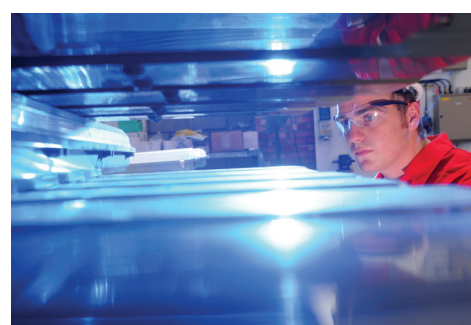


Engenda Management System

Group Vision - Business Conduct EMS V 0002



Our Business Conduct Vision

The Engenda Group of companies will be valued by our customers and stakeholders as an organisation that is powered by innovation and founded on a reputation of trust, integrity and ethical business practices.

Our Values:

- We are committed to the highest values of ethical conduct in all that we do.
- We will abide by the laws of the United Kingdom and other countries in which we do business.
- We believe that honesty and integrity engender trust, which is the cornerstone of our business.
- We believe that respect from our colleagues, customers and all those with whom we interact is an essential element of all positive and productive business relationships.

How We Will Behave:

- We will ensure that our employees understand the importance of our business values and with this in mind, we will strive to excel in every aspect of our business and approach every challenge with a determination to succeed.
- We will never accept or offer a gift or entertainment that can be seen to influence business decisions and relationships.
- Executives and managers will be accountable for creating and promoting, by sound leadership and good example a workplace environment in which compliance and ethical business conduct is expected and encouraged.
- We will always speak openly and honestly and never over promise or exaggerate capability.
- We will proactively council and act on feedback from our customers partners and suppliers.

Lee Foundation
Managing Director

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