

# Code of Ethics

At Industrial Drone Services (IDS), our Code of Ethics outlines the principles that govern our business conduct. This document reflects our commitment to ethical behavior and decision-making across all aspects of our operations, aligning with ISO 9001, ISO 14001, and ISO 45001 standards.

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## **Our Mission**

Our mission is to provide innovative and sustainable drone services that prioritize safety, quality, and community engagement, ensuring that our operations contribute positively to society and the environment.

## **Purpose Statement**

Our purpose is to set clear ethical standards that guide our employees in making decisions that reflect our commitment to integrity, responsibility, and sustainability.

## **Privacy and Security**

We are dedicated to protecting the privacy and security of our clients' and employees' information. Our data protection policies comply with international standards to ensure confidentiality and integrity.

## **Fairness & Consistency**

We treat all stakeholders with fairness and consistency. Our policies ensure equitable treatment and unbiased decision-making across all levels of the organization.

## **Health & Safety**

Certified under ISO 45001, IDS maintains rigorous health and safety standards. We conduct regular training, risk assessments, and emergency drills to ensure a safe working environment. Our health and safety committee continually reviews and enhances our protocols.

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## Harassment, Discrimination & Bullying

We have a zero-tolerance policy for harassment, discrimination, and bullying. We provide regular training to promote a respectful and inclusive workplace, ensuring that all employees are treated with dignity.

We prohibit discrimination based on gender, race, religion, sex, sexual orientation, or any other characteristic protected by law.

## Key Values

**Integrity:** Conducting business with honesty and transparency.

We implement rigorous internal controls and regular audits to ensure transparency and honesty in all business transactions. Training programs emphasize the importance of integrity, and our secure whistleblower system encourages reporting of unethical behavior.

**Responsibility:** Prioritizing safety and well-being.

Certified under ISO 45001, we regularly conduct safety training sessions, risk assessments, and emergency drills to maintain a safe working environment. Our safety committee continuously monitors and enhances our safety standards.

**Sustainability:** Committed to environmentally sustainable practices.

As an ISO 14001 certified company, we implement energy-efficient technologies, promote waste reduction and recycling programs, and ensure compliance with all environmental regulations. Regular environmental audits help us track and improve our sustainability performance.

**Innovation:** Encouraging creativity in our operations.

We invest in the latest technologies and provide our teams with resources and freedom to explore new ideas. Regular workshops and brainstorming sessions encourage creative solutions to enhance our services and operations.

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**Respect:** Fostering a culture of respect, diversity, and inclusion.

We value diversity and promote an inclusive workplace where everyone is treated with dignity and respect. Our policies support equal opportunities for all employees, and we actively work to eliminate discrimination and harassment. Diversity training and awareness programs are conducted regularly.

## **Professionalism & Office Conduct**

We maintain professionalism in all interactions, both within and outside the company. IDS expects all employees to conduct themselves professionally at all times, fostering a respectful and productive work environment.

## **Intellectual Property & Inventions**

We respect the intellectual property rights of others and protect our own. Our policies ensure that all creations and innovations are appropriately safeguarded, and we provide training on the importance of intellectual property.

## **Supplier Responsibility**

We engage with suppliers who share our commitment to ethical practices and sustainability. Regular assessments and audits ensure compliance, fostering partnerships that support sustainable and ethical practices throughout our supply chain.