

For more detailed guidance on specific Ethics and Compliance issues, see the *“EADS Standards of Business Conduct – Our Integrity Principles in Action”*

The Company is committed to providing you with resources to support adherence to our *“Integrity Principles”* and *“Standards of Business Conduct”*. You can contact your Corporate or Division Compliance Officer or your Ethics & Compliance representative for further assistance.

If you have any concerns related to our *“Integrity Principles”* and *“Standards of Business Conduct”*, you may also contact the EADS OpenLine.

**EADS** | **OpenLine**

OpenLine contact for the following countries:



+800 27 00 00 07

[www.eadsopenline.com](http://www.eadsopenline.com)

OpenLine contact for all other countries:

+27 (0) 31 571 5424

[www.eadsopenline.com](http://www.eadsopenline.com)

## Your Ethics & Compliance Resources

EADS Group Chief Compliance Officer:

Pedro Montoya  
 Pedro.Montoya@eads.net  
 +33 (0) 5 81 91 81 56

Eurocopter Chief Compliance Officer:

Thierry Desplans  
 thierry.desplans@eurocopter.com  
 +33 (0) 4 42 85 75 86  
 +33 (0) 6 29 78 69 89

Ethics & Compliance Programme:

Morad Bourouffala  
 morad.bourouffala@eurocopter.com  
 +33 (0) 4 42 85 66 44  
 +33 (0) 6 72 05 29 21



# Our Integrity Principles





Dear Colleagues,

Eurocopter, like all EADS companies, is committed to the highest standards of ethics and compliance. Our Integrity Principles summarizes our commitment to conduct business with integrity and in accordance with all applicable laws -- always. The

Executive Committee asks you to join us in supporting these Principles.

Integrity and transparency are as important to our success as innovation, quality and safety. Upholding these traits fosters our most valuable asset -- our reputation as a trustworthy, reliable company. Acting with integrity preserves this asset and strengthens our relationships with our customers, suppliers, and other business partners.

These Principles reflect our commitments to each other and to our stakeholders. Please familiarize yourself with these Principles, adopt them in your daily work, and contact your manager or an Ethics & Compliance team representative if you have any questions. Our managers are expected to lead by example and be available and responsive to any concerns you may have. The E&C representatives are our trained and trusted advisors who can also help navigate the challenges we may encounter.

Thank you for embracing these Principles.

Sincerely,

Guillaume Faury, Eurocopter CEO

# Our Integrity Principles

- **Commitment to Our People.**

Our Company believes that a workplace should be based on respect, honesty, and fairness. We encourage innovation and Employee engagement and are committed to maintaining high standards of quality, health and safety.

- **Commitment to Our Company.**

Our Employees are committed to avoiding any conflicts that might put their personal interests ahead of what is best for the Company. Additionally, our Employees are encouraged to speak up and seek guidance if they have any ethical or compliance concerns.

- **Commitment to Building Trust.**

Our employees protect the property and confidential information of the Company and of our stakeholders. Protecting confidential data, keeping accurate records, and adhering to all laws governing our business are key to our long-term success.

- **Commitment to Conducting Ethical Business.**

Business meals, hospitality, and modest non-monetary gifts may be given or accepted if they reflect customary business practices. However, all business decisions must be based solely on the merits. Only clean business is sustainable business. Corruption is detrimental to the work environment, stifles innovation, and is illegal. Our Company has a zero tolerance policy towards corruption of any kind.

- **Commitment to Corporate Citizenship.**

Our Company is committed to being a good corporate citizen. We acknowledge our responsibilities towards the environment, our local communities, and our stakeholders.

- **Commitment to be Responsive.**

Our Company is committed to respond to Employees' concerns and suggestions. Our Division Compliance Officers and our Ethics & Compliance representatives are always available to offer guidance and support. Additionally, the EADS OpenLine can be contacted to report an incident or raise a concern, confidentially and without fear of retaliation.

“HOW we achieve our performance goals is as important as WHAT we achieve.”

– Tom Enders, EADS CEO

