The Ethos and Values of ABER

This Ethos and Values was created by the Aber Instruments employees and was accepted by employee shareholder vote on the 25th May 2018. This was reaffirmed during the certation of ABER Group Limited on the 13th June 2023. The Ethos and Values is built into ABER's articles of association:

"14.1.2 In making any decision, … the Group Executive Board shall have regard to the ABER Ethos and Values approved by the Shareholders holding more than 50% of the ordinary share capital of ABER Group Limited;"

All employees are owners of ABER. Employees have responsibilities to ABER the company just as ABER has responsibilities to the employees. Employees also have responsibilities towards each other. These values and ethos describe how these relationships operate.

- Employees
    - Our employees are key to our success.
    - All employees are highly valued and respected.
    - Individuals are strongly encouraged to seek every opportunity to develop and grow.
    - ABER will, when relevant and possible, provide the resources to support individuals to fulfil their potential.

- Responsibilities
    - Employees have a responsibility to work together effectively and look out for one another.
    - An attitude of 'give and take' is mutually beneficial. The more we give the greater the benefits and rewards for us all.
    - Integrity and trust are the foundation to ABER.
    - Employees should be flexible and take initiative with regards to ideas and feedback.

- Information
    - All have a duty to use information wisely, respect confidentialities, and act with ABER's best interests in mind.
    - Transparency, sharing of information and openness promote unity within ABER.
    - We promote an environment where openness and transparency will not be used against individuals.

- Excellence
    - We aim for excellence in all areas and operate ABER to its highest possible standards.
    - We take pride in our products and services and seek to build on our world class reputation.

- Workplace Environment
    - ABER should be a 'feel-good' place to come to.
    - ABER strongly supports individuals and enables flexibility through personal difficulties and family crises.
    - We strive to make sure people are happy and healthy with a good work life balance.