INTERSOFT
ELECTRONICS
GROUP

COMPANY POLICY

This company policy supports the commitment of Intersoft Electronics Group directors committee, management team and employees to apply good ethics while living up to our mission to make the sky safe.

We are committed to have a truly positive impact on the world in which we act as a leading technology organization. We do so according to our VALUES, by focusing on ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) issues and acting in the markets as an INTEGER VALUE CHAIN PARTNER.

The IE Group directors committee, management team and HR staff monitor compliance with this policy and convey it to business partners and stakeholders.
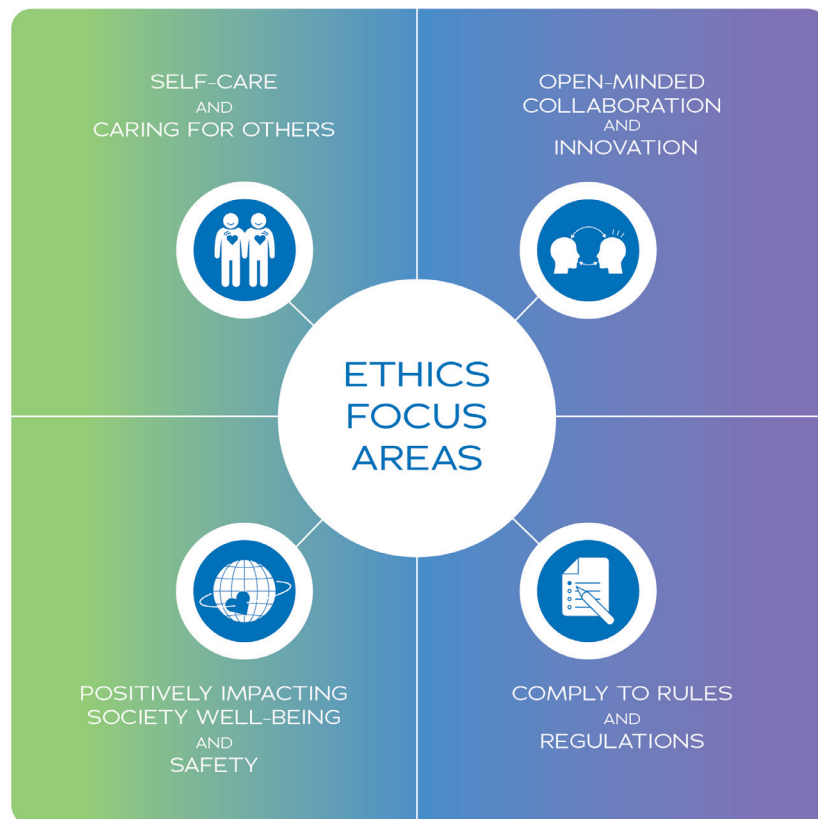
Our Values are the foundation of our business.

WELL-BEING | CREATIVITY | COLLABORATION | RESPECT

These Values translate into our Ethics Focus Areas

SELF-CARE AND CARING FOR OTHERS

OPEN-MINDED COLLABORATION AND INNOVATION

ETHICS FOCUS AREAS

POSITIVELY IMPACTING SOCIETY WELL-BEING AND SAFETY

COMPLY TO RULES AND REGULATIONS

Self-care and caring for others

We take care of our own physical and mental health, ask for help when needed and help others where we can.

Open-minded collaboration and innovation

Our innovative solutions sprout from creative minds who dare to express ideas, give and accept feedback and acknowledge each other's complement.

Positively impacting society well-being and safety

Everything we do, we do it to make this world a better place. We apply our knowledge, our skills and our creativity only for the good.
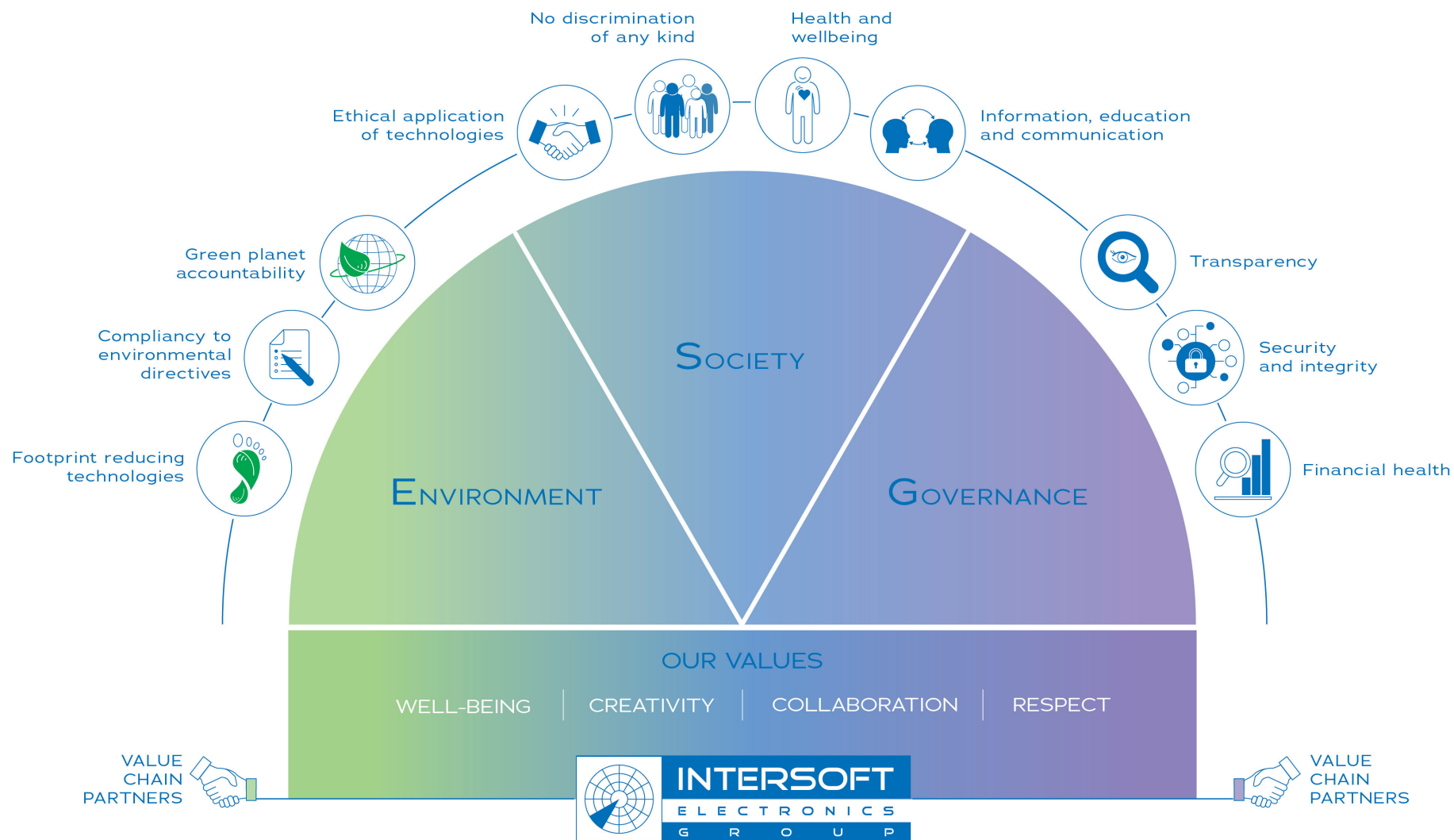
Comply to rules and regulations

We comply to rules and regulations in the countries where we operate and respect local cultures.

Doing business as a technology organization in a fast-paced society with macro-economic uncertainty and massive environmental challenges requires a clear policy on how to manage risks and opportunities.

Therefore, Intersoft Electronics Group expresses indisputable statements with respect to Environment, Society and Governance (ESG), underpinned by our values.

No discrimination of any kind

Health and wellbeing

Ethical application of technologies

Information, education and communication

Green planet accountability

Transparency

Compliancy to environmental directives

Security and integrity

Footprint reducing technologies

Financial health

SOCIETY

ENVIRONMENT

GOVERNANCE

OUR VALUES

WELL-BEING | CREATIVITY | COLLABORATION | RESPECT

VALUE CHAIN PARTNERS

VALUE CHAIN PARTNERS

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TOGETHER WE MAKE THE SKY SAFE

IE Group takes on environmental responsibility from two perspectives

Inside-out
We develop and integrate technologies that help our customers and partners, as well as their stakeholders, to make their operations more environmentally friendly.

Outside-in
We apply measures to make our own operations green and raise awareness among our people to deal consciously with natural resources.

Footprint reducing technologies

Our radar solutions are developed to mitigate polluting operational activities. We reduce the need for test flights, reduce the required power for systems to operate performantly and reduce the number of tear and wear parts such as rotary joints and the requirements for lubrication.
It is essential for our radar solutions to reduce the environmental footprint of the systems they're integrated into.

Compliancy to environmental directives

In the design and the manufacturing of our products, we adhere to the European Radio Equipment Directive 2014/53/EU, the European Directive 2011/65/EU on Restriction of Hazardous Substances (RoHS) and Regulation 1907/2006 on Registration, Evaluation, Authorization and Restriction of Chemicals (REACH). We obey international environmental standards and familiarize with local laws that apply at our partner's locations.

Green planet accountability

For the daily operation of our business, we apply every measure within our capabilities to reduce our carbon footprint and minimize the use of natural resources. That involves the use of renewable energy, becoming energy neutral and transforming the vehicle fleet from petrol powered cars to electric vehicles and alternative mobility solutions. We implement sustainable waste management systems and collect rainwater.

Also in the way IE Group impacts society, we consciously adhere inside-out and outside-in policies

Inside-out
Ethical application of the technologies IE Group provides is an absolute requirement for business to happen. Our solutions should serve the good of society, the welfare and the safety.

Outside-in
We treat every employee, every customer, every partner, every person as a unique individual and put all our effort in offering an inclusive, respectful and joyful workplace where people can thrive.
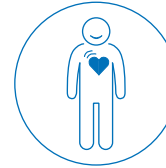
Ethical application of technologies

The technologies we provide are powerful. In the hands of the good, they can create security and prosperity. In the hands of the bad, they can do harm. We are aware of that and keep a close eye on the practices of our customers, suppliers, partners and their stakeholders. We build and maintain personal relationships, based on trust and ethical business practices, respecting human rights.
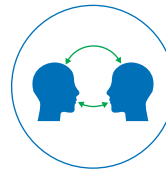There is no place at IE Group for corruption or bribery.

No discrimination of any kind

The people contributing to the success of IE Group all add unique talents, abilities and competences. *We respect every person's uniqueness and support every employee in their personal and professional development.* We give fair compensation, determined by competence, experience, accreditation and most of all, willingness to contribute constructively. Gender, race or any other discriminative aspect can never impact on that.

Health and wellbeing

Health and safety of our personnel is high on our list. We encourage to be physically active by providing sports facilities and benefits. Employees can count on coaching and psychological support when needed to secure their mental health and make them feel at ease in our organization. We sensitize everybody on the work floor, and particularly managers and team leaders, to support each other wherever possible.

Information, education and communication

IE Group takes on educational responsibilities towards employees, customers, partners and society as a whole. We interact with a broad community of professionals, students and people who are interested in technology, aviation and telecommunication.
The knowledge we spread through articles, white papers, seminars, webinars etc. is always for the audience to serve the good of society and its individual members. We communicate honestly and reject fake news.

Transparency

As a leading technology provider, it is essential for IE Group to establish an open culture where transparency and feedback come naturally.
This counts top-down, bottom-up and peer-to-peer. The directors committee and management team communicate strategies and report business KPI's on a frequent basis in Town Hall meetings and other formal and informal contact moments.
Transparency, communication and feedback are advocated in order to tackle new challenges effectively and quickly, to raise ideas and solutions, and to get to know each other, our talents and competences better - and alike, ourselves, our own strengths and pitfalls. HR and the management team strive for an optimal job match for every employee.

Security and integrity

Security and confidentiality are paramount in our business. Firstly, we protect the data from our customers and partners. Contractual and non-disclosure agreements reassure the confidential treatment of printed documents and digital information sources. Obviously, we comply to the most stringent privacy and GDPR regulations when it comes to data protection.
Secondly, we take measures that exceed enterprise level cybersecurity to secure our IT infrastructures, networks, critical data and applications. Thirdly, integrity goes hand in hand with transparency as an essential part of our company culture.

Financial health

Financial health and stability are essential to keep supporting our people, customers and partners to the best and to remain competitive in the markets. Good corporate governance creates leadership and underpins financial health.
We apply proper accounting principles and are transparent with respect to our financial results. IE Group does not reward directors, VP's or any other leading or managing roles excessively. Revenues are invested to grow the organization, develop better technologies and bring them to broader markets.

The cutting-edge technologies and services of IE Group are integrated and applied in much larger systems for CNS, ATM and telecom.
It is only in that broader scope that they can prove their value. We acknowledge the merit of our partners, before and after us in the value chain.

Acting as an integer value chain partner,
on a basis of mutual respect and understanding,
is the key to address environmental,
social and macro-economical challenges.

Together we make the sky safe