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## **NATIONAL AIR TRANSPORTATION ASSOCIATION**

### **Statement Regarding Ethical Conduct**

Founded in 1940, the National Air Transportation Association (NATA) is the leading trade association representing the interests of the general aviation business industry before Congress and federal, state and local governmental agencies. NATA members provide a broad range of aeronautical services to the aviation community, including but not limited to Fixed Based Operators (FBOs), fuel distributors, aircraft ground support, aircraft management, aircraft maintenance and overhaul facilities (MROs), business aircraft and fractional ownership fleet management, on-demand air charter, and flight training.

NATA members range in size from large, publicly traded companies with international presence to smaller, single-location operators that depend exclusively on general aviation for their livelihood. General aviation businesses that are designated as small businesses by the U.S. Small Business Administration comprise the majority of NATA's membership and represent key businesses in rural America.

NATA's executives, Board of Directors, and Committee Members adhere to a Code of Ethics, approved by NATA's Board in January 2013. NATA's Code of Ethics reflects the Association's ongoing commitment to the highest ethical standards and integrity, and promoting fair business practices and deterring wrongdoing. At the heart of NATA's mission, as the voice of aviation business, is empowering general aviation businesses to act safely and with integrity. It is these attributes that have historically been a key part of the success of general aviation over the years.

It is the NATA Board's strong belief that for general aviation to continue to prosper, general aviation businesses should adhere to the following ethical principles of Safety, Integrity, Accountability, and Respect, and that each NATA member company establish and enforce a code of ethics using these guiding principles.

## **Safety**

Safe operations and the promotion of a safety culture are at the core of ethical general aviation business best practices. General aviation businesses should create a work environment that fosters a safety culture, which starts with executive management and flows throughout the organization. Strict adherence to regulations and an uncompromising commitment to safety best practices should be continuously implemented and reinforced, along with appropriate safety training to help with successful job performance. Businesses should always be open to sharing safety practices to help advance industry learning, standards and performance.

## **Integrity**

The success of a general aviation business is dependent upon the trust and confidence of its employees, customers, business partners, the airport management on the airfield where it is located, and the regulatory agencies with which it interacts. General aviation businesses gain credibility by acting with honesty and integrity, upholding their commitments, and acting in a manner that builds trust through honorable conduct. General aviation businesses should adhere to the highest ethical standards and not tolerate any attempts to deceive or fail to disclose relevant information in a transaction. A key element of integrity is acting in good faith towards, and on behalf of, its customers and competitors. The avoidance of conflicts of interests both by personnel and the business is important to garnering trust by those with which it does business.

General aviation businesses should implement a robust conflict of interest policy that is signed by both the board of directors and senior management. A conflict of interest occurs when a person or entity breaches its duty of loyalty or is placed in a position where it is difficult to act objectively due to potential personal gain. Addressing even an appearance of a conflict of interest, whether or not actual, is important in acting with integrity. For those businesses that act in a fiduciary relationship with a customer, for example, a conflict of interest may occur when a kick-back, rebate, or commission is retained by the business or its personnel and is not fully disclosed and approved in writing by the customer.

## **Accountability**

Each employee of a general aviation business should be responsible for knowing and adhering to the company's values and complying with the company's policies and procedures, including its code of ethics. Each company should have measures in place to keep

their employees accountable – acting safely, with integrity and respect – including but not limited to a system to report breaches of the company’s policies and procedures without fear of retribution and periodic reviews of the company’s values and policies by employees.

**Respect**

Everyone deserves to work in an environment where they are treated with dignity and respect. General aviation businesses should be committed to creating such an environment because it brings out the full potential in all of us, which, in turn, contributes directly to the success of the business. Likewise, staff should treat those with whom they do business with respect and dignity. Treating others with respect and dignity can be simply put as treating others how you wish to be treated and always doing the right thing with concern for your customers and business partners.

APPROVED by the Board of Directors of the National Air Transportation Association, this 8<sup>th</sup> day of March 2018.



Gregory Schmidt  
Chairman of the Board



Martin Hiller  
President