

Non-Punitive Reporting Policy

In order to ensure a safe working environment, L R HELICOPTERS INC. has adopted and supports a Non-Punitive Reporting Policy. Every employee is encouraged to report any safety concerns to the SMS Coordinator, the Health and Safety Representative or any supervisor at any time. L R HELICOPTERS INC. will not initiate disciplinary actions against any employee who reports a hazard or safety incident due to conduct that was not intentional.

The non-punitive reporting policy does not cover those who knowingly violate safety regulations and/or company policies; this includes, but is not limited to, criminal intent, use of alcohol and narcotics or illegal drugs in conflict with company policies and intentional violation of aviation and company procedures and policies.

Hazard forms are available to all employees to report any safety concerns. Every form will be addressed by management in a timely manner. Safety solutions can only be developed if the problems are reported.

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

Luca Ribetti
Accountable Executive / Operations Manager