

1 Who we are

CHC 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 three 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 the United Kingdom, 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 Section 54, Part 6 of the Modern Slavery Act 2015 and sets out the steps and precautions taken by CHC during the financial year ended 30 Apr 2025, to prevent modern slavery and human trafficking in its business and supply chain.

All entities within the CHC Group operate in accordance with global, national, and local laws and regulations, including the following entities which are registered in the United Kingdom and are expressly subject to this statement:

- a. CHC Scotia Limited
- b. CHC Holding (UK) Limited

2 Stance on modern slavery

CHC is committed to preventing all forms of slavery and human trafficking within our business. We recognise that we have a responsibility to take a robust approach to avoiding all forms of slavery and human trafficking within our business, and we promote ethical and responsible business standards in every region in which we operate.

All types of slavery are abhorrent to CHC, and we do not and will not use or accept forced, bonded or involuntary labour or child labour in our business.

Our employees tend to be highly skilled – pilots, engineers, and dedicated support personnel – many of whom are also members of trade unions and collective bargaining associations. We consequently consider the direct risk of slavery and human trafficking within our industry generally and within CHC to be low. Nevertheless, we are not complacent and will continue to assess the risk of slavery and human trafficking within our business and within the aviation industry periodically using the approach set out in the UK Government Commercial Functions' Governments Procurement Policy Note and Guidance. Moreover, our fiscal year 2025 global corporate communications to all CHC employees included express guidance that CHC is committed to ensuring a safe and professional work environment for all of its employees, and further requiring all third parties with whom CHC conducts business to adhere to all human rights and employment laws.

3 CHC Policies, controls, and diligence

We have a wide range of policies, procedures, systems, and controls which are designed to ensure that unlawful and unethical practices have no place in our supply chain.

These policies include CHC's Environmental, Social and Governance (ESG) Policy, which identifies supporting human rights and treating all people with dignity as one of our guiding principles. This directive includes a zero tolerance policy for any form of slavery, abuse, human trafficking, and any other unlawful or unethical practice.

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.

Finally, our Code of Business Conduct, Ethics and Integrity (which applies to employees, contractors, consultants, third party intermediaries of CHC Group, its affiliated companies and controlled joint ventures) requires persons subject to the code to act at all times with the highest ethical standards and comply with all applicable laws and our internal policies and procedures. CHC provides regular in-person and digital trainings as well as communications throughout the year that reinforce these policies, procedures, and ethical standards. We also reinforce our commitment via frequent and regular Company-wide awareness communications.

4 Compliance and Ethics Hotline Policy

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 free hotline 0800-032-8483, which is available 24 hours a day, 365 days a year.

5 Approval

This statement has been approved by the Directors of CHC Scotia Ltd and CHC Holding (UK) Ltd.

Jon Hopkinson

Miguel Carrasco




