
1 Introduction

This statement is made pursuant to section 54, part 6 of the Modern Slavery Act 2015 and sets out the steps taken by CHC during the financial year ended 30 April 2026 to prevent modern slavery and human trafficking within our operations and supply chain.

This statement applies to all entities within the CHC Group operating in the United Kingdom, including:

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

2 Who we are

CHC is a global business providing helicopter transportation, search and rescue operations, and aircraft maintenance, repair, and overhaul services to government and commercial customers. CHC operates across multiple regions, including Europe, Asia Pacific, and Latin America, with maintenance operations (Heli-One) in Canada, Norway, and Poland.

In the United Kingdom, CHC has significant operations supporting customers in the North Sea.

CHC's supply chain includes global aviation manufacturers, distributors, and specialist service providers supporting safe and reliable operations.

3 Our approach

CHC has zero tolerance for modern slavery, human trafficking, forced or bonded labour, or child labour in any part of its business or supply chain.

We recognise our responsibility to take a robust and risk based approach to preventing modern slavery and to promote ethical and responsible business practices across all regions in which we operate.

While we consider the direct risk within our employed workforce to be low due to the highly skilled nature of our personnel and regulatory environment, we acknowledge that risks may exist within global supply chains and remain committed to ongoing assessment and mitigation.

4 Risk assessment and due diligence processes

CHC applies a risk based approach to identifying and managing modern slavery risks across its operations and supply chain.

Our approach includes:

- a.** Screening and due diligence of third parties prior to engagement
- b.** Risk-based review of suppliers and business partners
- c.** Supplier questionnaires and assessments covering human rights and working conditions
- d.** Ongoing monitoring and review of supplier performance
- e.** Escalation and enhanced due diligence where higher risk is identified

Risk exposure is influenced by factors such as:

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

5 Policies and controls

CHC maintains a framework of policies, procedures, and controls designed to prevent modern slavery and promote respect for human rights. These include:

- a.** ESG policy
 - i.** Includes a commitment to human rights and a zero tolerance approach to slavery and human trafficking
- b.** Code of business conduct, ethics, and integrity
 - i.** Applies to employees, contractors, and third parties
 - ii.** Requires compliance with applicable laws and ethical standards
- c.** Third-party due diligence policy
 - i.** Requires screening, review, and approval of suppliers and intermediaries

6 Training and awareness

CHC delivers regular training and communications to employees to reinforce:

- a.** Ethical conduct
- b.** Compliance with internal policies and applicable legislation

7 Reporting concerns

CHC maintains a Compliance and Ethics Hotline, 0800-032-8483 available 24 hours a day, 365 days a year, which provides a confidential and anonymous reporting mechanism for employees, contractors, and third parties to raise concerns relating to potential misconduct, including modern slavery risks.

8 Effectiveness and continuous improvement

CHC is committed to continuously improving its approach to identifying and managing modern slavery risks.

Ongoing actions include

- a. Enhancing supplier questionnaires and risk assessment processes
- b. Strengthening supply chain visibility and oversight
- c. Increasing training and awareness
- d. Aligning with international standards and regulatory expectations

9 Approval

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

Jon Hopkinson

Neil Gilchrist

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