

Corporate Social Responsibility Policy

Intent

AeroTek Manufacturing Ltd. (“AeroTek”) strives to manage our business and operations with Corporate Social Responsibility in mind at all times. We accomplish this by:

- Conducting business in a socially responsible and ethical manner;
- Protecting the environment and the safety of people;
- Supporting human rights;
- Engaging, learning from, respecting and supporting the communities and cultures with which we work;
- Monitoring and reporting performance; and
- Making a commitment to sustainable development.

This Policy shall apply to all activities undertaken by or on behalf of AeroTek, and shall be adopted by all employees and contractors that conduct AeroTek business.

AeroTek leaders will act as role models by incorporating those considerations into decision-making in all business activities. AeroTek leaders will ensure that appropriate organizational structures are in place to effectively identify, monitor, and manage Corporate Social Responsibility issues and performance relevant to our businesses.

Regarding Business Conduct, AeroTek will ensure that all aspects of Corporate Social Responsibility are taken into consideration, and provided with support throughout our operations and administration.

This Policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility:

This Policy Shall Outline AeroTek Commitment To:

1. Business Ethics and Transparency;
2. Environment, Health and Safety;
3. Stakeholder Relations;
4. Employee Relations;
5. Human Rights;
6. The Community;
7. Customer and Supplier Relations;
8. Monitoring and Reporting Performance;
9. Sustainable Development.

Business Ethics and Transparency

- AeroTek corporate governance will be conducted following a consistently high standard of integrity, and will conduct business in an honest and ethical manner.
- AeroTek will ensure that thorough and appropriate auditing and reporting procedures are conducted to provide information regarding our performance.

Environment Health & Safety

- AeroTek is committed to the protection of the environment, and will ensure that the activities of our organization are conducted in an environmentally friendly manner.
- AeroTek is vitally interested in the ongoing health and safety of our staff, clients, visitors and the public at large, and will work to ensure that our workplace meets or exceeds all applicable requirements under health and safety legislation.

Stakeholder Relations

- AeroTek will communicate in an open and honest fashion, and will engage relevant stakeholders as appropriate in a timely fashion.

Employee Relations

- AeroTek will ensure that fair employment practices are utilized, and that human rights are protected at all times.
- AeroTek is an equal opportunity employer and will not tolerate violations of the law, human rights, or any workplace regulations or legislation.

Community

- AeroTek strives to act as a partner in the community, and will work with the surrounding community in an open and collaborative fashion, providing the maximum benefit possible.

Customer and Supplier Relations

- AeroTek offers competitive and innovative products and services that meet or exceed the needs of our clients, and expects the same of our suppliers.
- AeroTek will promote and engage in sustainable and mutually beneficial relationships with our customers and suppliers, while maintaining adherence to our standards of conduct and the Corporate Social Responsibility Policy.

Monitoring and Reporting Performance

- AeroTek will review and assess our performance in programs and activities, and address any issues as appropriate. We will ensure that the results of our reviews are communicated effectively.
- AeroTek encourages public feedback regarding our operations, products and services, and will work to act on the feedback as appropriate.