



Indigenous Relations Policy

At Custom Helicopters, we recognize and respect the deep historical and cultural significance of Indigenous peoples across the lands in which we operate. We are committed to fostering meaningful relationships based on mutual trust, respect and collaboration.

In line with our values of inclusivity and diversity, we have developed this Corporate Indigenous Relations Policy to outline our commitment to supporting Indigenous communities through leadership actions, employment opportunities, business development and fostering strong community relationships. We hold ourselves accountable for upholding the principles outlined in this policy and welcome ongoing dialogue and collaboration with Indigenous stakeholders.

Leadership Actions:

1. Our company recognizes the importance of indigenous leadership and commits to promoting and supporting indigenous representation in leadership roles.
2. We will collaborate with indigenous leaders and organizations to ensure their perspectives and voices are heard.
3. Our leadership team will receive cultural competency training to develop a deeper understanding and appreciation of indigenous cultures.

Employment:

1. We are committed to providing equal employment opportunities for indigenous individuals and ensuring a work environment that is inclusive and respectful of their unique perspectives.
2. Our recruitment process will actively seek out indigenous candidates and create a supportive space for their applications and interviews.
3. We will provide ongoing training and development opportunities to enhance the skills and career progression of our indigenous employees.

Business Development:

1. Our company will actively seek partnerships and business opportunities with indigenous-owned enterprises or entrepreneurs.
2. We will establish fair and transparent procurement practices that encourage the engagement of indigenous businesses as suppliers and service providers.



3. We will support capacity-building initiatives and mentorship programs to foster indigenous entrepreneurship.

Community Relationships:

1. We will engage in meaningful consultation and collaboration with indigenous communities on matters that may affect them, such as project development, land use or resource management.
2. Our company will support community-led initiatives aimed at preserving indigenous culture, heritage and language.
3. We will invest in mutually beneficial community programs, focusing on education, training, health and economic development, to contribute to the well-being and prosperity of indigenous communities.

Reporting and Accountability:

1. Our company will establish metrics and reporting systems to measure the progress and impact of our indigenous policy.
2. We will regularly review and evaluate our policy, seeking feedback from indigenous communities, employees and stakeholders to ensure its effectiveness and relevance.
3. Our leadership will be accountable for the implementation and continuous improvement of this policy through regular assessments and updates.

Our organization commits to the principles outlined in this Corporate Indigenous Policy. We recognize that our responsibilities extend beyond mere compliance and that building respectful and collaborative relationships with indigenous communities is a journey that requires ongoing learning, adaptation and cultural sensitivity.

A handwritten signature in black ink, appearing to read "Jed Hansen", is positioned above a horizontal line.

Jed Hansen, President & CEO

24-November-2023

Dated