

## Health and Safety Policy

This policy provides the foundation upon which all Company operations shall be developed. All operations shall be conducted in accordance with this policy.

***“Safety is the foundation of our business!”***

L R HELICOPTERS INC. is committed to providing the highest standards of quality while maintaining a safe and healthy working and business environment for our employees, contractors, and passengers.

***“Our primary goal is to be accident free and to not cause harm to our employees, our customers or the environment.”***

All management and employees shall strive towards a healthy and effective Safety Culture which will provide our Company with the following attributes:

- identification of hazards and minimizing operational risks;
- commitment and involvement of all management levels in safety;
- open reporting of unsafe conditions or risk situations;
- good communication up and down the command chain;
- continuous training, with high performance standards; and,
- a culture of trust between workers and their supervisors.

While ultimate accountability for safe operations rests with the Accountable Executive, our goal can only be reached if all of our employees, including managers and supervisors, are truly focused and committed to safe operations. It is expected that all employees will respect and fulfill all elements of the Company’s safety programs.

All employees shall understand and commit to the following cornerstones of the Company’s safety beliefs and expectations:

- trust and mutual respect between all persons in the employ of L R HELICOPTERS INC.;
- hazard identification and risk assessment procedures;
- utilization of best practices and timely updating of safety programs;
- completion of all safety training programs;
- monitoring activities for compliance with safety regulations, the Company Operations Manual and this Health Safety Policy;
- an effective program to correct non-compliances found during monitoring activities;
- comprehensive documentation to record safety activities; and
- effective communication at all corporate levels.

Employees are expected to report to company management any unsafe conditions, hazards, accidents, incidents, injuries, or any negative situations as a result of dealing with customers and contractors, which they observe or in which they are involved. Employees are guaranteed of the confidentiality of such reports and that they will not be punished or ridiculed for their reports. Everyone has the right and responsibility to refuse to do work when unsafe conditions exist. It is expected that all employees will respect and fulfill all elements of the Company’s safety program and comply with all relevant governmental regulations and applicable legislation.

L R HELICOPTERS INC. will not initiate disciplinary proceedings against any employee who, in good faith, discloses a hazard or safety incident due to conduct that was not intentional. However, those who knowingly violate safety regulations and/or Company policy will be held accountable for their actions. The following are deemed reasons for disciplinary actions which may include dismissal:

- criminal activities;
- use of narcotics and illegal drugs;
- under the influence of alcohol during their duty; and/or,
- intentional violation of aviation law and Company procedures.

At no time shall any L R HELICOPTERS INC. company policy in any company manual take precedence over applicable government legislation, which all workers should be familiar.

Luca Ribetti  
Accountable Executive / Operations Manager