
ESG Progress Report

2026



CYBERHAWK™
Your assets. Our solutions. *Better decisions.*

Contents

Introduction

■

From Our CEO	3
Cyberhawk At A Glance.	4
Our Approach To ESG.	5
ESG Governance	6
What Matters To Us	7
Our Commitments	8

Environmental

■

Protecting Our Planet.	10
What We Achieved In 2025	11
Our Goals: 2026-2027.	12
Plans: Our Carbon Reduction Roadmap 2026.	12
Reducing Our Emissions	13

Social

■

Elevating Our People	15
What We Achieved In 2025	16
Our Goals & Plans: 2026-2027	17
Occupational Safety, Health & Well-being	18
Who Are We?	19

Governance

■

Doing Decent Business	21
What We Achieved In 2025	22
Our Goals & Plans: 2026-2027.	23

Appendix

■

GRI 103 Management Approach Table	24
GRI Content Index.	25
Social Data Table	27
Environmental Data Table	28
Carbon Footprint Breakdown	29
Occupational Health and Safety Table	30





From our CEO

Dear employees and partners,

We are pleased to introduce our latest ESG Report and re-affirm our commitment to reducing our carbon emissions, creating a business which supports the needs of our people and customers, and supports the global UN climate goals.

Over the last year, we achieved tremendous growth in our operations while implementing sustainable practices, developing new strategies to adapt to a changing environment, and mitigating against an unstable economic and political landscape.

Climate change is already affecting every region on Earth: 2024 was the first year to exceed the 1.5°C threshold above pre-industrial levels and 2025 was one of the three warmest years on record, so it is more important than ever that we focus on providing services that support our customers in their effort to prevent fires, care for their assets after a major climate event and support efforts to decarbonize power generation, distribution and energy storage.

This report provides an overview of our performance over the past year, highlighting key initiatives that have delivered positive outcomes, as well as identifying areas where our results fell short of established targets.

We appreciate you taking the time to read this report, welcome your suggestions, and look forward to building a more sustainable and prosperous future – together.

Chris Fleming

Cyberhawk at a glance

Cyberhawk originated in Edinburgh, Scotland, where our work focused solely on the inspection of offshore oil and gas assets. Later, we extended our expertise to the utilities sector when we added power grid inspections to our solution set. As Cyberhawk continued to grow, our portfolio and the sectors we operated in grew as well. Soon, we became proficient in wind turbine inspection and geospatial data analysis. In 2016, we entered the world of major CapEx projects and offered a unique construction monitoring solution in the form of our purpose-built aerial data management software, iHawk™.

Today, Cyberhawk is known as the world's leading software-led drone-driven inspection company, with offices in the US, UK and Qatar. Thanks in no small part to our exemplary safety record and our ISO certifications, today we can boast an enviable list of customers around the world.

The reason it all started

Energy delivery is dependent upon reliable, working assets that transport energy from the point of generation to its

ultimate output, whether that be at someone's home, a business or the various other places where energy or power is essential. Our mission is to support our customers to do this effectively and efficiently, while also keeping people safe by:

- Preventing people from having to physically climb assets or enter confined spaces
- Preventing people from having to visit construction or dangerous sites
- Mitigating wildfires
- Measuring gas levels to encourage a reduction in emissions

Our guarantee:

We will wow our customers with data, transform that data into information, and deliver best-in-class decision support for aerial solutions.

An overview

178
employees

Our employee numbers

continue to rise, mirroring our rapid growth in recent years and our expansion into new sectors.



Cyberhawk operates from offices in the US, UK and Qatar. We have inspected assets in **40+ countries**, and achieved **35 world firsts** for UAS operations.

11k
iHawk users

We deliver **industry-leading** aerial data management solutions to over 11,000 users through iHawk.

Core services



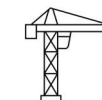
Engineering inspections

We utilize drones and our aerial data management solution iHawk to inspect oil, gas, renewable and power grid assets - the latter being fundamental to wildfire mitigation.



Land surveys

Our drone-based surveys utilize diverse data types to deliver deep insights on projects through time, allowing for accurate monitoring and fast decision making.



Construction monitoring

We combine drone technology with the construction modules of iHawk to provide unparalleled operational insights and enhanced capability to CapEx projects.

Our approach to ESG

As Cyberhawk grows, we are increasingly aware of our responsibility in addressing the global climate crisis. Therefore, we aim to grow in a responsible and sustainable manner.

While this is our fifth ESG report, the Social and Governance components of ESG have been the beating heart of our business since we were founded in 2008. Our asset inspection techniques inherently reduce our customer's emissions compared to using traditional inspection and survey methods.

Over the past years, we have implemented our 5 year plan established in 2022, however, we recognize that while our services support customers to maintain critical energy infrastructure and mitigate wildfires, our work in oil and gas is varied and can also support the maintenance of existing assets in fossil fuel production. Where possible, we will seek opportunities to support our customers with their green transition.

We are committed to putting our ESG strategy at the heart of our business and throughout our sales process to promote our ESG strategy to help our customers and partners achieve their ESG targets as well as our own:

- We take an active part in our customer's value chain and disclose our emissions and plans on their reporting platforms e.g. TSP, Ecovadis
- We encourage our suppliers to monitor their carbon emissions to be part of the engagement to reduce their footprint
- We encourage our employees to identify actions through our internal survey system

Reporting for our 2026 ESG Report

This is our fifth Environmental, Social and Governance (ESG) report since the creation of the 2022-2027 plan. It covers data from January 1, 2025 to December 31, 2025. The last year has seen a shift in the fidelity of our CO₂ inventory reporting thanks to improved monitoring and updated sources. This will contribute to improving the forecasting and strategic planning around the environmental impact of our business activities.

Over the past year we have continued to implement our ESG plan with some promising results, some examples of which are explored further as case studies in this report. Our next challenge is to engage more stakeholders along our value chain.

This report references the Global Reporting Index (GRI). Please refer to 'Cyberhawk GRI content index 2026' for the full list of disclosures. In line with GRI guidance, our report covers our material environmental impacts and performance. We calculate emissions using the globally recognized WRI/WBCSD Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol).



ESG governance and workflow



The Board

The Board is ultimately responsible for the overarching operation of the business and commitment to all ESG policies, practices and goals.



Senior Leadership Team (SLT)

The SLT communicates the progress and effectiveness of all ESG goals in accordance with strategy and aims.



Phil Buchan
COO

Phil interacts with department heads, managers and ESG pillar champions to determine how commitment to policy is being adhered to on an individual level.



Protecting the planet

Matt Zafuto and Nick Stewart take the lead on achieving our environmental aims.



Elevating our people

Matt Zafuto and John Comiskey champion our efforts on all social matters.



Doing decent business

John Comiskey and Phil Buchan ensure we are governed as well as we possibly can be.

3
months

Quarterly reviews are instrumental to our ESG goals and commitments. We ardently review our progress within each of the three pillars of ESG; from an individual level and a company-wide standpoint.

ESG workflow

ESG targets and commitments established through initial discovery phase with relevant stakeholders



List of targets and commitments formally agreed upon by Cyberhawk's Senior Leadership Team



These aims are incorporated in and integral to Cyberhawk's annual business plan



All Cyberhawk employees have relevant aims and commitments worked into their employee objectives to aid maximum change



Objectives are reviewed bi-annually by the Senior Leadership Team to ensure they continue to reflect our commitments

What matters to us: materiality assessment

To identify material ESG topics for our initial ESG report in 2021, we worked with a third party consultancy to run a materiality assessment engaging with each of our stakeholder groups (customers, employees, investors and suppliers) to find out which topics were most important to them.

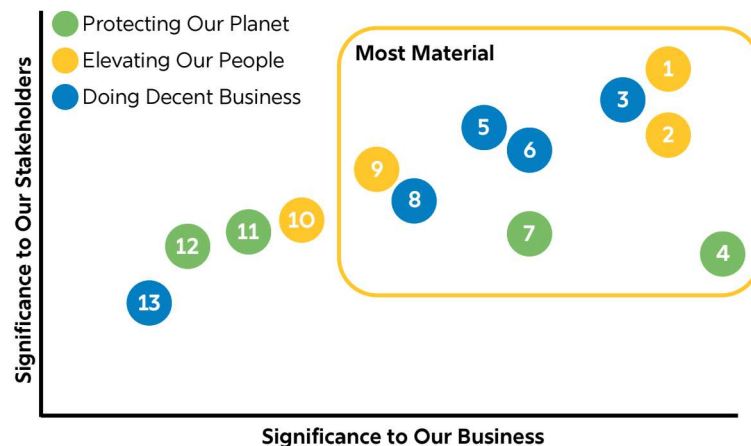
We ran a similar exercise with the Senior Leadership Team to consider which topics were most relevant to Cyberhawk as a business. It has been reviewed annually to reflect eventual changes.

Employee Engagement, Diversity and Inclusion was identified as the most important topic, followed by **Occupational Health and Safety**, underlying the importance our stakeholders place on the people who work for and with Cyberhawk. **Business model resilience** and **Business ethics** were also seen as priority topics, demonstrating the

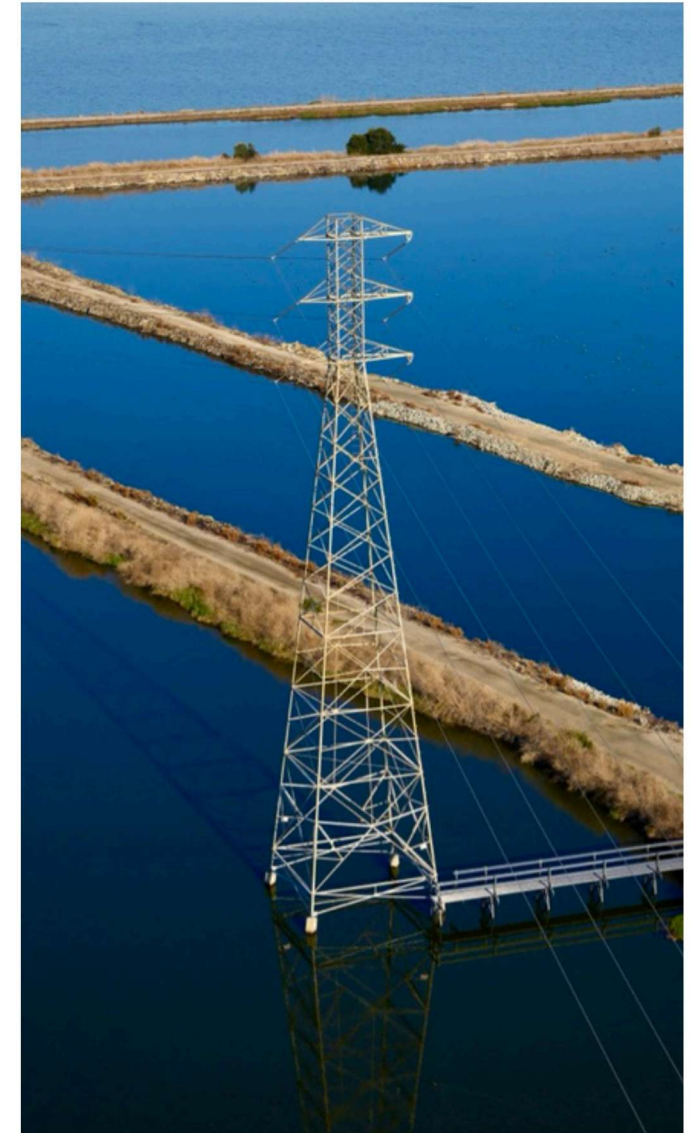
importance of operating a resilient business in a fair and ethical way. **Greenhouse Gas Emissions** and **Climate Change** was also in the top five most material topics showing the importance of playing our part in addressing the growing climate emergency.

Using these material topics as a foundation, we developed our ESG strategy, reflecting existing ESG-related activity and future ambitions and initiatives, categorized under three headings: Elevating Our People, Protecting Our Planet and Doing Decent Business.

It sets our company's commitments to increase our positive social and environmental impact and reduce our carbon emissions, underpinned by processes to ensure we operate in a responsible manner.



Rank	Topic
1.	Employee Engagement, Diversity & Inclusion
2.	Occupational Health & Safety
3.	Business Model Resilience
4.	GHG Emissions & Climate Change
5.	Business Ethics
6.	Data Security
7.	Environmental Compliance
8.	Risk Management
9.	Training and Education
10.	Customer Privacy
11.	Impact on Biodiversity
12.	Product Design & Lifestyle Management
13.	Supply Chain Management



Our commitments

Protecting our planet

Continually developing lower carbon solutions for our customers.

To reduce and minimize our carbon emissions, supporting global UN climate goals (Paris Agreement 2015).

Respect and protect the ecosystems in which we work.

Elevating our people

Continually developing solutions that remove people from working in dangerous situations, whether it be with our customers, partners or employees.

Making sure our people end their working day safe and well every day, and their working environment supports mental health and well-being.

Attract and retain talent that is truly inclusive and diverse, we celebrate difference and the value this brings to our global team.

Constantly challenge our ways of working to maintain the sense of belonging that sets Cyberhawk apart as an employer of choice.

Doing decent business

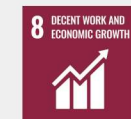
Mapping our governance structure for accountability and transparency across our ESG-related commitments and regularly report on our progress to our Board, employees, suppliers and customers.

Continually review our strategy and business plan to proactively respond to changes to our markets and socio-economic operating environment.

Review our Corporate Risk Register quarterly and address risks within it in line with our ESG strategy.

Invest in our cybersecurity to minimize risk to data we store on behalf of our employees, suppliers and customers.

UN Global Goals



Environmental

**Protecting
our planet**



Protecting our planet overview

The World Meteorological Organization (WMO) State of Climate report confirms 2015-2025 are hottest 11 years on record: The ocean has been absorbing about eighteen times the annual human energy use each year for the past two decades and extreme weather impacts millions and costs billions.

Cyberhawk has come to realize the urgency of tackling the climate crisis. As individuals, we have to ensure tomorrow's world is a habitable place for our children and this responsibility stretches to us as a business too and in this case, the customers we work with as well.

The environment is a huge part of the reason we undertook the strategic ESG approach to better Cyberhawk, and to ensure what we do will be thoughtful, measured, and impactful.

We have developed targets aligned with the **Science Based Target Initiative** and have become signatories to the United Nations Race to Zero campaign under the **SME Climate Commitment**.

Commitments

Environmental compliance



GHG emissions and climate change



- We are committed to continually developing lower carbon solutions for our customers and support their transition to Net Zero with our technology and software-led solutions replacing high carbon methods.
- We are committed to reduce and minimize our carbon emissions, supporting global UN climate goals (Paris Agreement 2015).
- We are committed to respect and protect the ecosystems in which we work.

EcoVadis and Avetta recognition

Cyberhawk has been awarded a Commitment Badge from ECOVADIS in recognition of our sustainability achievement: EcoVadis medals and badges recognize companies that have completed the EcoVadis Sustainability Rating assessment and demonstrated, relative to other assessed companies, a strong management system addressing sustainability criteria.

Cyberhawk also received recognition from @Avetta as a 2025 ESG Innovator, highlighting our forward-thinking approach to environmental, social, and governance practices.

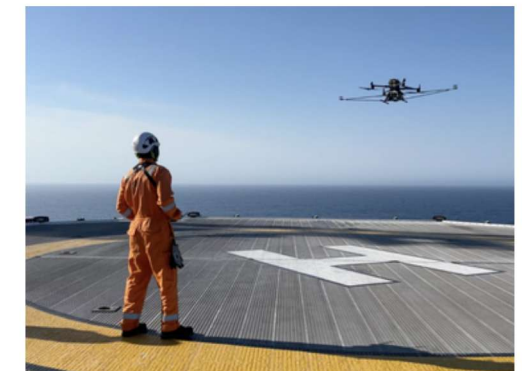


Case study: Emission monitoring

Together, Cyberhawk and Explicit launched the world's largest offshore drone-based emissions monitoring campaign, under the United Nation's Climate and Clean Air Coalition, Oil and Gas Methane Partnership (OGMP) 2.0 framework.

The survey is being conducted on assets belonging to the Norwegian energy company, Equinor, with Explicit as the primary contractor. Explicit is one of Europe's pioneers in using Unmanned Aerial System (UAS) technology to monitor and quantify methane emissions.

Equinor is committed to mitigating the effects of methane emissions and the use of innovative technologies such as drones to document emissions. This campaign highlights the importance of integrated, data-driven approaches to environmental measurement in the energy sector.



What we achieved in 2025

We use intensity based CO₂ emission data (based on annual revenue) to allow us to compare data while our company and operations are growing. Though our absolute emissions have increased in 2025 compared to 2024, our CO₂/\$M results have improved and we are back on track to achieve our 2030 target.

- We have improved our Scope 3 CO₂ data inventory and we now have access to accommodation carbon emission data (hotel nights, shared houses by field teams, etc.)
- We continued assessing the hybrid and electric car market to find the right solutions for our field teams: no satisfactory solution was found but we will continue monitoring the electric car market in 2026.
- We used training material to make our staff aware of Business travel and how to Curb the impact
- Our employee engagement platform Lattice, contains questions relating to our ESG objectives and continued to give us input into our action plan.

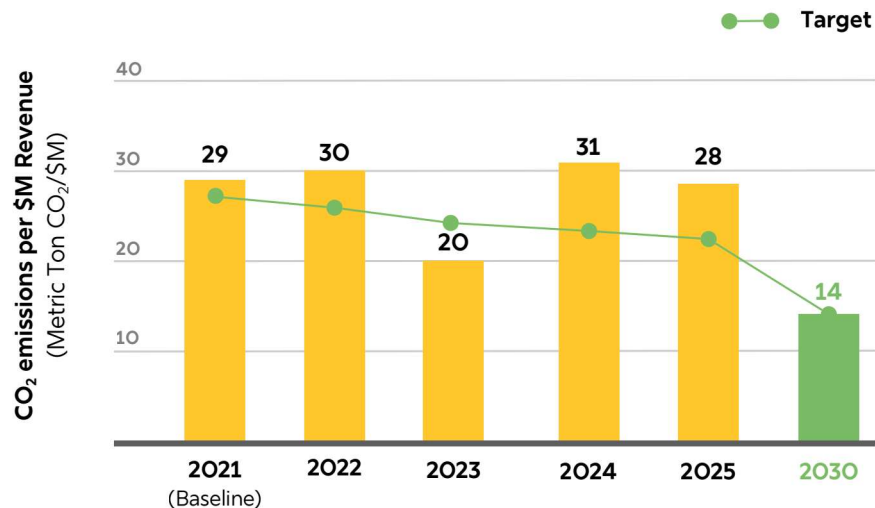


Figure 1. Evolution of intensity CO₂ emissions in Metric Ton CO₂/ \$M revenue

Respecting the ecosystems we work in

We defined best practices to respect the places and environments in which we operate. Our aim is to do our job professionally and let nature be as untouched as possible. To ensure this occurs, we run various kinds of biodiversity training including:

Birdlife:

While there's no end to the types of wildlife we encounter, birds are perhaps the most common. That's why we make a point of giving them special attention pre-flight. This can include anything from considering nesting areas during breeding seasons to collating information on known birds of prey territories.

Sites of Special Scientific Interest (SSSI) UK:

An SSSI is a formal conservation designation that's usually of interest due to rare species of fauna or flora it contains or sometimes important geological or physiological features that may lie within its boundaries. It's our job to identify these sites and apply mitigation measures to ensure we will not disturb animals or deteriorate flora during our work.

Environmentally Sensitive Area (ESA) US:

If operating in a known Environmentally Sensitive Area (ESA), a scheduled accompanying biologist/bio monitor may accompany a team to the field. The project planner will coordinate the required dates/time/meet location/ and structure list for the team and biologist 3-10 days in advance.



Our goals: 2026-2027

As a modern company with a genuine international presence, we are aware that urgent climate action is required if we are to have a planet to live and work on.

While we don't have all the answers, we do know we need to reduce our emissions and play our part in the global transition to net zero.

In order to do that, we created overarching environment objectives to aim for.

- We seek out and embrace new products and services that reduce the environmental impact of our customers.
- We seek out and embrace new technologies to minimize the environmental impact of our operations.
- We promote and support low carbon working lifestyles for our teams.
- We meet legal environmental compliance and go above and beyond where possible.
- We design our working practices to respect the places and environments in which we operate.

Plans: our carbon reduction roadmap 2026

In line with the **Science Based Targets** initiative, we have developed a roadmap to help us to achieve our Net Zero ambitions: 2026 target is to reduce scope 1-2 by 25% & scope 3 by 29%



Results

2025 : 28 MT CO₂/\$M revenue)

Targets

2026 : 22 MT CO₂/\$M revenue)

Reducing our emissions

To define our emissions, we adopted the most widely-used international accounting tool, the **Greenhouse Gas (GHG) Protocol** that categorizes emissions into three scopes:

Scope 1 - Direct emissions generated by Cyberhawk operations; mainly related to our vehicle fleet.

Scope 2 - Emissions released through purchased energy, e.g. electricity and district heating (disclosed by our landlords).

Scope 3 - Indirect emissions such as business travel, data storage or employee commuting.

We inventory both absolute CO₂ emissions in metric tons and intensity based emissions (per revenue). In 2025, our absolute emissions increased compared to our baseline year, 2021, due to a massive increase in our operations and flight hours (almost 60%) but we keep our absolute target alive.

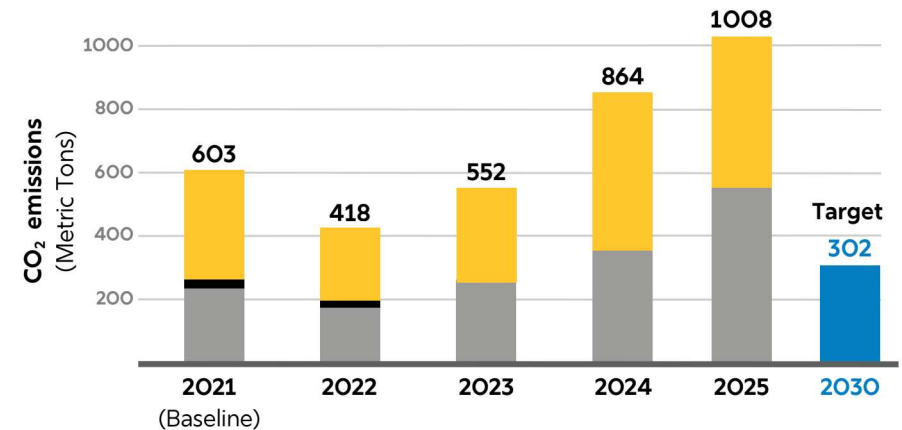


Figure 3. Comparison of yearly absolute carbon emissions since 2021

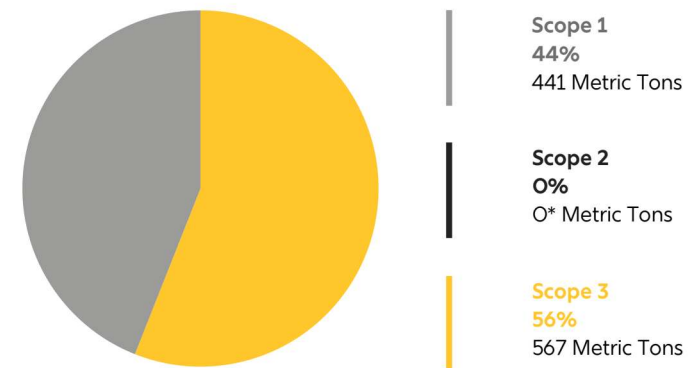


Figure 2. Division of 2025 CO₂ emissions into Scopes 1, 2 and 3

* Energy consumption of offices is disclosed by landlords

Social

Elevating
our people



Elevating our people overview

The building blocks of any good company are the people it is made up of - and that's especially true at Cyberhawk. Our business was founded to remove people from hazardous situations and we have always placed people at the heart of everything we do.

The results of the materiality assessment underlined how important all stakeholders believe our people are, and we are committed to continue to support and elevate our people.

Commitments

Employee Engagement

Diversity and Inclusion

Occupational Health and Safety

Training and Education

Engaging our employees

Cyberhawk was founded on a strong set of values which still lie at the heart of everything we do; inspiring positive behaviors that are embedded in our day-to day work.

Our services involve working in remote places, often braving the elements in challenging environments. This means an excellent work ethic is imperative - but equally, so is a willingness to seize the adventure inherent in our work and to have fun doing so. This makes up Cyberhawk's DNA.

- We are committed to continually developing solutions that remove people from working in dangerous situations, whether it be with our customers, partners or employees.
- We are committed to making sure our people are safe and well every day, and their working environment supports mental health and well-being.
- We will constantly challenge our ways of working to create the sense of belonging that sets Cyberhawk apart as an employer of choice.
- We are committed to ensuring we attract and retain talent that is truly inclusive and diverse, we celebrate difference and the value this brings to our global team.

Company values



One Team

Help one another out, no matter what your role is, we are in this together.



Hungry to Grow

Strive for personal and business growth. Take the initiative and push through discomfort to reach your full potential. Be willing to innovate and challenge existing ways of thinking.



Open and Humble

Seek out alternative perspectives to find new and better ways to do things. Actively listen to other opinions, give the team credit rather and share your mistakes so we can all improve.



Own It and Solve It

Take action, hit milestones, and try stuff out even if you may fail. Ask for help if you are struggling. Solve customers' problems at the gold standard level they are willing to pay.



Show Up and Have Fun

Be your true self at work. Take time to have fun and don't take yourself too seriously. Take the time to celebrate your wins. Get involved with your mind fully engaged.



Nae Drama

Taken from a Scottish colloquialism, this value over-arches all the others and is at the heart of how we approach everything we do.

What we achieved in 2025

STEM events

- In Qatar, we took part in the Qatar University Student Fair in November as part of Mannai and Cyberhawk drone internship program. They aimed to enroll selected students for a full 3-week commercial drone course at the RC Flying club, which is part of the Ministry of Sport & Youth, followed by a 1-week Cyberhawk training course in July 2026.
- In the UK, the team partnered with Futures For All in February and October to provide real-world insights into our work across different teams. These sessions engaged students aged 14–19, with a particular focus on girls and young people from disadvantaged backgrounds, aiming to inspire and encourage greater awareness of and interest in careers in technology and STEM fields.
- In the US, Cyberhawk partnered with Central Arizona Valley Institute of Technology (CAVIT) in their drone pilot apprentice program. We assisted students in developing interview skill sets by conducting mock interviews in which they were asked real questions pulled from Cyberhawk's interview process. Upon conclusion, all students received feedback to help them for the real world.

Company wellbeing newsletter

In 2025, we introduced a monthly employee newsletter as part of our ESG engagement strategy, designed to strengthen communication, promote wellbeing, and foster a more connected workplace culture. The newsletter focuses on raising awareness of wellness initiatives, upcoming events, and practical, healthy habits, while also creating space for lighter content such as riddles.

A key element is providing a space for employee voice through mental health check-ins and questions, alongside a “day in the life” spotlight that showcases the diversity of roles across the organisation. It also provides visibility on company demographic insights, celebrates achievements through a recognition wall, and warmly welcomes new joiners serving as an engaging platform for our diverse workforce.



Volunteering activities

During 2025, our team worked together to give back and make a difference in the communities in which we operate.

- Our annual litter-picking event took place in September around the Edinburgh office. Through this initiative, employee volunteers helped create a cleaner, healthier environment, contributing to a more vibrant community while also promoting personal well-being and team engagement.
- We marked another successful year with our UK Christmas Tombola fundraising initiative, with all funds donated to the Cash For Kids charity. The event raised £660, supporting the charity's vital work helping disadvantaged children and young people in our communities.
- The Golden, CO office partnered with Arc Thrift through the Feed Colorado initiative to support communities facing food insecurity. From November 12–25, the office held a food drive - collecting non-perishable items for distribution to local food banks and community organizations across Colorado. Through this effort, our office helped provide essential resources to families, seniors, and individuals in need, while strengthening community connections.



Diversity, Equity and Inclusion

In 2025, we established a monthly Diversity, Equity & Inclusion (DEI) forum, bringing together people from across the business who are passionate about creating a more inclusive workplace. We created an intranet page, Teams channels, and monthly newsletters. We sent out company-wide polls to help shape discussion topics, ensuring they reflect what matters most to our people.

Some other key achievements include launching a DEI commitment statement, rewording the “Nae Drama” company value to be more inclusive, and delivering a ‘safety moment’ on neurodiversity. The forum also explored important topics such as paternity and job security, supported by insights from The Dad Shift.

Our goals: 2026-2027

While we're aware that positive ambitions are important, without tangible goals, they can quickly fall away if not combined with accompanying actions. That's why we created a list of working goals that will help us meet our desired outcomes.

- Reduce the number of safety incidents year on year, including no RIDDOR or OSHA incidents.
- Continue to remove employees from hazardous working environments by providing alternative modus operandi through our inspection services.
- Improve Lattice Engagements results (Employee Net Promoter score).
- Organize STEM/Career Fair Events and volunteering activities.
- Improve Diversity, Equality and Inclusion results.

Plans 2026-2027

In addition to setting goals, we put in place actionable plans, in 2021, that will help us achieve our goals from a people perspective; whether that be through the promotion of self-growth or broadening the diversity at Cyberhawk. In 2026, we continue these plans with the aim of achieving them by 2027.

Our people

- Instill our ESG objectives into individual performance objectives for every Cyberhawk employee.
- Embed dynamic personal development and training plans across the business.

Our policies

- Lead internal training to equip managers with the knowledge and skills needed to be great managers.
- Ensure Cyberhawk employee benefits are aligned to the Elevating Our People commitment.
- Implement Cyberhawk's annual Occupational Health and Safety plans.
- Refresh and/or train Operations staff on Dynamic Risk Assessment.

Our communications

- Review and reissue Cyberhawk employee handbook to deeper focus on Cyberhawk culture, values and ESG strategy.
- Develop an internal communications plan to promote and reinforce Cyberhawk's Elevating Our People Plan.



**9,454 total training hours in
2025**



Occupational safety, health and well-being

At Cyberhawk, we give health, safety and well-being the highest priority over anything else related to our business, including commercial, operational, environmental and social pressures.

We put additional emphasis on accreditation processes for drone pilots. We purposefully created a high standard of pilot training that puts potential Cyberhawk pilots through their paces, far beyond the baseline requirements needed to fly legally in the US or UK.

We focus on mental well-being and are firm advocates of the link between physical and mental health. Our office locations allows our employees to use gym facilities free of charge to support our physical and mental well-being.

In addition, we provide our people with access to a cycle-to-work program and to the wellbeing app and healthcare service provider, to support their long term health.



Site safety

Site safety audits conducted by line managers:

These checks scrutinize elements such as procedural operations, personal protective equipment (PPE) and whether Cyberhawk documentation is reflective of reality of working in the field.

Vehicle familiarization training:

iVehicle driving training is given to all operational employees so they are adept at handling the unique characteristics and technology associated with a 4x4 vehicle and ready for any terrain in order to mitigate risks.

First aid at work:

Regular first aid at work sessions are organized in the UK office to train operational and office employees. The broad range of skills included in this training equips first aiders with the knowledge they need to respond quickly and confidently if someone becomes ill or is injured in the workplace.



Who are we?

We are firm believers in the value diversity brings to any collective – be that personal or professional. While our sector has not always reflected this, we are committed to instigating a sea-change and are always looking to attract and retain talent regardless of background, demographic or orientation.

Cyberhawk's commitment to Diversity, Equity and Inclusion is set out clearly in the company induction. The company is committed to never discriminating against an employee based on any protected characteristics including age, disability, sex, gender reassignment, pregnancy, maternity, race, sexual orientation, religion or belief, marital status, or civil partnership.

We are advocates of having varied experiences and backgrounds within our company as it unlocks different thinking and approaches to business challenges. While we still have work to do, we are making progress. In 2025, we launched a Diversity, Equality and Inclusion working group, with monthly meetings, and aim to improve our overall efforts towards creating a diverse and inclusive work environment for all.

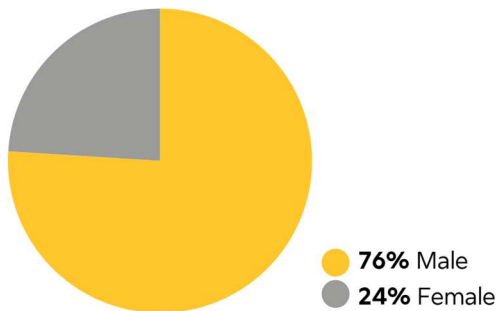


Figure 1. Gender breakdown of all Cyberhawk employees in 2025

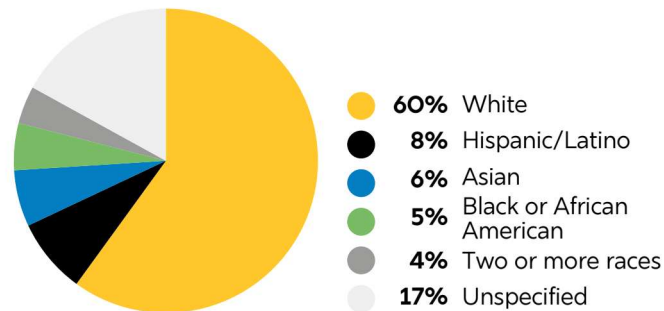


Figure 2. Depiction of Cyberhawk employee ethnicity in 2025 (as disclosed by employees on HR system)

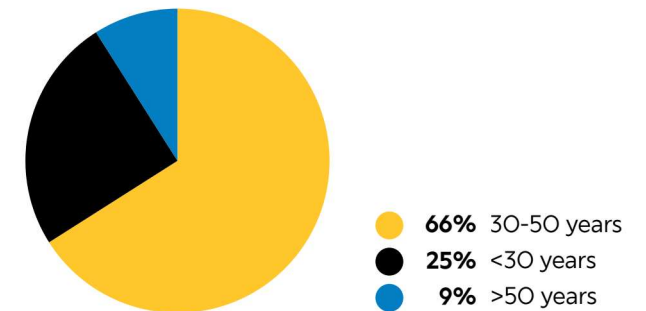


Figure 3. Age profiles of all Cyberhawk employees in 2025

Governance

Doing decent
business



Doing decent business overview

Cyberhawk has always believed in acting responsibly as a company, whether that be in the form of doing right by our people, by lessening our environmental impact where possible or working ethically in our choice of customers and suppliers.

As we continue to grow, we are focused on ensuring this founding methodology is cemented in our policies and practices so that 'doing decent business' is not just a belief but an underlying principle of Cyberhawk.

Commitments

**Business model
resilience**



**Data
security**



**Business
ethics**



**Risk
management**



- We are committed to being a fair, safe, secure and law-abiding partner and employer across all locations.
- We are committed to build a resilient business for the long term.
- We are committed to ensuring our customer's and team's valuable data is secure.

New HQ in Golden, Colorado

The move from Littleton, Colorado marks an exciting new chapter of growth and innovation for the company's North America operations.

The new 6,050-square-foot office located at 1111 Washington Avenue in Golden, Colorado provides Cyberhawk's expanding North American team with the space and environment needed to support its growing customer base and the increasing demand for drone inspection, survey and aerial data management technology across critical industries.

The Golden location, with its wide-open spaces, offers a more drone-friendly landscape, providing Cyberhawk's licensed pilots with convenient access to airspace conducive to training, flight testing, and field operations, something the company's previous urban setting did not offer.



What we achieved in 2025

High standards of business ethics have always been a core element of Cyberhawk. In 2023, we introduced EOS (Entrepreneurial Operating System) and set our company “10 year Target”, our “3 year Picture” describing what we intend to build in a short time and set a “1 year Plan” with the most important accomplishments in the coming year.

Throughout 2025, we have built on these targets, and continued our open and transparent dialogue around our progress.

We implemented 3 ICGN global governance Principles: clear company purpose and strategy, compliance with all audit and reporting requirements, risk oversight and planning.

How did we implement 3 ICGN global governance principles?



1. Clear company purpose and strategy:

We introduced EOS (Entrepreneurial Operating System) and set our company 10 year Target, 3 year Picture and 1 year Plan with help of tools like SWOT matrix (Strength, Weakness, Opportunities, Threats).



2. Compliance with all audit and reporting requirements:

We achieved excellent results in all external audits (customer, ISO, compliance platforms).



3. Risk oversight and planning:

We reviewed quarterly the company risk register in which ESG aspects were already incorporated in 2022

A year of external audits with excellent results

2025 was a challenging year with almost 1 major audit per month (customer audit, aviation audit, ISO audit etc.) Our robust processes and management systems were recognized and praised with no major non conformities and excellent scores.

Cyberhawk will continue keeping the high standard and prepare renewal of certificates for 2026 (IS-BAO, ABS etc.)



Our goals: 2026-2027

As a rapidly growing business, it is imperative that while we take the right steps from a commercial standpoint, we don't lose our ethical footing in the process.

We're keen for Cyberhawk to be a force for the good in the world wherever possible and can only do this by creating and communicating clear targets that reflect our sensibilities as a company.

- Continue to be ISO accredited for health and safety, quality, environment, and data security, and renew IS-BAO certificate.
- Review and discuss ESG progress at every Cyberhawk Board meeting.
- Review and update policies, on a yearly basis, to ensure policies are always fit for purpose.
- Provide an overview of our commitments and compliance certificates on our website.
- Provide refresher training on anti-bribery and corruption to relevant employees every two years.
- Update our employees on ESG progress quarterly and ensure they are engaged in and contribute to how we achieve our goals.

Plans 2026-2027

To ensure we achieve our objectives, we created supporting plans to help us achieve our governmental goals; whether that be through rigorous risk assessments, internationally accepted accreditations and certifications, or working with ethical and responsible third parties.

- Continue to produce high quality Risk Assessments and Method Statements, and audit reports.
- Review and update policies to ensure they are always fit for purpose.
- Continue to update our employees on ESG progress quarterly and ensure they are engaged in and contribute to how we achieve our goals.
- Introduce ESG objectives as a fundamental performance objective for every Cyberhawk employee.
- Implement a Sustainable Supplier Procurement Policy.
- Review due diligence process for all partners in the context of doing decent business.



GRI 103 Management Approach Table

Material Topic	Relevant GRI Standard	Explanation of Why the Topic is Material	Topic Boundary
			A description of where the impacts for a material topic occur, and the organization's involvement with these impacts.
Employee Engagement	GRI 401: Employment	As an employer of 93 permanent employees across the UK, USA and Middle East, Employee Engagement is very important to Cyberhawk and the culture of the organisation. The materiality assessment identified Employee Engagement alongside Diversity and Inclusion as the top material topic. The company uses Peakon, an employee engagement tool to identify the impacts Cyberhawk has on its employees. Cyberhawk also works with a small number of contractors (8 in the reporting period) who are contracted for a specific task/period of time via freelance contracts.	Cyberhawk are directly responsible for the impacts of this topic as the impacts occur within their employee base, both permanent and temporary.
Diversity & Inclusion	GRI 405: Diversity & E	As an employer of 93 permanent employees and 8 contractors (as per the reporting period) Cyberhawk has a responsibility to promote diversity and inclusion within their organisation and ensure it is an environment where discrimination does not occur. Diversity and Inclusion was identified, along with Employee Engagement, as the top material topic via the Materiality Assessment which included a survey to all employees.	Cyberhawk are directly responsible for the impacts of this topic as the impacts occur within their employee base, both permanent and temporary.
Occupational Health and Safety	GRI 403: Occupational	Occupational Health and Safety is of paramount importance to Cyberhawk and it is seen by all stakeholders as a material topic. Cyberhawk is ISO 45001 certified and runs a H&S management system to manage and control the risks. All Cyberhawk workers are covered by this system. Further details can be seen in Cyberhawk's QHSE management system (available on request)	Impacts occur across all Cyberhawk entities. Risks are related to our inspection & survey operations; our processes and risk based approach is key to mitigate the risks and our document system (with a detailed Global Ops Manual for example) supports all activities
Business Model Resilience		Business continuity plans and risks assessment ensure Cyberhawk's resilience and capacity to deal with changing environments	Impacts occur across all Cyberhawk entities.
GHG Emissions and Climate Change	GRI 302: Energy/GRI 3	All businesses need to play a part in addressing the climate crisis and reducing GHG emissions is a topic that is seen as material by our stakeholders and our business. Cyberhawk's main sources of GHG emissions are the company's fleet, business travel and operating our offices (home and corporate).	Cyberhawk's GHG emissions are directly related to the organisation's operation in geographies where they operate; UK, USA, Qatar. The main sources of emissions are from the company's fleet and travel
Business Ethics	GRI 412: Human Rights Assessment GRI 205 - Anti-Corruption	Cyberhawk has internal values and fundamentals that set the internal code of ethics for all those who work with us. Being an ethical business is a high priority for all stakeholders. We are developing a Human Rights Policy that respects the International Bill of Human Rights. Training on Anti-bribery and corruption is provided for employees.	Respecting Human Rights and Anti-Corruption is relevant for all individuals who work with Cyberhawk, our suppliers and our customers.
Data Security		Cyberhawk holds data from clients and employees and the materiality assessment identified it as a material topic for its business. Cyberhawk is ISO 27001 certified and runs an Information Security Management System	Risks are related to our collecting-processing-delivering data process
Environmental Compliance	GRI 307: Environment	Cyberhawk is ISO 14001 certified and runs an Environmental Management system to manage environmental compliance in all markets we operate within.	Cyberhawk identifies the environmental risks and impacts related to its activities in all markets we are active in.
Risk Management		Our Management systems run on a risk based approach- Impact analysis and risk assessment are carried out regularly	Risk management applies to all areas where Cyberhawk operates.
Training and Education	GRI 404: Training and	Supporting and developing our people is a key priority for Cyberhawk in order to ensure the business delivers our services effectively and our people are engaged. Cyberhawk has a training process and all staff have an individual Personal Development Plan that identify the areas of development for each employee.	This topic relates to all Cyberhawk staff including contractors.

GRI Content Index

GRI Standard	Disclosure title	Information or identification of where reported
GRI 101: Foundation 2016		
General Disclosures		
GRI 101: Foundation 2016	Organizational profile	
	102-1 Name of the organization	ESG Report Introduction page 4
	102-2 Activities, brands, products, and services	ESG Report Introduction page 4
	102-3 Location of headquarters	ESG Report Introduction page 4
	102-4 Location of operations	ESG Report Introduction page 4
	102-5 Ownership and legal form	ESG Report Introduction page 4
	102-6 Markets served	ESG Report Introduction page 4
	102-7 Scale of the organization	ESG Report Introduction page 4
	102-8 Information on employees and other workers	ESG Report Introduction page 4
	102-9 Supply chain	QHSE Management System Manual
	102-10 Significant changes to the organization and its supply chain	QHSE Management System Manual
	102-11 Precautionary Principle or approach	Cyberhawk applies the precautionary principle
	102-12 External initiatives	N/A
	102-13 Membership of associations	N/A
	Strategy	
	102-14 Statement from senior decision-maker	ESG Report page 3
	Ethics and integrity	
	102-16 Values, principles, standards, and norms of behavior	ESG Report page 16
	Governance	
	102-18 Governance structure	ESG Report page 6
	Stakeholder engagement	
	102-40 List of stakeholder groups	ESG Report page 7
	102-41 Collective bargaining agreements	ESG Report page 7
	102-42 Identifying and selecting stakeholders	ESG Report page 7
	102-43 Approach to stakeholder engagement	ESG Report page 7
	102-44 Key topics and concerns raised	ESG Report page 7
	Reporting practice	
	102-45 Entities included in the consolidated financial statements	ESG Report page 7
	102-46 Defining report content and topic Boundaries	ESG Report page 7
	102-47 List of material topics	ESG Report page 7
	102-48 Restatements of information	ESG Report page 7
	102-49 Changes in reporting	ESG Report page 7
	102-50 Reporting period	ESG Report page 5
	102-51 Date of most recent report	ESG Report page 5
	102-52 Reporting cycle	ESG Report page 5
	102-53 Contact point for questions regarding the report	ESG Report page 32
	102-54 Claims of reporting in accordance with the GRI Standards	ESG Report page 32
	102-55 GRI content index	ESG Report -Appendix p25-26
	102-56 External assurance	Report has not been externally audited

GRI Standard	Disclosure title	Information or identification of where reported
Material Topics		
200 series (Economic topics)		
Anti-corruption		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	ESG Report page 7
	103-2 The management approach and its components	ESG Report page 5
	103-3 Evaluation of the management approach	ESG Report page 5
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	NA
	205-2 Communication and training about anti-corruption policies and procedures	ESG Report page 23
	205-3 Confirmed incidents of corruption and actions taken	0
300 series (Environmental topics)		
Energy		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Environmental Data Table - Appendix
	103-2 The management approach and its components	Environmental Data Table - Appendix
	103-3 Evaluation of the management approach	Environmental Data Table - Appendix
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Data Table - Appendix
	302-2 Energy consumption outside of the organization	Environmental Data Table - Appendix
	302-3 Energy intensity	Environmental Data Table - Appendix
	302-4 Reduction of energy consumption	Environmental Data Table - Appendix
	302-5 Reductions in energy requirements of products and services	Environmental Data Table - Appendix
Emissions		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	ESG Report page 7
	103-2 The management approach and its components	ESG Report page 11
	103-3 Evaluation of the management approach	ESG Report page 11
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	ESG Report page 13
	305-2 Energy indirect (Scope 2) GHG emissions	ESG Report page 13
	305-3 Other indirect (Scope 3) GHG emissions	ESG Report page 13
	305-4 GHG emissions intensity	ESG Report page 11
	305-5 Reduction of GHG emissions	ESG Report page 11
Environmental Compliance		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	ESG Report page 7
	103-2 The management approach and its components	QHSE Management System
	103-3 Evaluation of the management approach	Management Approach Table - Appendix
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	No issues of non-compliance with environmental laws and regulation have been identified

GRI Content Index (continued)

GRI Standard	Disclosure title	Information or identification of where reported
400 series (Social topics)		
Employment		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	ESG Report page 7
	103-2 The management approach and its components	Management Approach Table - Appendix
	103-3 Evaluation of the management approach	Management Approach Table - Appendix
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Social Data Table - Appendix
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Refer to employee handbook
	401-3 Parental leave	Parental leave policy
Occupational Health & Safety		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	ESG Report page 7
	103-2 The management approach and its components	Management Approach Table - Appendix
	103-3 Evaluation of the management approach	Management Approach Table - Appendix
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	QHSE Management System Manual
	403-2 Hazard investigation, risk assessment and incident investigation	QHSE Management System Manual
	403-3 Occupational health services	QHSE Management System Manual
	403-4 Worker participation, consultation and communication on occupational health and safety	QHSE Management System Manual
	403-5 Worker training on occupational health and safety	QHSE Management System Manual
	403-6 Promotion of worker health	QHSE Management System Manual
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	QHSE Management System Manual
	403-8 Workers covered by an occupational health and safety management system	QHSE Management System Manual
	403-9 Work related injuries	QHSE Management System Manual
	403-10 Work related ill health	QHSE Management System Manual
Training and Education		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	ESG Report page 7
	103-2 The management approach and its components	Management Approach Table - Appendix
	103-3 Evaluation of the management approach	Management Approach Table - Appendix
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Social Data Table - Apppendix
	404-2 Programs for upgrading employee skills and transition assistance programs	Social Data Table - Appendix
	404-3 Percentage of employees receiving regular performance and career development reviews	Social Data Table - Appendix

GRI Standard	Disclosure title	Information or identification of where reported
Diversity and Equal Opportunity		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	ESG Report page 7
	103-2 The management approach and its components	Management Approach Table - Appendix
	103-3 Evaluation of the management approach	Management Approach Table - Appendix
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Social Data Table - Appendix
	405-2 Ratio of basic salary and remuneration of women to men	NA
Non-discrimination		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	ESG Report page 7
	103-2 The management approach and its components	Management Approach Table - Appendix
	103-3 Evaluation of the management approach	Management Approach Table - Appendix
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	N/A
Human Rights Assessment		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	ESG Report page 8
	103-2 The management approach and its components	Management Approach Table - Appendix
	103-3 Evaluation of the management approach	Management Approach Table - Appendix
GRI 412: Human Rights Assessment 2016	412-01 Operations that have been subject to human rights reviews or impact assessment.	Employee handbook
	412-02 Employee training on human rights policies or procedures	ESG report page 15
	412-03 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screenings	Board meetings

Social Data Table

Workforce composition	2021	2022	2023	2024	2025	GRI Standard
Total permanent employees	93	115	137	166	178	102-08
% gender split of permanent employee base (F/M)	10 / 90	16 / 84	20 / 80	23 / 77	24 / 76	
Total temporary employees	8	1	29	11	17	
% gender split of temporary employees (F/M)	0 / 100	0 / 100	14 / 86	9 / 91	6 / 94	
Total full-time employees (includes temporary employees)	76	115	164	175	188	
% gender split of full-time employee base (F/M)	8 / 92	13 / 87	20 / 80	22 / 78	23 / 77	
Total new permanent hires in the reporting period	50	46	48	41	40	401-01
% age split of all new hires (<30/30-50/>50)	31 / 61 / 8	48 / 51 / 1	43 / 42 / 15	30 / 64 / 6	34 / 55 / 11	
Gender split of all new hires (F/M)	7 / 93	15 / 85	18 / 82	30 / 70	9 / 91	
% permanent employee turnover	27	32	26	14	13	
% all employee turnover - by age (<30/30-50/>50)	18 / 76 / 6	33 / 63 / 4	56 / 42 / 2	30 / 45 / 25	34 / 54 / 12	
% all employee turnover - by gender (F/M)	12 / 88	14 / 86	12 / 88	20 / 80	8 / 92	
Family Leave						
% of employees entitled to family leave	100	100	100	100	100	401-03
% of each gender that took family leave (F/M)	n/a	n/a	3 / 5	8 / 4	21 / 6	
Diversity and Inclusion						
Median gender pay gap	n/a	n/a	n/a	n/a	n/a	405-02
Incidents of discrimination	0	0	0	0	0	406-01
% of the governing body who identify as female	0	17	17	17	0	405-01
% of the senior leadership team who identify as female	14	11	0	0	0	
Training and Education						
Average hours of training per employee per year	-	-	-	-	23.5	404-01
% employees receiving regular performance and career development reviews	n/a	100	100	100	100	404-03

Environmental Data Table

Climate protection	2021*	2022	2023	2024	2025	GRI Standard
Greenhouse gas emissions - total (tCO ₂ e)	603	418	552	864	1008	305
Greenhouse gas emissions Scope 1 (tCO ₂ e)	238	172	250	351	441	305-01
Greenhouse gas emissions Scope 2 (tCO ₂ e)	23	19	0**	0**	0**	305-02
Greenhouse gas emissions Scope 3 (tCO ₂ e)	342	227	302	513	567	305-03
Waste						
Total waste generated (non-hazardous) (%)	n/a	n/a	n/a	n/a	n/a	306-3
Waste diverted from disposal (non-hazardous) (%)	100	100	100	100	100	306-4
Waste directed to disposal (non-hazardous) (%)	0	0	0	0	0	306-5
Environmental management						
Energy consumption within the organization (kWh)	86,580	71,380	0**	0**	0**	302-1
Energy consumption outside the organization (kWh)	n/a	n/a	n/a	n/a	n/a	302-2
Water consumption (cubic metres)	n/a***	n/a***	n/a***	n/a***	n/a***	303-5

*baseline year

** energy consumption of offices now disclosed by landlords

*** no meter reading available

Carbon Footprint Breakdown	2021 (baseline)		2022		2023		2024		2025	
	kg CO ₂	% of total	kg CO ₂	% of total	kg CO ₂	% of total	kg CO ₂	% of total	kg CO ₂	% of total
Scope 1	237,992	39.5	172,302	41.2	250,302	45.8	350,558	40.6	441,225	43.8
Direct emissions from company vehicles	237,992	39.5	172,302	41.2	235,383	43	320,825	37.1	441,225	43.8
Scope 2	22,967	3.8	18,957	4.5	0*	0	0*	0	0*	0
Purchased electricity for own use	11,330	1.9	9,513	2.3	0*	0	0*	0	0*	0
Electricity (stationary)	11,330	1.9	9,513	2.3	0*	0	0*	0	0*	0
Electricity (vehicle fleet)	0	0	0	0	0*	0	0*	0	0*	0
Purchased heating, steam and cooling for own use	11,636	1.9	9,444	2.3	0*	0	0*	0	0*	0
Scope 3	341,963	56.7	226,602	54.2	296,668	54.2	513,069	59.4	567,195	56.2
Business travel	123,484	20.5	118,113	28.3	138,484	25.3	409,985	47.5	419,510	41.6
Flights	122,486	20.3	116,944	28	136,370	24.9	327,767	38	299,500	29.7
Rail	474	0.1	286	0.1	388	0.1	218	0	250	0
Taxis	0	0	630	0.2	1,392	0.3	0	0	0	0
Ferries	0	0	218	0.1	274	0.1	0	0	0	0
Hotels	n/a	n/a	n/a	n/a	n/a	n/a	82,000	9.5	119,760	11.9
Rental and private vehicles	524	0.1	11	0	0	0	0	0	0	0
Employee commuting	101,315	16.8	87,982	21.1	117,473	21.5	87,370	10.1	88,423.00	8.8
Home office	42,609	7.1	22,964	5.5	25,178	4.6	25,692	3	33,001.00	3.3
Employee Commuting	58,706	9.7	65,018	15.6	79,513	14.5	61,678	7.1	55,422.00	5.5
Purchased goods and services	18,553	3.1	17,934	4.3	40,433	7.4	15,174	1.8	59,262.00	5.9
Electronic devices	17,609	2.9	16,952	4.1	39,120	7.2	11,736	1.4	10,758.00	1.1
External data centre	845	0.1	885	0.2	1,216	0.2	3960	0.5	48,473.00	4.8
Office paper	100	0	97	0	97	0	18	0	31.00	0
Fuel and energy related activities	98,611	16.4	2,573	0.6	0	0	0	0	0	0
Upstream emissions heat	1,992	0.3	1,616	0.4	0	0	0	0	0	0
Upstream emissions electricity	1,379	0.2	956	0.2	0	0	0	0	0	0
Upstream emissions vehicle fleet	95,240	15.8	0	0	0	0	0	0	0	0
Overall results	602,922	100	417,861	100	546,970	100	863,627	100	1,008,420	100

*now disclosed by landlord

Figure 3. CO₂ emissions table: Corporate Carbon Footprint 2021-2025. The overall result for the period January 2021-December 2025 for UK, US and Qatar operations.

Occupational Health And Safety Table

	2021	2022	2023	2024	2025	GRI Standard
Workers covered by an occupational health and safety management system (%)	100	100	100	100	100	403-08
If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognised standards/guidelines:						
Number of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system (%)	0	0	0	0	0	403-08
Whether and, if so, why any workers have been excluded from this disclosure including the types of worker excluded (Yes/No)	No	No	No	No	No	403-08
Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	n/a	n/a	n/a	n/a	n/a	
Work related injuries						
For all employees:						
i. Fatalities as a result of work-related injury	0	0	0	0	0	403-09
ii. High-consequence work-related injuries (excluding fatalities)	0	0	0	0	0	403-09
iii. Recordable work-related injuries	2	0	1	0	0	403-09
iv. The main types of work-related injuries	1 cut/slip, 1 trip & fall	0	Injured by moving object	Slip/fall	Eye injury	403-09
v. Hours worked (US+UK+Qatar)	168,820	200,560	279,692	302296	376871	403-09
For all workers who are not employees but whose work and/or workplace is controlled by the organization:						
i. Fatalities as a result of work-related injury	n/a	n/a	n/a	n/a	n/a	403-09
ii. High-consequence work-related injuries (excluding fatalities)	n/a	n/a	n/a	n/a	n/a	403-09
iii. Recordable work-related injuries	n/a	n/a	n/a	n/a	n/a	403-09
iv. The main types of work-related injuries	n/a	n/a	n/a	n/a	n/a	403-09
v. Hours worked	n/a	n/a	n/a	n/a	n/a	403-09
The work-related hazards that pose a risk of high-consequence injury, including:	Flying over water from a boat Poor piloting during emission monitoring Driving Access to site Flying to and from a platform via helicopter		Flying over water from a boat Poor piloting during emission monitoring Driving Use of an air compressor Access to site Flying to and from a platform via helicopter			403-09
i. How these hazards have been determined	Risk assessment- risk register					403-09
ii. Which of these hazards have caused or contributed to high-consequence injuries during the reporting period	Hand-catching drones	n/a	Accessing site	Extreme weather	n/a	403-09

Occupational Health & Safety Table (continued)

	2021	2022	2023	2024	2025	GRI Standard
iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls		See annual action plan		Acclimation & heat stress training	Hostile encounter procedure and de-escalation training	403-09
iv. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls	Vehicle familiarization training, first aid training		Offroad driving training, first aid training	Compressed gas training, offroad driving training, first aid training	Vehicle familiarisation training, first aid training	403-09
Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked	No rate disclosure	No rate disclosure	No rate disclosure	No rate disclosure	No rate disclosure	403-09
Whether and, if so, why any workers have been excluded from this disclosure including the types of worker excluded	n/a	n/a	n/a	n/a	n/a	403-09
Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	n/a	n/a	n/a	n/a	n/a	403-09
Work related ill health						
For all employees:						
i. The number of fatalities as a result of work-related ill health	O	O	O	O	O	403-10
ii. The number of cases of recordable work-related ill health	O	O	O	O	O	403-10
iii. The main types of work-related ill health	n/a	n/a	n/a	n/a	n/a	403-10
For all workers who are not employees but whose work and/or workplace is controlled by the organization:						
i. The number of fatalities as a result of work-related ill health	O	O	O	O	O	403-10
ii. The number of cases of recordable work-related ill health	O	O	O	O	O	403-10
iii. The main types of work-related ill health	O	O	O	O	O	403-10
The work-related hazards that pose a risk of ill health, including:	O	O	O	O	O	403-10
i. How these hazards have been determined	n/a	n/a	n/a	n/a	n/a	403-10
ii. Which of these hazards have caused or contributed to ill health during the reporting period	n/a	n/a	n/a	n/a	n/a	403-10
iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	n/a	n/a	n/a	n/a	n/a	403-10
iv. Whether and, if so, why any workers have been excluded from this disclosure including the types of worker excluded	n/a	n/a	n/a	n/a	n/a	403-10
v. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	n/a	n/a	n/a	n/a	n/a	403-10

Contact

USA HQ, Denver, CO

1111 Washington Ave Suite 40
Golden, CO 80401
+1 303 358 2625

USA, Sacramento, CA

4005 Seaport Blvd,
West Sacramento,
CA 95691
+1 303 358 2625

USA, Upland, CA

1245 W. 9th St.
CA 91786
+1 303 358 2625

UK HQ, Edinburgh

EICA Ratho, 5th Floor,
Edinburgh
EH28 8AA,
+44 131 370 2130

Qatar, Doha

Wing 2, Level 1,
Business & Innovation Park,
Ras Bufontas, Doha,
+974 66827996



CYBERHAWK™
Your assets. Our solutions. **Better decisions.**