

## **Our Code video - transcript**

Hello, I'm here to introduce Our Code, which is the framework that we use to help us go about our jobs in line with our Behaviours.

As you know, Rolls-Royce is one of the most enduring and iconic brands in the world and has been at the forefront of innovation for over a century. Designing, building and servicing systems that provide critical power to customers, where safety and reliability are paramount. We are proud to be a business that has truly helped to shape the modern world and are committed to always being a force for progress; powering, protecting and connecting people everywhere.

We're obviously all individuals, so Our Code is a framework to help define what our Behaviours mean to us as a company and support us Winning Together as one team in the right way; putting safety first, doing the right thing, keeping it simple and making a difference.

Our Code is available as a digital tool, which you can literally have in the palm of your hand to support you, either via our dedicated website or App.

For simplicity and convenience, it includes all of our Group Policies. These provide further explanation of our principles and expectations that apply to everyone, irrespective of role, seniority, or location.

They set out the key things we should all do or not do to secure a sustainable future. In each section there are links to additional guidance and there are relevant contacts too, as sometimes we all need a bit of help or advice. Or perhaps it's an opportunity to provide feedback on how Our Code and Group Policies could be improved.

All of us have a responsibility to each other to understand Our Code and Group Policies and to follow them. And if anyone is unsure or has a concern about someone or something not living up to our Behaviours, then I and my Executive Team colleagues encourage you to Speak Up using one of the four channels, whichever is right for you. You will be supported, and we have a zero-tolerance policy against retaliation for anyone that speaks up.