

CORE VALUES STATEMENT

We are committed to acting ethically, safely and with integrity when dealing with our customers, employees, shareholders, suppliers and the wider community, so that we continue to maintain the trust and confidence of those with whom we deal. We aim to be vigilant and proactive in respect of Environmental, Health and Safety and Ethical matters. This common culture is critical to the continued growth and development of Morgan Advanced Materials.

Customers

We aim to provide products and services to high technical standards, appropriate to our customers' own requirements. This involves staying close to customers and building effective relationships that allow needs to be well understood, enabling us to tailor products and services to meet them. We take pride in our work and in the products and services we provide.

Employees

Our employment policies are designed to ensure equal opportunity and diversity irrespective of sex, race, religion, culture, creed, age or disability or any other status protected by law, and to ensure that relevant UN guidelines on human rights, minimum working age, forced labour and freedom of association, are followed.

We encourage employees to develop their skills through training programmes and we keep them informed through local and company-wide communication initiatives. We aim to empower our people, trusting them and giving them freedom to act, allowing them to take responsibility and learn from their mistakes.

We require all employees to act in an ethical manner both within the company and in dealings with other organisations, and to comply with all applicable laws and Company policies. Employees should avoid outside activities which conflict with their responsibilities to Morgan Advanced Materials, and are not allowed to offer, give, solicit or receive payments, gifts or favours which may be construed as a bribe, whether directly or indirectly and in any form.

We require compliance with Morgan Advanced Materials' established programme covering anti-competitive behaviour and ethical working.

Further guidance on ethical issues is available through the Ethics Policy and the Morgan Advanced Materials Ethics Hotline and other procedures made known at each operating unit.

Investors

We seek to deliver long term and sustainable growth in shareholder value through the responsible management of Morgan Advanced Materials' assets, both tangible and intangible. We will provide timely and accurate information to shareholders on our activities and performance. All our business transactions will be fairly and accurately reflected in our accounts and our accounting records will reflect and describe the nature of the underlying transactions in accordance with established procedures.

Suppliers and business partners

We commit to work with our suppliers and partners in constructive and ethical way, and, so far as is practicable require that our customers and suppliers through the supply chain and our joint venture partners and contractors, act in accordance with our values.

Environmental, health and safety matters

We are committed to environmental sustainability in our product development programmes and strive to minimise the impact of our operations on the environment. We are also committed to ensuring that the working environment is safe and that all individuals take responsibility for achieving this. To this end we will measure, appraise and report our performance.

The wider community

We strive to work with the communities where we have operations, to respect local culture, and be sensitive to local issues and to be aware of wider community and governmental issues. We will be supportive of appropriate community initiatives; however, donations for purposes other than bona fide charitable causes are prohibited.

Communication and compliance

The Board and Executive Committee monitors compliance with this statement of core values and employees at all levels will be held accountable for ensuring that these values are adhered to.

“DOING BUSINESS THE RIGHT WAY, ETHICALLY AND SAFELY, IS FUNDAMENTAL TO THE WAY WE DO BUSINESS. IT IS THE TOP PRIORITY FOR THE GROUP.”

Pete Raby
Chief Executive Officer

15 November 2016