



Environmental, Social, and Governance (ESG) Policy 2024

1. Environmental Commitment:

- a. **Sustainable Operations:** We are committed to minimizing our environmental footprint by integrating sustainable practices into all aspects of our operations. This includes reducing energy consumption, minimizing waste generation, and promoting the use of eco-friendly materials and technologies across aerial and administrative procedures.
- b. **Carbon Neutrality:** We strive to reduce our greenhouse gas emissions and offset our remaining emissions through carbon offset programs and partnerships in renewable energy projects.
- c. **Biodiversity Preservation:** We are dedicated to protecting biodiversity by minimizing the impact of our operations on local ecosystems and habitats.

2. Social Responsibility:

- a. **Safety First:** Ensuring the safety of our employees, clients, and the communities we serve is our top priority. We prioritize the implementation of robust safety measures and training programs to prevent accidents and promote a culture of safety that is compliant with FAA regulations.
- b. **Diversity and Inclusion:** We are committed to fostering a diverse and inclusive workplace where all individuals are treated with respect and dignity. We promote equal opportunities for employment and advancement regardless of race, gender, age, ethnicity, sexual orientation, or disability status. (See our Diversity and Inclusion Policy.)
- c. **Community Engagement:** We actively engage with local communities to understand their needs and concerns and contribute positively to their development. This includes supporting community initiatives, volunteering, and providing educational and training opportunities.

3. Governance Standards:

- a. **Ethical Business Practices:** We adhere to the highest standards of ethical conduct in all our business activities. This includes maintaining transparency, integrity, and honesty in our interactions with clients, partners, employees, and stakeholders.

b. Compliance and Accountability: We comply with all relevant laws, regulations, and industry standards and hold ourselves accountable for upholding these standards. We maintain effective governance structures and processes to ensure compliance and address any breaches promptly.

c. Stakeholder Engagement: We actively engage with our stakeholders, including clients, employees, investors, suppliers, and regulators, to understand their perspectives, address their concerns, and build trust and mutual respect.

4. Continuous Improvement:

a. Monitoring and Reporting: We regularly monitor and evaluate our ESG performance and report transparently on our progress towards our goals. We welcome feedback from stakeholders and use it to inform our decision-making and improve our practices.

b. Innovation: We encourage innovation and creativity to develop new solutions and technologies that contribute to our ESG objectives and drive positive impact.

c. Partnerships and Collaboration: We collaborate with like-minded organizations, industry peers, and other stakeholders to leverage collective expertise and resources towards achieving our ESG goals.

This ESG policy reflects our commitment to environmental stewardship, social responsibility, ethical governance, and continuous improvement. We are dedicated to integrating ESG considerations into our business strategy, operations, and decision-making processes to create long-term value for our stakeholders and contribute to a sustainable future.