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September, 01. 2013

CODE OF ETHICS LLC "AVIA BUSINESS GROUP"

● **The introduction**

This document contains a description of LLC "Avia Business Group" basic ethical values and principles . All the provisions of the code is considered in details at the regulatory documents of our company. The purpose of this document is to form the ideas about the values and rules of relationship within the team and in respect of our partners.

● **Our Mission**

To create a mechanism of interaction between customers and the companies for flights performance. We provide our clients and partners with reliable conditions for business development using our unique Knowledge and experience. We are confident that we will reach the set targets, making successful every member of our team is leading to the overall success of the company.

● **The values of "Avia Business Group"**

- **Financial stability**
- **Safety**
- **Business based on client orientation**
- **Commitment**
- **Transparency and openness**
- **Care about the future**

● **The basics of ethical principles**

Ethical principles have practical application in LLC "Avia Business Group" management:

1. Relation to clients

Commitment of the entire team for achieving high results .

2. Attitude to employees

Organization of comfortable working conditions. Training and professional growth.

3. Partnership

Quality. Efficiency. Reliability.

4. Labor safety and health

Implementation on aviation safety is the priority for our company.

5. Relationship with public authorities

Transparency interactions determined by the current legislation of the Russian Federation.

All the specialists have certificates of the appropriate level.

● **Observance of the principles of the Code**

Compliance with the ethical principles is mandatory for every member of "Aviation Business Group" team.

Each employee is responsible for his professional and ethical behavior.

Violation of the Code principles will lead to the sanctions based on "Avia Business Group " Statute and labor legislation.