

Message from the Chief Executive

We are all rightly proud of the many excellent products and services that we create, but to be the leading industrial technology company, one whom others follow, we must do more. We must be able to be equally proud of the way in which we do business and interact with the outside world and with each other.

We worked hard to create an environment where people in Rolls-Royce can work safely and deliver excellence. This helps ensure that we're the company that people really want to work for and really want to work with. It helps keep us strong, sustainable and resilient as a business.

Now, I know we all come to work with the right intentions. Sometimes however, we're faced with difficult decisions about how to act in a certain situation. This Code helps us to understand the behaviours expected of everyone and guides us in what to do. It's not overly complex, it's principle based, it's easy to use. We even have a smart phone application to help.

It's important we all follow the principles embodied in this Code. They will help us protect the brand and the culture and help us to be the business that we want to be. That includes, for instance, speaking up. If you see something which is not right or makes you feel uncomfortable, I, and the Executive Leadership Team, will support people who speak up and I expect our managers to do the same, with no tolerance for retaliation or bullying.

Rolls-Royce is a world class business in many ways. We have excellent positions in markets with long term growth trends. We have a fantastic opportunity, so we mustn't ruin it with the wrong behaviour. We have amazing people with ambition to succeed, we have clear values. The Code will help guide behaviours to ensure that we all live up to those values, safeguarding our competitiveness and helping us to win.

Warren East
Chief Executive