



## SPIRIT AEROSYSTEMS MALAYSIA SDN BHD

### CODE OF ETHICS AND BUSINESS CONDUCT

Spirit AeroSystems is the world's largest Tier 1 supplier of commercial aircraft assemblies and components. The success of Spirit AeroSystems depends on the trust of our stakeholders. Spirit will conduct business with high ethical business standards, follow the principles that will gain trust and respect and that will create long-term value, such as:

- Use good judgement.
- Advance the company's legitimate business interests.
- Maintain confidentiality.
- Conduct business honestly, fairly, impartially and ethically.
- Protect the assets of the company and assets entrusted to it.
- Obey applicable laws, regulations and rules.
- Report any illegal or unethical conduct to management or other appropriate authorities
- Treat everyone with dignity and respect.

Spirit AeroSystems Malaysia Sdn Bhd is committed to operating within the framework of the laws, rules and regulations applicable to its business. High standards of professional and ethical conduct are required from all our employees. The Code of Ethics and Business Conduct reflects our commitment to a culture of honesty, integrity and accountability and outlines the basic principles, policies and procedures with which all employees of Spirit AeroSystems Malaysia Sdn Bhd are expected to comply.

Every employee has a duty to report any suspected violations to this policy to management in the first instance or the **Ethics Helpline (1800-80-8421)**. Similarly, any employee who is unsure as to whether a violation has occurred or who needs guidance as to whether to take a particular action should also consult either management or the Ethics Helpline.

Employees making a complaint must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Allegations proven to have been made maliciously or with the knowledge that the allegations are false, will be treated in line with company disciplinary procedures.

Please take some time to review the Spirit AeroSystems Malaysia Sdn Bhd Code of Ethics and Business Conduct.



**SPIRIT AEROSYSTEMS MALAYSIA SDN BHD**  
**CODE OF ETHICS AND BUSINESS CONDUCT**

The Code of Ethics and Business Conduct outlines expected behaviours for all employees of Spirit AeroSystems Malaysia Sdn Bhd. The success of Spirit AeroSystems Malaysia Sdn Bhd depends on the trust that our stakeholders – customers, employees, suppliers, shareholders and communities have in the company. Spirit AeroSystems Malaysia Sdn Bhd will conduct its business fairly, impartially, in an ethical and proper manner and in full compliance with applicable laws and regulations. Integrity will underpin all company relationships. Spirit AeroSystems Malaysia Sdn Bhd will conduct business with high ethical business standards. By following these principles, we will gain trust and respect that will create long-term value.

Our aim is that Spirit AeroSystems Malaysia Sdn Bhd will be known as trustworthy in all respects. This means that all employees must:

- Use good judgement – do not engage in activities that might create a conflict of interest for the company or themselves individually. Avoid action and circumstances that may raise questions as to the company’s honesty, impartiality or reputation, or cause embarrassment to the company.
- Advance the company’s legitimate business interests. Employees may not use their position, authority or non-public information for personal gain.
- Confidentiality will be maintained for information acquired in the course of business.
- Conduct business honestly, fairly, impartially and ethically.
- Protect the assets of the company and assets entrusted to it.
- Obey applicable laws, regulations and rules.
- Promptly report any illegal or unethical conduct to management or other appropriate authorities
- Treat everyone with dignity and respect.
- Ensure that discriminatory practices are avoided in all aspects of our business dealings.
- Not to disclosed company’s work, project, information, design, work instruction, standard operating procedure, Quality Report, Quality Index or documentation to outside except to Spirit Group.
- All works, projects, assignment and related task during training and employment are Spirit proprietary rights.

Every employee has the responsibility to ask questions, seek guidance and report suspected violations of the Code of Ethics and Business Conduct.

Retaliation against employees who come forward to raise genuine concerns will not be tolerated.

**I HAVE READ THE SPIRIT AEROSYSTEMS MALAYSIA SDN BHD CODE OF ETHICS AND BUSINESS CONDUCT AND CERTIFY THAT:**

- I understand the Code of Ethics and Business Conduct.
- To the best of my knowledge, I am compliant with the Code and will continue to remain so.
- I will continue to comply with the Code of Ethics and Business Conduct.

**Name (Caps):** \_\_\_\_\_

**Staff No:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Date :** \_\_\_\_\_