

## How We Do Business

### A Culture of Integrity

Gardner Aerospace will conduct its business honestly and ethically wherever we operate in the world. We will constantly improve the quality of our services, products and operations and will create a reputation for honesty, fairness, respect, responsibility, integrity, trust and sound business judgment. No illegal or unethical conduct on the part of any employees or affiliates is in the company's best interest. Gardner Aerospace will not compromise its principles for short-term advantage. We are all expected to adhere to high standards of personal integrity. Employees of the company must not permit their personal interests to conflict, or appear to conflict, with the interests of the company, its clients or affiliates.

### Legal Compliance

We require all employees to ensure that they comply with all relevant laws and regulations and maintain legal compliance in every country that we operate within.

No bribes or other similar remuneration or consideration shall be given to any person or organization in order to attract or influence business activity. Employees shall avoid gifts, gratuities, fees, bonuses or excessive entertainment, in order to attract or influence business activity.

### Our Environment

It is the policy of Gardner to minimise the potentially significant impacts of our operations on the environment. We will promote sustainability and environmental awareness at all levels of decision-making.

### Social Responsibility

We recognise our responsibility to shareholders, employees, customers, suppliers and the wider community. We believe in conducting business in a manner which achieves sustainable growth whilst demonstrating a high degree of social responsibility. We believe that this provides a competitive advantage for our business.

...a world of difference...

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