

## **Our code of conduct and policy handbook**

Since Roland Berger founded this company in 1967, it has enjoyed continuous growth and success. Our firm has always been recognized as a consultancy of choice, and an employer of choice, and it has always been highly profitable. Today, we are a truly international company, recognized as one of the world's leading strategy consultancies.

Our business development is based on the consistent pursuit of success and quality, on the full commitment of all employees, and on respect for all people we are working with – clients as well as colleagues, across all hierarchical levels. We have compiled this handbook to document our common understanding of quality and performance for our clients. Our leadership guidelines, our code of conduct and our policies aim to describe the guiding principles that underlie our vision and mission:

- We are committed to our company's values: Entrepreneurship, Partnership and Excellence.
- We support our clients in achieving a sustainable competitive edge that leads to superior growth, returns, and shareholder value.
- We develop creative strategies and advise on their implementation based on outstanding competence.
- We differentiate ourselves by our competence and creativity, combining a global perspective with local sensitivity.
- We are a network of entrepreneurs. Each Partner is responsible for the overall performance of the company. All Partners benefit from the individual strengths of their colleagues.
- We attract and retain the best talent and work with open, non-hierarchical structures and approaches.

Our professional principles have shaped the successful development of our firm since its foundation and will remain the basis for future achievement:

- Quality and innovation make all the difference to our clients
- Motivation ensures our performance
- Our reliability makes our clients appreciate and trust us

Today more than ever, ethical behavior, moral action and integrity form the basis for the highest professional standards.

The code of conduct and policy handbook is an element of our compliance system. It is supervised by the International Compliance Officer.