



United Kingdom Modern Slavery Act Transparency Statement

Who We Are

CHC is a global business offering helicopter transportation, search and rescue, and aircraft maintenance, repair, and overhaul services to both government and commercial customers. CHC operates across five continents, serving a diverse global customer group including operators in the oil and gas, search and rescue, emergency medical, energy and utility industries. We have one of the most extensive search and rescue networks in the world, protecting offshore oil and gas workers in the North Sea the Atlantic Ocean, and the Pacific Ocean. We also provide around-the-clock rapid response capabilities for customers such as the Irish Coast Guard and the Royal Australian Air Force.

Our operations are organised around four primary geographic regions: Europe, North America, Australia, and Latin America. Each of these regions has unique characteristics that require customized solutions. With our global bases of operation and localized knowhow, we can respond quickly, efficiently and safely to meet any customer need. The CHC Group's global headquarters are located in Irving, Texas, but we have significant business operations throughout the United Kingdom to serve customers in the North Sea and throughout Europe.

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 April, 2020 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:

- CHC Scotia Limited
- Lloyd Helicopter Services Limited
- Management Aviation Limited
- Heli-One Holdings (UK) Limited
- Brintel Helicopters Limited
- CHC Holding (UK) Limited
- Heliworld Leasing Limited
- Heli-One (UK) Limited

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 – the vast majority of whom are also members of trade unions and collective bargaining associations. We consequently consider the 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. Moreover, our fiscal year 2020 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.

CHC Policies, Controls, and Diligence

We have a wide range of policies, procedures and systems and controls which are designed to ensure that unlawful and unethical practices have no place in our supply chain and our policies and procedures require due diligence and approvals to be completed on our suppliers and other third parties with whom we deal to ensure so far as possible that this is the case.

These policies and procedures include CHC’s Corporate Social Responsibility Policy, which identifies supporting human rights and treating all people with dignity as one of five guiding principles for CHC. 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 UK Modern Slavery Act and other applicable antislavery 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 and 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. Our Compliance and Ethics Hotline Policy encourages all to report known or suspected violations of CHC policies or the law directly to our compliance organization via an anonymous whistleblower hotline.

Approval

This statement has been approved by the board of managers of CHC Group, LLC, the ultimate parent company of each CHC affiliate outlined herein and signed on June 11, 2020 by John Grempe, Chairman of the Board of Managers, on behalf of CHC.



Mr. John Grempe, Chairman