

1 Introduction

This statement is published in accordance with the Norwegian Transparency Act (Åpenhetsloven) and describes CHC Helicopter's approach to due diligence in relation to fundamental human rights and decent working conditions within our operations, supply chain, and business relationships.

CHC's approach is aligned with recognised international frameworks, including the OECD Due Diligence Guidance for responsible business conduct.

2 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 2026, 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 AS
- b. Heli-One (Norway) AS
- c. Integra Leasing AS

3 Our approach

CHC has established a framework of policies, procedures, and controls designed to support compliance with applicable legislation, including the Transparency Act. This includes:

- a.** A code of business conduct, ethics, and integrity applicable to employees and third parties
- b.** A Third-Party Due Diligence Policy governing the screening and approval of suppliers and business partners
- c.** Supplier certification processes requiring confirmation of compliance with relevant anti-slavery and human rights legislation
- d.** Ongoing communication and training to reinforce expectations relating to ethical conduct and human rights

Our whistle-blower hotline provides a confidential and anonymous reporting mechanism for employees, contractors, and external third parties to report concerns regarding potential human rights violations.

Responsibility for the implementation of these controls and due diligence activities sits within CHC's ESG, legal, and supply chain functions, with oversight provided by senior leadership.

These measures are intended to promote respect for human rights and decent working conditions across our operations and supply chain.

4 Due diligence processes

In line with the requirements of the Transparency Act, CHC undertakes due diligence to identify, assess, and manage potential risks relating to human rights and working conditions.

Our due diligence approach includes identification of potential risks; assessment of severity and likelihood; integration of findings into business processes; monitoring of effectiveness; and communication of how impacts are addressed.

This includes:

- a.** Periodic supplier due diligence through questionnaires and surveys covering human rights and working conditions
- b.** Risk-based review of suppliers and business partners
- c.** Screening and onboarding checks in line with CHC's Third Party Due Diligence Policy
- d.** Internal monitoring processes to identify potential adverse impacts

Where a greater level of risk is identified, enhanced due diligence may be carried out, including targeted information requests across the value chain.

Where risks are identified, CHC implements proportionate mitigation measures, which may include increased supplier engagement, additional due diligence, the introduction of contractual controls, or review of ongoing supplier relationships where appropriate.

CHC's supply chain consists primarily of global aviation manufacturers, component suppliers, distributors, and specialist service providers supporting safe and reliable flight operations.

Between FY2024 and FY2026, over 80% of CHC's total supplier spend was distributed across 25 suppliers in seven countries predominantly based in Europe, North America, and Australia.

These suppliers fall into three broad categories:

- a.** Original equipment manufacturers (OEMs) and tier 1 suppliers, including global aerospace manufacturers and engine providers. These suppliers are typically large, regulated organisations with established compliance frameworks and therefore present a lower inherent risk of non-compliance, although their extensive global supply chains may introduce indirect exposure to human rights risks.
- b.** Distributors and intermediaries, which provide aviation parts and logistics support. These suppliers present a moderate risk profile, as they operate across complex supply chains and may source from multiple jurisdictions with varying levels of regulatory oversight.
- c.** Specialist service providers and local suppliers, including calibration, instrumentation, maintenance, and safety equipment providers. These suppliers generally present a lower risk, reflecting the more localised nature of their operations and reduced reliance on extended supply chains.

Risk exposure within CHC's supply chain is primarily driven by:

- a.** Geographic location of manufacturing and sourcing activities
- b.** Use of subcontractors and extended supply chains beyond tier 1 suppliers
- c.** Labour-intensive manufacturing processes in certain jurisdictions

Overall, CHC assesses its direct (Tier 1) supply base as low risk, with potential exposure to higher risk existing further down the supply chain, particularly in relation to manufacturing and sourcing activities in higher-risk jurisdictions.

5 Identified risks and impacts

Based on the due diligence activities undertaken during the reporting period, CHC has not identified any actual or significant adverse impacts relating to fundamental human rights or decent working conditions within its operations or supply chain.

Due diligence activities conducted during the reporting period included supplier engagement and the use of questionnaires to gather information on human rights and working conditions. No material issues requiring escalation were identified through these processes.

CHC recognises that risks may exist within global supply chains and will continue to review and enhance its due diligence activities to ensure appropriate mitigation and management of any identified risks.

6 Continuous improvement

CHC is committed to continuous improvement of its due diligence processes. Planned and ongoing actions include:

- a.** Review and enhancement of supplier questionnaires and risk assessment processes
- b.** Continued development of supply chain oversight and data collection
- c.** Increased awareness and training across the business
- d.** Ongoing alignment with international standards and regulatory expectations

CHC will continue to strengthen its risk-based approach to supplier segmentation and improve visibility beyond tier 1 suppliers where reasonably practical.

These measures are intended to strengthen CHC's ability to identify and manage risks relating to human rights and working conditions.

7 Information requests

We are committed to answering inquiries from the public regarding how we address actual and potential adverse impacts on human rights. For detailed information or to raise a query regarding our due diligence, please contact us at sustainability@chcheli.com.

CHC will respond to such requests in accordance with the requirements of the Norwegian Transparency Act and within applicable statutory timeframes.

8 Approval and publication

This statement has been reviewed and approved by the directors of CHC Helikopter Service AS, Heli-One (Norway) AS, and Integra Leasing AS. It will be published on the CHC Helicopter website in line with the requirements of the Norwegian Transparency Act and updated annually, or more frequently if required.


CHC Helicopter Norway Transparency Act ('Åpenhetsloven')



9 Signatures of the board

For CHC Helikopter Service AS

Kevin Andrew Spengler, Chairman


Signed by:

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 Signed by:

Tore Villard, Director

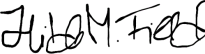
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Jonathan Hopkinson, Director

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Hilde Merethe Fjeld, Director

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Øyvind Harestad, Employee Representative

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Håvard Dale, Employee Representative

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Anna Maria Linden, Employee Representative

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For Heli-One (Norway) AS

Kevin Andrew Spengler, Chairman


Signed by:

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Torgeir Haaland, Director

Signed by:

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Sara Helena Löhr, Director

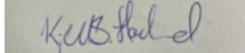
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Rosanna Caragounis, Director

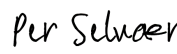
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Kjell Strand Hovland, Employee Representative

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Per Selvær, Employee Representative

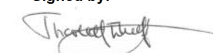
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Tina Christensen, Employee Representative

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Integra Leasing AS

Thorleif Edland Jakobsen, Chairman

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Neil Porteous Gilchrist, Director

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