

CHC Helicopter Norway Transparency Act ('Åpenhetsloven')



1 Who we are

CHC Helicopter is a global business offering helicopter transportation, search and rescue operations, and aircraft maintenance, repair, and overhaul services to both government and commercial customers. CHC operates across several continents, serving a diverse global customer group.

The CHC group's global headquarters are located in Irving, Texas but we have significant business operations across the world. Our helicopter operations are organised around key geographic regions: Europe, Asia Pacific, and Latin America, while our maintenance and repair organisation (Heli-One) operates from its three geographical facilities in Canada, Norway, and Poland.

Specific to Norway, we have significant business operations throughout the country to serve customers in the North Sea and in Europe. As such, this statement is made pursuant to Norway Transparency Act ('Åpenhetsloven') and sets out the steps and precautions taken by CHC Helicopter during the financial year ended 30 April 2024, to work with basic human rights and decent working conditions in its business and supply chain.

All entities within the CHC Helicopter group operate in accordance with global, national, and local laws and regulations, including the following entities which are registered in Norway and are expressly subject to this act:

- a. CHC Helikopter Service
- b. Heli-One (Norway) AS
- c. Integra Leasing AS

2 Guidelines and procedures for handling actual and potential adverse impacts on fundamental human rights and decent working conditions

CHC maintains a strong commitment to matters of ethics and compliance. We have in place a comprehensive program designed to help ensure adherence to all applicable laws and regulations in the various jurisdictions in which we operate.

At the core of our commitment to compliance we have a [Compliance and Ethics Manual](#) and a [Modern Slavery Statement](#).

Our fiscal year 2024 global corporate communications to all CHC Helicopter employees included express guidance that CHC Helicopter is committed to ensuring a safe and professional work environment for all of its employees and further requiring all third parties with whom CHC Helicopter conducts business to adhere to all human rights and employment laws.

These policies include CHC Helicopter's Environment, Social, and Governance (ESG) Policy, which identifies supporting human rights and treating all people with dignity as one of our guiding principles.

CHC Helicopter Norway Transparency Act ('Åpenhetsloven')



Our compliance and 'Ethics hotline policy' encourages all to report known or suspected violations of CHC policies or the law directly to our compliance organisation via an anonymous whistle-blower hotline.

3 Due diligence assessments

CHC Helicopter's, due diligence assessments are risk-based in accordance with the CHC Risk Management System and OECD due Diligence Guidance for Responsible Business Conduct.

CHC Helicopter have reviewed our direct and indirect supply chain to identify areas of potential higher risk exposure. Where we considered a greater risk may be present we conducted a survey of our value chain requesting information relating to their behaviours with regards to working conditions and respect for human rights.

In addition, the Company requires third party screening, due diligence review and approvals of third parties as part of CHC's Third Party Due Diligence Policy, as well as supplier certification via CHC's Third Party Intermediary Certification, wherein third parties and other intermediaries doing business with CHC affirm their compliance with and commitment to abide by the relevant anti-slavery legislation.

We are not aware of any potential or actual adverse impacts or significant risks to CHC Helicopter that have been identified either through the above reporting mechanisms or through our due diligence procedures.

4 Approval

This report has been approved by the directors of CHC Helikopter Service, Heli-One (Norway) AS, and Integra Leasing AS.

The report will be updated and published on the CHC Helicopter website by 30 June each year, and otherwise in the event of significant changes in the Company's risk assessments.

CHC Helicopter Norway Transparency Act ('Åpenhetsloven')**5 Signatures of the board****CHC Helikopter Service**

Kevin Spengler

DocuSigned by:
Kevin Spengler
87B2E27F4C4848F...

Miguel Carrasco

DocuSigned by:
Miguel Carrasco
A68070A87892421...

Helge Aase Nesvåg

DocuSigned by:
Helge Aase Nesvåg
BE1B02D0C97B435...

Tore Villard

DocuSigned by:
Tore Villard
A21585E5CE814D8...

Jonathan Paul Hopkinson

DocuSigned by:
Jon Hopkinson
06ECA8052D5B4FE...

Rune Tallaksen

DocuSigned by:
Rune Tallaksen
8A2AECA1801E440...

Øyvind Harestad

DocuSigned by:
Øyvind Harestad
22A68B4AFBF04EC...

Tore Loe

DocuSigned by:
Tore Loe
1E28B0C14DA46C...

Anne Marie Lindager

DocuSigned by:
Anne Marie Lindager
6073E3FB99468...

Heli-One (Norway) AS

Miguel Carrasco

DocuSigned by:
Miguel Carrasco
A68070A87892421...

Morten Johannessen

DocuSigned by:
Morten Johannessen
CC4EBDE454894E9...

Karl Gjølvik

DocuSigned by:
Karl Gjølvik
BD302010EBAF46C...

Kevin Spengler

DocuSigned by:
Kevin Spengler
87B2E27F4C4848F...

Kjell Strand Hovland

DocuSigned by:
Kjell Strand Hovland
781D5FE87DCA43A...

Per Selvær

DocuSigned by:
Per Selvær
6791BBD359FE428...

Markus Lundberg

DocuSigned by:
Markus Lundberg
5821D2332D47428...

Integra Leasing AS

Thorleif Eng Jakobsen

DocuSigned by:
Thorleif Eng Jakobsen
C885CC5D238F4F4...

Miguel Carrasco

DocuSigned by:
Miguel Carrasco
A68070A87892421...