CODE OF ETHICS

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THIS POLICY SHALL NOT BE REPRODUCED, DUPLICATED IN WHOLE OR IN PARTS WITHOUT PRIOR CONSENT, APPROVAL OR PERMISSION OF IASL.

1. OBJECTIVE

Island Aviation Services Limited will conduct its business operations at the highest level of ethical, moral and legal conduct. The company will constantly strive to improve the quality of our services, products and operations and will create a reputation for honesty, respect, responsibility, integrity, trust and sound business judgement.

Code of Ethics refers to the principles, norms and standards that the company wants to promote and integrate within its corporate culture. The corporate culture determines the conduct of its activities, including internal relations, interactions and dealings with external stakeholders.

2. ABBREVIATIONS

2.1. IASL – Island Aviation Services Limited

2.2. HRD – Human Resources Division

2.3. HOD – Head of Department

3. UPHOLDING COMPANY VALUES

We comply with company mission, vision and values, and with the company's code of conduct policy and all other policies that may apply in our conduct.

4. RESPECT AND INTEGRITY

We maintain honesty and clear communication in the workplace at all times. We treat each other with respect and act with utmost integrity. We demonstrate honesty and professionalism at all times, consistently applying the highest ethical standards in the performance of our duties.

5. CONFIDENTIALITY

We maintain our customers confidentiality at all times. IASL restricts the usage of confidential and intellectual property and prohibits unauthorized possession, use, alteration, destruction, or disclosure of company sensitive data.

Controlled copy of this SOP is kept in Q-Pulse. Any other copy, either electronic or paper, is an uncontrolled copy and shall be deleted or destroyed when it has served its purpose.

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6. DATA PROTECTION

We take the protection of our confidential and propriety information very seriously. Employees must maintain the confidentiality of all company information, including customer and employee information, and comply with all applicable laws and regulations related to data protection.

7. CONFLICT OF INTEREST

We are committed to performing the duties in the best interest of the Company. We avoid personal activities and financial interests, which may create an actual or apparent conflict with the Company's responsibilities. We do not seek gain for ourselves or others through misuse of our positions. We shall disclose and notify any actual or potential conflicts of interest to the immediate supervisor, HOD or HRD.

8. WHISTLEBLOWING

We promote ethical behavior and report violations of law, rules, regulations and the Company's code of conduct and code of ethics. We will duly notify of any possible illegal or unethical behavior to the immediate supervisor, HOD, HRD or to the Whistleblower Committee as soon as it is identified. We do not allow retaliation for reports made in good faith.

-END OF POLICY-

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