



NEVER ALONE IN THE DARK

Technostrobe Group of Companies

Code of Conduct

Introduction: At Technostrobe Inc. and its affiliate companies, we are committed to maintaining the highest standards of integrity, professionalism, and ethical conduct in all our operations worldwide. Our Code of Conduct outlines the principles that guide our behavior and decision-making processes. This Code applies to all employees, associates, and partners in Canada, the USA, the Netherlands, and all other global locations where we employ collaborators, source components and services, supply products, and conduct business.

1. Integrity and Honesty: We conduct our business with honesty and integrity. We are transparent and uphold the truth in all communications and transactions.

2. Compliance with Laws and Regulations: We adhere to all applicable laws, regulations, and industry standards in every country where we operate. This includes, but is not limited to, regulations concerning safety, environmental protection, labor, and trade.

3. Quality and Innovation: We are dedicated to delivering high-quality products and services. We strive for continuous improvement and innovation in our design, manufacturing, and logistical solutions for the aviation, marine, and offshore wind environments.

4. Safety and Environmental Responsibility: Safety is our top priority. We ensure a safe working environment for all employees and take proactive measures to minimize environmental impact. We are committed to sustainable practices and reducing our carbon footprint.

5. Respect and Inclusion: We foster a culture of respect and inclusion. We value diversity and provide equal opportunities for all employees and associates. Discrimination, harassment, or any form of abusive behavior is not tolerated.

6. Confidentiality and Data Protection: We respect the confidentiality of our clients, partners, and employees. We protect sensitive information and comply with data protection laws to ensure privacy and security.



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7. Ethical Business Practices: We engage in fair competition and avoid any form of bribery, corruption, or unethical practices. We are committed to fair trade and maintain honest relationships with our suppliers, clients, and competitors.

8. Accountability and Responsibility: We take responsibility for our actions and their outcomes. We are accountable to our stakeholders and strive to meet their expectations with professionalism and diligence.

9. Reporting: We encourage employees and partners to report any unethical behavior or violations of this Code. We ensure that such reports are taken seriously and addressed promptly without retaliation.

Conclusion: By adhering to this Code of Conduct, we uphold our commitment to ethical excellence and foster a trustworthy and reliable reputation in the industry. Together, we can achieve sustainable growth and success, benefiting our clients, partners, employees, and the environment.

Acknowledgment: All employees, associates, and partners are required to read, understand, and adhere to this Code of Conduct. Compliance is essential to maintain the integrity and reputation of Technostrobe Inc. and its affiliates.

For any questions, clarifications or to report any suspected violations to this code, please contact the Compliance Office at compliance@technostrobe.com

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