Aviation Parts and Services Ltd. employee's ability to continue their neutrality, performance, decisions, and their ability to perform their duties.

- **Aversion of wasteful behavior**

Aviation Parts and Services Ltd. employees will avert from wasting resources while using company buildings, vehicles, other company products and resources. Employees will be effective, productive, and careful when managing their shift, company products, resources, manpower and facilities.

- **Binding claims and not making declarations beyond reality**

Aviation Parts and Services Ltd. employees cannot go above their authority to make any binding statements, commitment, promises and such attempts, nor can they make any deceptive and delusive statements.

- **Managers' responsibility to explain**

All employees within Aviation Parts and Services Ltd. while performing their service can give explanations regarding their responsibilities and obligations and are always ready, open and clear at any time towards corporate inspections and evaluations.

Managers will take the necessary precautions ahead of time to prevent processes or actions that can be against the goal and values of its institutions.

Managers will take the necessary precautions ahead of time to prevent corruption of employees under their authority. These precautions include applying legal and administrative regulations, providing adequate studies for education and information, acting carefully regarding the financial or spiritual struggles their employees may face and being an example to their personnel with their personal behavior.

Managers are obligated to provide their personnel with the appropriate education about ethical behavior, to monitor whether these principles are complied with, monitoring their life outside of their income and to guide with ethical behavior.