

WORKPLACE VIOLENCE AND HARASSMENT POLICY



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

Any act of violence or harassment 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 harassment or allow or create conditions that support workplace violence and harassment.

An employee that subjects coworkers, clients, or business associates to workplace violence or harassment 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.

The company's Workplace Violence and Harassment Program, available on the Crew Support Website under HR Documents, details the following essential elements:

- Canadian Helicopters' commitment to prevent and protect employees against workplace violence and harassment.
- The roles of workplace parties in relation to violence and harassment in the workplace.
- The risk factors that contribute to workplace violence and harassment.
- The training that employees will receive regarding workplace violence and harassment.
- The resolution process employees should follow if they witness or experience workplace violence or harassment.
- The reason for which a review and update of the workplace assessment must be conducted.
- The emergency procedures that must be implemented when:
 - an occurrence poses an immediate danger to the health and safety of an employee.
 - when there is a threat of such an occurrence.
- How the employer will protect the privacy of the persons involved in:
 - an occurrence

- the resolution process for an occurrence
- Any recourse that may be available to persons involved in an occurrence.
- The support measures that are available to employees.
- The person designated to receive complaints related to the employer's non-compliance with the Code or Regulations.

A handwritten signature in black ink, appearing to read 'Don Wall', with a stylized, cursive script.

Don Wall
President & CEO
Canadian Helicopters Limited

Date: January 1, 2026

canadianhelicopters.com