



MARS Ombudsman

You need to talk, we're here to listen

Sometimes you need to talk
confidentially and off-the-record
about workplace matters.

Consider contacting the Ombudsman if you:



- Are uncertain about how to manage a difficult situation
- Are concerned about fairness or equity in the workplace
- Could benefit from a neutral sounding board to help evaluate options
- Need help preparing for a crucial conversation
- Are interested in exploring professional development opportunities within the company
- Want to speak with someone who has years of Mars experience and can help you navigate effectively within the business
- Witness behavior that is not in line with the Five Principles
- Need someone to listen

Mars' Ombudsman Program has been a trusted resource available to Associates for over 25 years. In keeping with the International Ombuds Association (IOA) Standards of Practice and Code of Ethics, the Ombudsman remains neutral/impartial and operates independently from all segments, business units and functions.

Getting in
touch is easy!



Ismail (Ish) Baki
Americas Ombudsman –
Mars Veterinary Health

Contact me via:

- ☎ : 479-366-9666
- ✉ : Ismail.baki@effem.com
- 📞 : 479-366-9666

OR

after hours you can register
your concern 24/7 via
telephone or web portal:

Ombudsman Helpline**
1-844-842-0769
<https://ombudsmanhelpline.mars.com>



<https://ombudsman.mars.com>

**Ombudsman Helpline operated by NAVEX – a 3rd Party Provider