

## WORKPLACE VIOLENCE POLICY

Worlds apart.

Canadian Helicopters Limited believes in the prevention of violence and promotes a violence-free workplace in which all people respect one another and work together to achieve common goals.

Any act of violence committed by or against any member of our workplace or member of the public, is unacceptable and will not be tolerated.

This policy applies to all activities that occur while on company premises or while engaging in company business, activities, or social events.

No employee or any other individual affiliated with this organization shall subject any other person to workplace violence or allow or create conditions that support workplace violence.

An employee that subjects coworkers, clients, or business associates to workplace violence may face disciplinary actions commensurate with the incident, up to and including dismissal.

Employees shall familiarize themselves with this policy and notify Management of any incident where workplace violence or harassment is witnessed or experienced.



**Don Wall**  
President & CEO  
Canadian Helicopters Limited  
Date: September 30, 2015