

CORPORATE POLICY

HHLA Sky GmbH develops, manufactures, and markets unmanned aircraft systems (UAS) for industrial applications, including the associated services, software, and information systems. Our focus lies on highly automated systems, robotics-based approaches, and agile development processes that allow for customer-specific customization.

We are the result of a merger between two young companies possessing complementary expertise as well as shared values and goals. While our Hamburg location offers the advantages of proximity to our parent company and Germany's largest port—along with excellent infrastructure and a robust economy—our Bielefeld location allows us to benefit from the East Westphalia-Lippe region's status as a hub for research, automation, and mechanical engineering.

Values such as reliability, fairness, and responsibility are integral to our corporate guidelines. To uphold and strengthen these commitments, as well as the reputation and success of HHLA Sky GmbH, the management team has defined this corporate policy. At the heart of this policy lies the success of our customers and our employees.

Through a customer-centric portfolio and close, collaborative partnerships with clients and suppliers, we ensure optimized solutions and tailored products. We remain constantly mindful of our social responsibility toward our employees, customers, and suppliers. We place great importance on transparency, integrity, openness, personal accountability, and team spirit. We foster these values in our daily operations—both within our teams and in our interactions with customers and suppliers.

EMPLOYEES

Management is committed to ensuring that the company's managers and employees—whose roles are vital to the effectiveness of the integrated management system—receive effective support. We place great importance on keeping employees informed and motivated, as well as on their professional development, fostering an environment of open and constructive collaboration. Every employee contributes to the continuous improvement of business processes through their dedication, knowledge, and ideas.

For us, working in partnership means listening to one another, communicating on equal terms, and developing solutions together. At the same time, a sense of responsibility, professionalism, and competence permeates every level of the organization.

Our daily work environment is defined by respectful and considerate interaction, grounded in equality and equal opportunity. Respect for freedom, democracy, and human rights forms the indispensable foundation of our actions.

Naturally, employee health and occupational safety play a central role in this context. A top priority is work-life balance and the ability to reconcile professional and family life. Through flexible working hours and remote work options, we strive to accommodate our employees' personal circumstances as effectively as possible. Corporate benefits—such as sports programs and bicycle leasing schemes—further support our employees in maintaining a healthy lifestyle outside of working hours.

COMMITMENT TO QUALITY AND THE ENVIRONMENT

For us, concepts such as environmental protection, customer satisfaction, tailored solutions, and flexible collaboration are not merely buzzwords but principles we put into practice every day. Our goal is to achieve continuous improvement in our quality and environmental management systems alongside enhancing the company's economic efficiency.

Our success is built on high quality standards, innovative solutions, and ongoing product improvements. By upholding these standards regarding quality, the environment, customer focus, and flexibility, we secure our market position and ensure continuous growth.

We act in an environmentally conscious manner and use resources sparingly. We prioritize sustainable technologies and processes that help reduce our ecological footprint. Our commitment to climate protection reinforces our sense of responsibility toward future generations and delivers sustainable value for our customers. Naturally, this also includes the proper disposal of waste and, wherever possible, the reuse of materials.

We pioneer new approaches in many areas by creating tailored solutions for our customers, while continuously reviewing the development process through regular feedback loops. Our agile working methods allow us to identify emerging challenges early on and ensure the development of safe, high-quality products. At the same time, we remain flexible enough to respond to changing customer requirements.