Australian Modern Slavery Statement

1 Introduction

This Modern Slavery Statement ("**Statement**") is made under the Australian *Modern Slavery Act 2018* (cth) (**MSA**) for the period ending 31 December 2025 jointly covering the following fully owned companies within Australia (excluding New Zealand) as part of the CHC Group:

- Lloyd Helicopter Services Pty Ltd
- CHC Helicopter Australia Pty Ltd
- Lloyd Helicopters Pty Ltd
- Heli-One (Australia) Pty Ltd
- Lloyd Helicopters International Pty Ltd
- CHC Helicopter Services Australia Pty Ltd
- 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 LLC 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 2025.

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

The CHC Australia financial statement for the year ending 30 April 2025 is available online from Australian Securities & Investment Commission (ASIC).

2 Who we are and our supply chain

CHC Group LLC

CHC Group LLC 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.

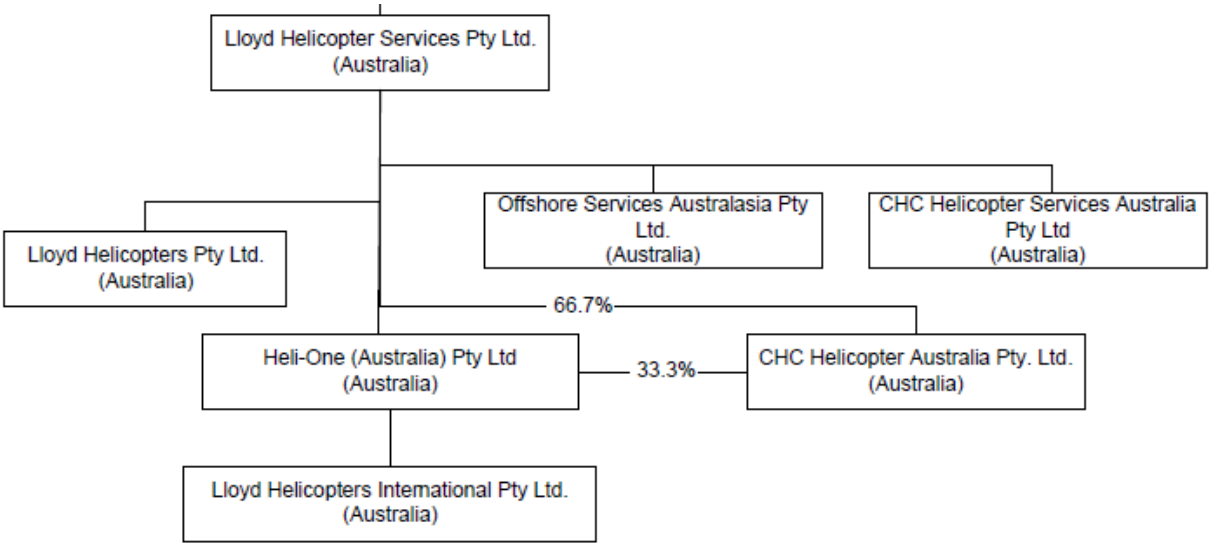
The CHC Group's global headquarters are located in Irving, Texas but we have significant business operations across the world. Our helicopter operations are organised around three key geographic regions: Europe, Asia Pacific and Latin America, whilst our Maintenance and Repair Organisation (Heli-One) 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 July 2025:

- CHC's total direct workforce in Australia was 477 and of that 91.8% were male and 8.2% were female; and
- the total number of CHC's casual workforce was 11 and of that 82% were male and 8% 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:

- Accommodation / Transportation.
- Aircraft.
- Aircraft parts and components.
- Contracting staff for security / cleaning etc.
- Fuel.
- IT and technology.
- Maintenance tools and consumables.
- Office consumables.
- Promotional merchandise.
- Uniforms, safety equipment and PPE.
- Utilities; and
- Professional services and consultants.

3 Identifying the Risks and Actions Taken

The Risks

CHC Australia's operations are highly regulated and rely on a skilled workforce of pilots, engineers, maintenance personnel and support staff. We therefore consider the risk of modern slavery occurring within our direct workforce to be low.

The greatest potential exposure to modern slavery risks exists within our supply chain. However, the regulated safety 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.

While CHC assesses its direct supplier base as generally low risk due to the regulated nature of the aviation industry and the predominance of established global suppliers, we recognise there may be indirect risks further down the supply chain.

Actions taken

During the reporting period CHC continued to strengthen its approach to identifying and managing modern slavery risks through:

- Ongoing supplier screening and onboarding checks in accordance with CHC's Third Party Due Diligence Policy.
- Supplier certification processes requiring acknowledgement of compliance with applicable laws and ethical business standards.
- Risk-based supplier reviews and engagement activities.
- Internal awareness communications reinforcing CHC's commitment to human rights, ethical conduct and compliance.
- Collaboration between ESG, legal, compliance, procurement and operational teams to identify and assess potential modern slavery risks.

CHC also continued to review its modern slavery governance framework to improve visibility of risks within its supply chain and strengthen supplier due diligence processes.

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 Assessing effectiveness and continuous improvement

CHC recognises that effective management of modern slavery risks requires continuous review and improvement.

To assess the effectiveness of our actions we consider:

- Outcomes of supplier due diligence activities.
- Results of supplier questionnaires and engagement activities.
- Any reports received through whistleblower or compliance reporting channels.
- Findings arising from audits, compliance reviews and supplier assessments.
- Changes to our supply chain risk profile.

Planned and ongoing improvement activities include:

- Enhancement of supplier questionnaires and risk assessment processes.
- Continued development of supply chain oversight and supplier data collection.
- Increased awareness and training for employees involved in procurement and supplier management.
- Further integration of human rights considerations into supplier due diligence activities.
- Ongoing alignment with international human rights standards and evolving modern slavery reporting expectations.

CHC will continue to strengthen its risk-based approach to supplier risk management and improve visibility beyond direct suppliers where reasonably practicable.

7 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 1-800-039276, which is available 24 hours a day, 365 days a year.

8 Approval

This statement has been approved by the Board of Directors of Lloyd Helicopter Services Pty Ltd, as the parent entity of the reporting entities covered by this statement, on behalf of itself and the reporting entities listed in this statement.

Signed

Cameron Dixon

Operations Director Australia

