

# Modern Slavery, Human Trafficking and broader Human Rights Statement and Commitment

Version 2  
25/04/2024

## INTRODUCTION

NHV Group is a leading European helicopter operator, providing business-to-business helicopter services onshore and offshore. With a strong presence in the UK and affiliate companies across Europe and West Africa, NHV is widely recognized for its expertise.

Our culture is defined by our values – Safety, Integrity, Ownership, and Partnership – guiding our actions and interactions globally. We prioritize equitable treatment of everyone and a culture of openness, transparency and trust which is reflected in our policies and procedures.

### SAFETY

Safety is our priority. We are dedicated to the development of a Just Culture of mutual trust and respect, where we feel secure in holding ourselves and each other accountable in matters of safety without

### OWNERSHIP

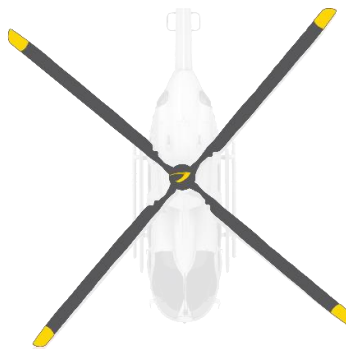
We operate with the strongest ethical principles and always in accordance with the applicable rules and regulations. We strive for continuous improvement by challenging ourselves and our procedures within a framework of fairness and trustworthiness.

### INTEGRITY

We take pride in our work and are accountable for the results of our actions. We strive for the highest quality and deliver results in a timely manner. We are committed to taking the initiative and acting responsibly to support NHV

### PARTNERSHIP

We take care of our partnerships and aim to achieve the best performance in the industry. We consider our people as partners and operate with equality, fairness, and respect.



NHV Helicopters Ltd, the UK affiliate of NHV Group, has embraced and adheres to the below core principles that underscore our dedication to respecting and safeguarding human rights in a broad sense, encompassing the prevention of modern slavery, human trafficking, and forced, compulsory, and child labor. These principles have been universally adopted and incorporated across the NHV Group.

We maintain a zero-tolerance stance toward violations of anti-human trafficking and anti-modern slavery laws. Our commitment to upholding human rights wherever NHV operates is enshrined in NHV's Code of Conduct and other policies. NHV's principles and guidelines align with the spirit and intent of essential international frameworks such as the United Nations Universal Declaration of Human Rights, the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and the Voluntary Principles on Security and Human Rights.



## CORE PRINCIPLES

1. **Dignity and Equality:** We believe in the inherent dignity and equal rights of all people, regardless of their race, colour, gender, sexual orientation, religion, national origin, disability, or any other characteristic.
2. **Non-Discrimination:** We are committed to preventing and eliminating discrimination in all its forms, ensuring that everyone has an equal opportunity to contribute and benefit from our organization.
3. **Freedom and Security:** We affirm the right to freedom and security for all individuals, protecting them from arbitrary arrest, detention, or any form of mistreatment.
4. **Freedom of Expression:** We respect and promote the right to freedom of expression, providing a platform for diverse voices and opinions within the bounds of law and ethical standards.
5. **Privacy:** We uphold the right to privacy and safeguard personal information, ensuring that individuals' privacy is respected and protected.
6. **Fair and Just Working Conditions:** We are dedicated to providing fair and just working conditions, promoting equal opportunities, and prohibiting any form of exploitation or forced labour.
7. **Equal Employment Opportunities:** We provide equal employment opportunities to all employees, ensuring fair recruitment, promotion, and professional development practices.
8. **Freedom from Harassment:** We maintain a work environment free from harassment, bullying, and any form of intimidation.
9. **Workplace Safety:** We are committed to providing a safe and healthy working environment, adhering to relevant safety standards and regulations.
10. **Freedom of Association:** We recognise the right of employees to freely associate and engage in collective bargaining activities.
11. **Fair Compensation:** We ensure fair and competitive compensation, including wages and benefits, in accordance with applicable laws and industry standards.
12. **Education and Information:** We support access to education and information, recognizing them as fundamental rights that empower individuals and contribute to personal and societal development.
13. **Health and Well-being:** We strive to create an environment that promotes the physical and mental well-being of all individuals, providing access to healthcare and resources that contribute to a healthy and fulfilling life.

## **IMPLEMENTATION THROUGH PROCEDURES AND POLICIES**

To realize the above core principles, we commit to:

1. Regularly review and update our policies to align with international human rights standards such as (but not limited to)
  - NHV Code of Conduct which forth NHV's ethical commitments, emphasizing on acting with honesty and integrity. All employees are issued with the Code of Conduct as part of their induction and the Code of Conduct is also published both on the [NHV](#) website and on the corporate intranet.
  - NHV employment policies which ensure responsible people management fostering a fair and inclusive workplace.
  - NHV's Recruitment Policy which ensures robust recruitment processes compliant with employment laws, including 'right to work' checks to verify employees are entering into any commitment freely and above age.
  - NHV's wellbeing Strategy which supports employees' physical and mental wellbeing and lifestyle choices through strategic initiatives.

As NHV is a dynamic group, constantly evolving in its operations, we acknowledge the need for ongoing improvements in our work methods. Regular reviews are conducted to ensure our policies remain up-to-date and compliant with global and local regulations.

2. Conduct training programs to raise awareness and ensure that all members of our organization understand and respect human rights principles. The training also aims to ensure that employees can raise concerns about how colleagues are being treated, or about practices within our business or supply chains, without fear of reprisals.
3. Establish mechanisms for reporting and addressing any violations of human rights within our organization promptly and transparently.

In accordance with our Whistleblowing policy both internal as external people can report concerns or suspected cases of misconduct confidentially (and, if they wish, anonymously) which is overseen by our Ethics team and is available via email or directly.

Whistleblower reports undergo thorough analysis for risk impact and root causes. NHV's ethics department translates findings into recommendations, including training sessions and practical resources. Remediation actions may involve disciplinary measures, system changes, or wider reviews, with outcomes reported to the executive committee.

NHV is dedicated to providing a secure and confidential platform for individuals to voice genuine concerns, free from fear of reprisals. Retaliatory behavior is strictly prohibited, and anonymity is respected for those who prefer it. Consequences for misconduct or retaliation range from performance management and training to relocation or dismissal.

4. Collaborate with external stakeholders, including governmental and non-governmental organizations, to promote human rights beyond the boundaries of our organization.

## OUR BUSINESS AND SUPPLY CHAINS: ASSESSMENT AND MANAGEMENT OF RISK

At NHV, we hold a firm expectation that our suppliers and contractors conduct their operations with a deep commitment to respecting human rights as mentioned in [NHV expectation of supplier compliance.pdf](#). We insist that they not only comply with all applicable domestic laws but also align with the International Labour Organization's (ILO) core principles. These principles encompass crucial aspects such as the freedom of association, the right to collective bargaining, the elimination of forced and compulsory labor, the abolition of child labor, and the eradication of workplace discrimination.

Furthermore, we require our business partners to acknowledge and accept the principles outlined in the NHV Code of Conduct. This Code of Conduct explicitly states that any infringement of these principles will prompt a re-evaluation of our business relationship. We are committed to taking any necessary measures deemed appropriate in response to such violations.

It is important to note that NHV's internal workforce primarily consists of professionally qualified individuals directly employed by NHV. Our external suppliers of products and services, who are also professionally qualified, are predominantly situated in Europe, particularly in low-risk sectors such as professional services.