

## NON-PUNITIVE SAFETY REPORTING POLICY



Safety is Canadian Helicopters' most important commitment to its employees and customers. To foster this commitment, Canadian Helicopters has adopted a "just culture" which endorses a non-punitive reporting policy. A climate of open and honest reporting, free from repercussion, is essential to gathering vital safety-related information.

Canadian Helicopters pledges that it will not initiate any disciplinary actions against an employee who discloses information on a timely manner, concerning operational/human errors or observed unsafe conditions involving Flight Safety or Health & Safety.

This protection does not apply to unlawful acts, gross negligence, or willful infractions.

We ask that that all information affecting safety be reported through the established safety reporting programs.

Information from these reports, communicated internally for the improvement of safety, will be de-identified by the Safety & Quality department.

Our company safety culture depends on mutual trust and a team approach in resolving safety concerns.

A handwritten signature in black ink, appearing to read "Don Wall".

**Don Wall**  
President & CEO  
Canadian Helicopters Limited

Date: January 1, 2026

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