

Code of Ethics

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AJW is a world-leading independent specialist in the global management of commercial and business aircraft spare parts. We support airlines, MROs, and OEMs with the supply, exchange, repair, and lease of airframe and engine components.

At AJW we aspire for our employees to have the highest standard of competence, performance, and conduct to reflect the business's values and ethical principles. We are committed to ethical behaviour and living the values of the organisation.

This Code reinforces the importance of conducting business professionally and in accordance with laws and regulations as well as our own values and policies.”



Clyde Buntrock
Chief Executive Officer



Our values

AUTHENTICITY

We are knowledgeable, consistent, and straightforward



CUSTOMER-CENTRIC

Our business strategies are aligned with customer success

ENTREPRENEURIAL

We are agile free thinkers



GROWTH

We develop our business and our people

IMPACT

We get things done and make a real difference



INNOVATION

Positive disruption with a digital focus

These values apply to all people working for us, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, and individual temporary or fixed term contractors, wherever located.



AUTHENTICITY

With 90 years of heritage, we are authentic leaders in global aviation with deep domain knowledge. We have unrivalled access and penetration across the aviation industry, staying at the forefront of new developments. We continually invest to attract, retain and train the best people in the industry who are highly valued by our customers.

AJW employees are expected to:

- Be honest, reliable, and work with integrity.
- Carry the same level of authenticity through to their personal pursuits.
- Respect and value differences.
- Maintain a professional environment characterised by good working relations, courtesy, and respect.
- Refrain from and discourage all forms of harassment and abuse.
- Comply with AJW's Dignity at Work Statement.
- Take responsibility for their decisions and for the consequences of their actions.

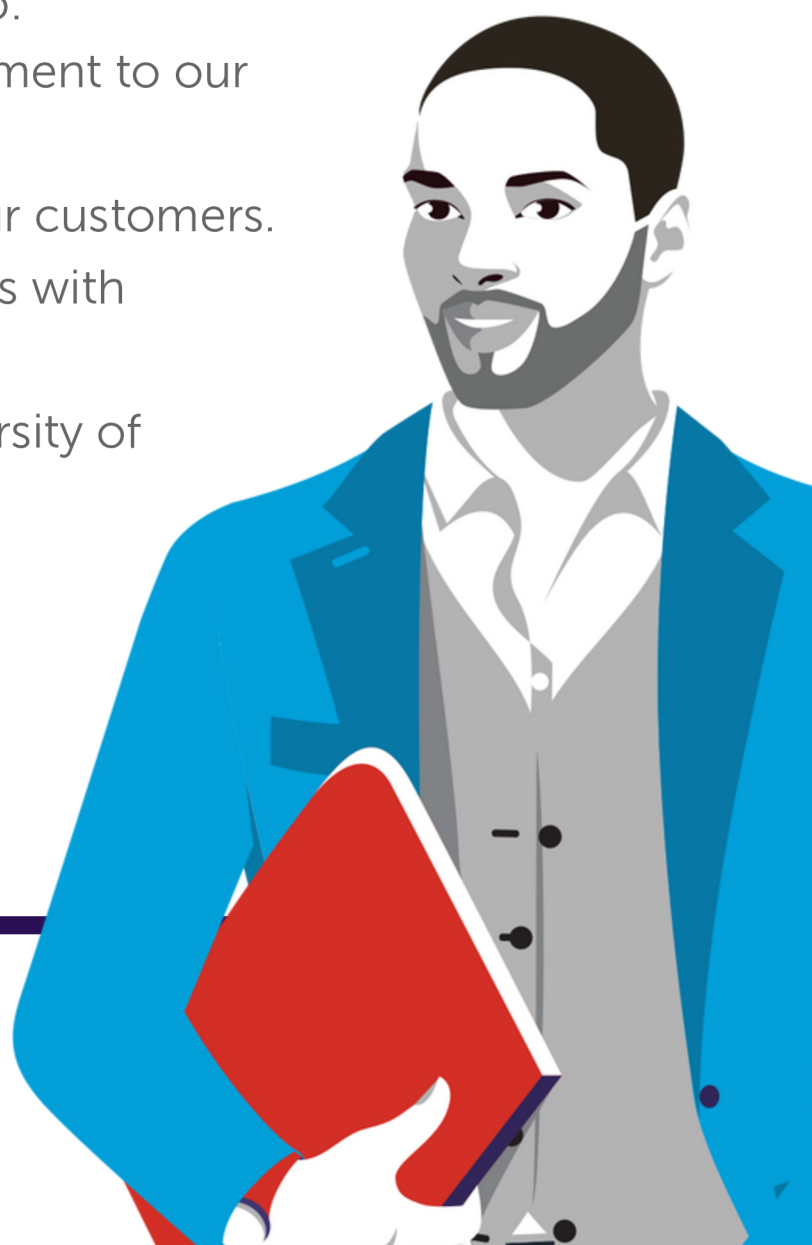


CUSTOMER-CENTRIC

Our customers are at the heart of all we do. We deeply understand our customer needs, and align our business strategies and processes to deliver exceptional value and experiences.

AJW employees are expected to:

- Be relentless in our commitment to our customers.
- Be honest and open with our customers.
- Establish strong relationships with our customers.
- Accept and respect the diversity of our customers.
- Adapt their communication techniques to meet the individual requirements of our customers.





ENTREPRENEURIAL

We act in the best interests of our business and believe there is always a way to get things done.

AJW employees are expected to:

- Always act in the best interests of AJW.
- Develop a “there is nothing that can’t be done” mindset.
- Keep up to date about developments in the aviation sector.
- Promote local charities.



GROWTH

Continually growing to produce a better version of ourselves, the company, and all those we interact with.

AJW employees are expected to:

- Adopt ‘a growth mindset’ at an individual, team, and on a company level.
- Encourage our colleagues by giving them opportunities to realise their full potential.
- Focus on our customers by placing them at the heart of everything we do.
- Embrace all experiences as opportunities to learn and grow.
- Set clear and realistic objectives and targets.

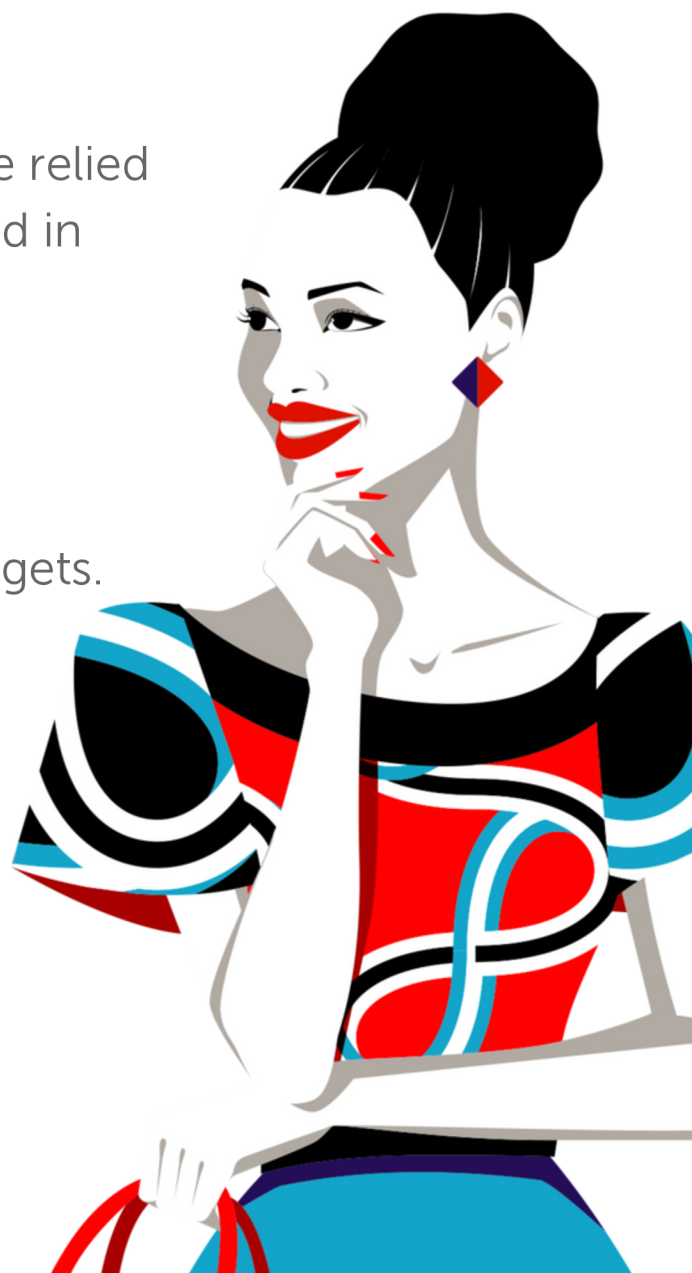


IMPACT

As individuals and as teams we can be relied upon. We make an impact at work and in society.

AJW employees are expected to:

- Consistently demonstrate strong performance and exceed their targets.
- Work hard to make the business and our society a better place.
- Adopt a “can do” attitude.
- Use professional expertise positively for the benefit of AJW.



- Uphold and promote the standards of their professional codes of conduct.
- Take responsibility for carrying out the duties of their position to the best of their abilities.



INNOVATION

We are always looking for ways to improve ourselves and our services.

AJW employees are expected to:

- Welcome new ideas and processes.
- Get involved in new initiatives and attend all required training.
- Embrace technological advancements.
- Participate in the development of a more sustainable business.

Speaking up

AJW is committed to upholding its values and does not tolerate misconduct. If AJW employees have reason to believe something dangerous, unlawful, or unethical is going on at work and it is affecting or risks them and other employees and could include any activity suspected to be criminal, puts health and safety at risk, may damage the environment, or breaches company policy on bribery and corruption, then employees will revert to the company whistleblowing policy.

Disciplinary action may be taken against an AJW employee who fails to comply with this Code; and could lead to the termination of their employment.

Policies

This Code describes AJW's values and does not cover everything. AJW employees should read this alongside company policies, which can be found on the company intranet and it's our Governance, Risk, and Compliance (GRC) solution.

