

Nord Helikopter: Code of Conduct

1. INTRODUCTION

Nord Helikopter supplies helicopter services to the Norwegian domestic market. The company places high demands upon itself with safety being its highest priority. Other key core values are: Competence, Thoughtfulness, Reliability, and Being Actively Involved.

The company takes considerable responsibility for the ongoing, long-term impact it has on the environment, society and customers. The company is run in a professional, safe and environmentally-friendly way that fulfils all requirements stipulated by law, the aviation industry and other agreements.

Nord Helikopter adheres to the highest ethical and moral standards. Nord Helikopter strives to be a responsible employer, facilitating ongoing development.

Nord Helikopter places the same high demands on its suppliers and any subcontractors that are, where necessary, used. The Code of Conduct specifies the principles that Nord Helikopter and any potential subcontractors must comply with.

Failure to comply with the Code of Conduct may result in any existing working collaboration between Nord Helikopter and a sub-contractor being terminated.

2 Laws and Conduct

Nord Helikopter complies with all applicable laws and regulations, including aviation laws, regulations and safety requirements, environmental laws, competition rules, labour laws, tax laws and other laws and regulations that form the framework that governs our business, and which is applicable to the individual work tasks of employees. Failure to comply with this is not tolerated.

In addition to complying fully with rules and regulations, Nord Helikopter adheres to a strict ethical and moral business code across the organisation and in all business relationships. All employees must take personal responsibility for not just their own actions, but also the actions of Nord Helikopter.

3 Conflicts of Interest

Nord Helikopter will not tolerate business being positively or negatively impacted by gifts, bribes, price fixing, kick-backs, cooperative arrangements between parties intended to promote a mutual interest or the abuse of market dominance.

Nord Helikopter employees must never use gifts, benefits, bribes, or any other form of prohibited compensation in their dealings with customers, suppliers, authorities or other decision makers for the purpose of, for example, winning or maintaining business.

Nord Helikopter employees should not receive gifts or other benefits from suppliers that are prohibited or may affect the employee's professional judgement.

4 Environment

Nord Helikopter does its utmost to prevent and constantly reduce any negative environmental impact caused by the company.

5 Work environment

Nord Helikopter is committed to consciously and systematically ensuring both a safe and positive physical and psychosocial working environment. Nord Helikopter regularly reviews the working environment, regularly monitoring and following up to ensure continuous improvement.

6. Employer liability

Nord Helikopter respects employee's right to form and join a labour union of their choice, and negotiate collectively.

Employees must not be discriminated against on the basis of age, race, gender, religion, sexual orientation, disability, political standpoint or ethnicity.

7 Compliance with Nord Helikopter's customer's Code of Conduct

When Nord Helikopter's employees work closely with customers – for example, working at a customer's premises or having access to their IT-system – it is extremely important that the customer's security procedures and work code and other ethical guidelines are followed.

8 Confidential information

About Nord Helikopter

In cases where Nord Helikopter's employees or subcontractors' employees have access to confidential information about Nord Helikopter such as strategies, processes, systems, agreements, services and other business activities, employees are prohibited from divulging this information. Employees are not allowed to spread confidential information outside Nord Helikopter, internally or to other employees who have no legitimate need for the information.

About Nord Helikopter's customers

In cases where Nord Helikopter's employees or subcontractors' employees have access to Nord Helikopter's customers' confidential information, employees are prohibited from divulging this information to any unauthorised person. Employees may not access, copy,

reproduce or use the customer's information except to provide the agreed services with the customer. The customer's information, including images, must not be stored on private computers or other media that do not belong to Nord Helikopter or the customer, unless otherwise agreed with the customer.

9 Implementation

Nord Helikopter and any subcontractors shall ensure that employees have read, understood and agreed in writing to fully comply with the principles of Nord Helikopter's "Code of Conduct" (Work Code).

10 Follow up

Nord Helikopter will follow up on the Code of Conduct as a natural part of the ongoing business and is responsible for ensuring that subcontractors, when used, fully comply. Employees are encouraged to report any violation of the guidelines stipulated in this Code of Conduct.