
1 Introduction

This modern slavery statement ('Statement') is made under the Australian Modern Slavery Act 2018 (cth) (MSA) for the period ending 31 Dec 2024 jointly covering the following fully owned companies within Australia (excluding New Zealand) as part of the CHC Group:

- a. Lloyd Helicopter Services Pty Ltd
- b. Lloyd Helicopters Pty Ltd
- c. Lloyd Bass Strait Helicopters Pty Ltd
- d. Lloyd Helicopters International Pty Ltd
- e. CHC Helicopter Australia Pty Ltd
- f. Offshore Services Australasia Pty Ltd

For the purposes of this statement, the terms 'CHC Australia' means collectively the above entities, and 'CHC', 'we', and 'our' are used generally to refer to CHC Group unless otherwise stated.

Each reporting entity is an Australian private Company.

This statement sets out the actions taken by CHC to assess and address modern slavery risks in CHC's operations and supply chains during the year ended 2024.

CHC Group, of which all of CHC Australia are each a subsidiary, also complies with section 54(1) of the UK Modern Slavery Act 2015.

2 Who we are and our supply chain

CHC Group

CHC Group 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, whilst our maintenance and repair organisation (Heli-One) operates from its three geographical facilities in Canada, Norway, and Poland.

CHC Australia

CHC began its operations in Australia in 1999 when it acquired the Lloyds Helicopter Group.

CHC Australia has significant business operations throughout Australia operating from a regional headquarters in Level 2, 1 Havelock Street, West Perth WA serving customers from 12 operating

bases and 1 hub serving customers throughout Australia and the Asia-Pacific, including New Zealand and Timor-Leste.

The structure of CHC Australia is as follows:



As of 31 Jul 2024:

- a. CHC's total direct workforce in Australia was 582 and of that 86.4% were male and 13.6% were female, and
- b. The total number of CHC's casual workforce was 16 and of that 75% were male and 25% were female

Supply chain

As part of the CHC Australia's operations, CHC Australia procures goods and services and contracts with a broad range of reputable suppliers including:

- a. Accommodation / transportation
- b. Aircraft
- c. Aircraft parts and components
- d. Contracting staff for security / cleaning etc.
- e. Fuel
- f. IT and technology
- g. Maintenance tools and consumables
- h. Office consumables
- i. Promotional merchandise
- j. Uniforms, safety equipment, and PPE
- k. Utilities, and
- l. Professional services and consultants

3 Identifying the risks and actions taken

The risks

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.

Furthermore, given the regulated safety standards and contractual standards CHC Australia must adhere to, including in maintaining and operating a fleet of modern helicopters, our supply-chain partners are reputable international companies subject to very high safety and compliance standards.

Actions taken

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 various publicly available resources including the Australian Government's 'Commonwealth Modern Slavery Act 2018 – Guidance for Reporting Entities' (May 2023) together with 'UK Government Commercial Functions' and 'Governments Procurement Policy Note and Guidance'.

Moreover, for CHC Group's 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.

CHC Australia and the CHC Group are currently engaged in an assessment of its exposure to modern slavery risks and the effectiveness of current actions with the target of improving CHC Australia's ability to identify, prevent, and mitigate risk.

4 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.

5 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 training as well as various communication throughout the year that reinforce these policies, procedures, and ethical standards. We also reinforce our commitment via frequent and regular Company-wide awareness communications.

6 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 whistleblower free hotline 1-800-039276, which is available 24 hours a day, 365 days a year.

7 Approval

During the reporting period this statement covers, we actively engaged and consulted with all companies who form part of CHC Australia, discussed details of the MSA's reporting requirements; information regarding the actions we intend to take to address these requirements and provided them with relevant materials and updates.

CHC Australia is supported by the CHC Group, including the group department of legal and compliance, ESG, safety and compliance, and supply chain involved in assessing and addressing modern slavery risks. These teams work with one another collaboratively on the risks and processes reflected in this statement.

This statement and has been approved by the board of directors of Lloyd Helicopter Services Pty Ltd, the holding Company for CHC Australia on behalf of itself, its parent and subsidiaries on 01 Sep 2025.

Signed

Cameron Dixon
Operations Director Australia

Cameron Dixon
