

Code of Ethics



At IH Services, we're proud of our strong values and are committed to having employees and anyone we do business with follow these 12 principles:

01 PERSONAL RESPECT

We respect all individuals, whatever their origin, beliefs or age, and we do not tolerate discrimination. We are also committed to equal employment opportunity.

03 RESPECT FOR SOCIETY

We shall be honest, efficient and courteous in all dealings with institutions, authorities and incorporated groups, as well as their representatives.

05 RESPECT FOR THE COMPANY AND ITS INTERESTS

We shall be honest, loyal and transparent in the exercise of our functions, duties and responsibilities at work. We shall neither compete, directly or indirectly, with IH Services nor disclose any of IH Services' confidential proprietary information.

07 COMPLIANCE WITH BUSINESS STANDARDS

We neither carry out unlawful business operations nor participate in a black market for goods and services. We do not use blackmail or other illegal means in business dealings.

09 SELF-REPORTING & PERSONAL LIFE CHANGES

Employees holding a security clearance must comply with Security Executive Agent Directive 3 and complete self-reporting for all unofficial foreign travel, foreign contacts and activities, and any personal life changes. Ethical conduct requires cleared personnel to be aware of all of their self-reporting requirements and timely completion.

11 DUTY TO PROTECT NATIONAL SECURITY INTERESTS

Every employee working in support of government contracts or within a cleared environment shares the responsibility for protecting national security interests. Ethical conduct requires vigilance, accountability, and strict adherence to all security policies, procedures, and contractual obligations.

02 RESPECT FOR CUSTOMERS

Clients are our priority. Therefore, we shall always deal with our clients in an honest, efficient and courteous manner. We shall also abide by our commitments to customers.

04 RESPECT FOR THE ENVIRONMENT

All IH Services' business and affairs comply with applicable environmental rules. We shall not pollute or cause any environmental risk in any of our clients' or IH Services' premises.

06 CONFORMITY WITH THE LAW

We ensure that all IH Services' businesses and affairs comply with the law in all material respects. We do not tolerate any activity, behavior, act or omission which constitutes a criminal offence.

08 COMPLIANCE WITH CORPORATE POLICIES AND PROCEDURES

We adhere to the letter of corporate policies and procedures and do not deliberately circumvent them.

10 REPORTING SECURITY CONCERNS

Employees have an ethical obligation to promptly report security violations, suspicious contacts, unauthorized disclosures, foreign travel reporting requirements, attempted access to restricted information, and any concerns about compliance with foreign ownership, control, or influence (FOCI) mitigation requirements.

12 INTEGRITY OF SECURITY CLEARANCES

Employees working in cleared facilities, classified workspaces, or restricted areas must comply with all physical security, visitor control, and badge requirements, and must report attempted access to restricted information or any activity that may compromise company, customer, or national security interests.

*Ethics is our **force multiplier** — live these twelve principles every shift and you multiply the **FORCE** of everyone beside you: safer people, honest work, less waste, and clients who never wait.*