

Behavior and conduct policy

We expect everyone to behave respectfully toward others and act in line with company values.

We will achieve this by

- raising ethical awareness and behaviour in daily activities to ensure Archer's integrity
- ensuring equal opportunities regardless of age, disability, marital status, gender, sexual orientation, beliefs, nationality and ethnicity
- zero tolerance to sexual harassment and bullying
- not becoming involved in relationships with Archer's client, suppliers, or individuals, which could give rise to an actual or perceived conflict of interest
- opposing any form of corruption

April 29, 2016



John M. Lechner
CEO
Archer

Archer