



ESG REPORT

2024

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INTRODUCTION

Welcome to 2024 Environmental, Social and Governance Report.

Coptersafety has built its reputation on being there for our students, customers, and communities. That's why we are able to help address global environmental and social challenges and support opportunities for economic growth.

As a management team, we acknowledge the importance of sustainability as a driver of long-term value creation for our shareholders. It is also an important part of our contribution to the communities where our people and clients work and live. Our 2024 Environmental, Social and Governance Report describes how we approach the environment, our people and corporate governance — all fundamental areas that underpin our approach to sustainability.

It also highlights six examples of our sustainability-related efforts over the past year, including:

- Driving market opportunities for clean energy
- Expanding our ESG and impact investing footprint
- Embracing our differences
- Supporting job growth and local businesses
- Innovating to address client and market needs.
- Sharing our thoughts and insights

COPTERSAFETY AS A COMPANY

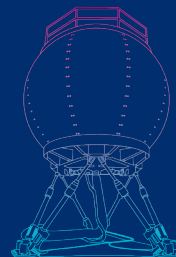
Coptersafety is an independent helicopter simulator training facility focused on creating and training a safer helicopter industry since 2011. Our EASA, GACA, UK CAA, and FAA Approved training organization (ATO) provides our customers with initial and additional type training as well as recurrent training.

Currently we provide training for pilots flying Leonardo AW169, Leonardo AW139, Airbus H125 and Airbus H145 helicopters. Our level D full-flight simulators, which are also available for dry lease, providing the highest level of training for our customers.

Since 2022, we also have a state of the art eLearning platform available for all our customers for both type related and recurrent training.



32 employees &
50+ freelancer
instructors



5 full flight simulators
for 4 aircraft types

12 300 hours of training in the simulators

50+ different customer countries

CORE VALUES OF COPTERSAFETY

At Coptersafety we focus on the human side of business with a customer-centric approach. That's why we follow these 3 base principles in all our operations.



Reliability of operations

Customers choose Coptersafety for our unspoiled opinion within the industry, instructors with years of experience, and top-class training devices. And we want to make sure they never leave disappointed. Customers know they're choosing a training center made by professionals for professionals.

Partnership of trust

We want to be equal partners with our customers, so we built our cooperation on trust. Since the day we started our operations, many operators worldwide have put their trust in us to provide them with the best safety training possible. Customers know they're choosing a training center made by professionals for professionals.

Human-oriented approach

We treat others, co-workers and customers alike, with respect and equality. We never stop trying to make our already top-notch training center even better, offering a range of services and a helping hand in any situation.

IN THE SPOTLIGHT: DEI TRAINING FOR COPTERSAFETY TEAM

In today's diverse and interconnected world, fostering an inclusive and equitable work environment is essential for any organization's success. At Coptersafety we value the unique backgrounds our team has, and want to ensure everyone feels respected and included in the workplace. Focusing on Diversity, Equity, and Inclusion (DEI) ensures that our team feels valued, and continues to cultivate an inclusive workplace.

In 2024, Coptersafety began to offer a DEI training course for its personnel to provide more information on Diversity, Equity, and Inclusion topics.



IN THE SPOTLIGHT

THE TRAINING COURSE

The course, DEI Fundamentals, dives into the basic terminologies and concepts of Diversity, Equity, and Inclusion, going beyond theory to show the practical links and examples of DEI in the workplace. It provides valuable insights into unconscious biases, inclusive leadership, and equitable workplace practices. The training course was designed by the leading DEI agency in the Nordics with the expertise to provide the best training for our team.

The training is provided via our e-learning platform. This allows our team to take the course at their own pace, to fully understand the content and have the time to reflect on the topics, and scenarios in the training course.

A MORE INCLUSIVE ENVIRONMENT

The DEI training encourages respect and understanding among our team by promoting open dialogue and addressing unconscious biases. When people understand and appreciate different perspectives and experiences, they can work together more effectively, leading to innovative solutions and a competitive advantage for the organization.

This fosters teamwork and reduces workplace conflicts, resulting in better communication and stronger professional relationships, leading to a more inclusive and welcoming work environment where everyone feels valued.

The DEI Fundamentals training demonstrates our organizations commitment to fairness and equality. Employees who feel included and respected are more likely to stay with the company and be engaged in their work. Our aim is that, by taking part in this training, Coptersafety employees and instructors strengthened their ability to create a welcoming and respectful environment for all.

GOVERNANCE

We remain focused on and committed to upholding sound governance practices to protect the long-term interests of our shareholders and create enduring value for our firm and for all stakeholders.

Our governance structures and processes strive to promote accountability, transparency, and ethical behaviour. We regularly evaluate and enhance them to help us operate at the highest level of performance in everything we do.

Our management structure is intended to encourage effective leadership that is consistent with our corporate standards and promotes a strong corporate culture.

This chapter will look at:

Anti-corruption policy statement

Definitions

Doing business with authorized partners

Preventing corrupt practices

Due diligence

Policy on disclosure

Managed responsibly

ANTI-CORRUPTION POLICY STATEMENT

Coptersafety ensures the establishment and maintenance of internal control systems for the prevention and detection of fraud, irregularities, and corruption as non-negotiable and will not tolerate fraud, corruption, or abuse of position for personal or institutional gain.

Therefore, we have adopted a ‘zero tolerance’ approach concerning corruption, bribery, and other unethical and fraudulent conduct.

Coptersafety strictly forbids any employee, contractor and any other third party any kind of practice of scheme involving or allowing active or passive corruption, traffic of influence, extortion of facilitation payment, money laundering, and any such activity that may violate our policy.

This policy is made available internally throughout the company and the CEO ensures that everyone is aware of it and receives appropriate training. Failure to comply with this policy can lead to disciplinary action.

This policy aims to maintain the high standards of conduct that Coptersafety currently enjoys.

This will be achieved by ensuring our company does not:

- Get used by third parties for the purpose of money laundering.
- Receive bribes that are intended to influence Coptersafety’s decision making.
- Become subjected to corrupt, dishonest, and/or illegal behaviour.

MATTI MYLLYMÄKI
CHIEF FINANCIAL OFFICER



GOVERNANCE

DEFINITIONS

Money laundering

- Money laundering is the practice of cleaning up money that has, for some reason, been obtained illegally. Often there is a complex trail involved so that the practice cannot be easily identified or traced.

Bribery and Corruption

- Bribery is the offering, promising, giving, accepting, or soliciting money, gifts, or other advantages as an inducement to do something that is illegal or breach of trust in the course of carrying out an organisation's activities.

PREVENTING CORRUPT PRACTICES

If Coptersafety was involved in a corruption and bribery situation, not only the company but also the management and/or any other staff involved could be held liable.

To prevent corrupt practices Coptersafety will include the following risk assessment stages:

- Analysis of how bribery could occur in the transactions or face-to-face contact.
- Development of procedures to counter the risks, such as verification of payments in the application and renewal process.
- Documentation of activities fully and record the actions taken to ensure the legitimacy of payments.
- Regular monitoring of the risks done by the chief financial officer (CFO) and chief executive officer (CEO) and checking that the procedures are working.

We encourage employees and all other stakeholders to report any suspicions of possible abuses and problems. There is a possibility to make such reports also via anonymous routes in accordance with the EU Whistleblower -directive.

GOVERNANCE

DOING BUSINESS WITH AUTHORIZED PARTNERS

Based on regulatory frameworks and leading practices, our approach focuses on making sure that Coptersafety doesn't do business with partners that can put us at risk in legal, financial, and reputational terms.

Coptersafety will undertake a regular risk assessment to identify partners or other providers of income before entering a relationship or transaction with them by:

- 01 BACKGROUND CHECK**
Doing background research organized by or on behalf of the departments.
- 02 INTERNAL DECISION**
Discussing within the Compliance Department of any suspicious elements about our existing partners.
- 03 COOPERATION WITH AUTHORITIES**
Fully cooperating with the competent authorities and notifying them when applicable

Even though Coptersafety is not an ISO certified organization, our management system is aligned with ISO 9001 and ISO 37001. On top of this, we comply with the international standards and relevant aviation regulations set for ATO operations. Our management system has been approved by several aviation authorities, including EASA, UK CAA, FAA, GACA and CAAT.

GOVERNANCE

DUE DILIGENCE

Trustees of Coptersafety are responsible for carrying out due diligence checks on customers and business partners and can also monitor the end-use of funds. The measures outlined in this policy reflect guidance from the Authorities on compliance, due diligence monitoring, and risk assessment. Coptersafety will undertake a regular risk assessment to identify partners or other providers of income before entering a relationship or transaction with them.

01

ASSURE

by reasonable means, that any payments are not from an illegal or inappropriate source.

02

ESTABLISH

that it is otherwise appropriate for the company to accept money from a particular source, whether that is an individual or organization.

03

ENSURE

that no conditions are attached; or if there are some, that any they are appropriate and can be accepted by the company.

04

DISCRETION

and privacy protection by trustees for significant and longer-term customers

GOVERNANCE

POLICY ON DISCLOSURE

If anyone of our internal or external stakeholders knows, suspects, or has reasonable grounds for thinking or presuming that a person is engaged in money laundering, bribery, corruption, or terrorist financing, they must report such matters to CEO or Safety & Compliance Manager immediately.

Disclosure should be in writing and include the following information:

- Details of the people involved
- Explanation of the situation and type of transaction
- When and how it happened
- Likely amounts

Once the person in charge has evaluated the report, they will determine if there are reasonable grounds for suspecting the breach of policy. They will also determine if informing the authorities or taking any other action is necessary.

No instances of corruption were reported in 2024 through any of the reporting channels, and no material investigations were ongoing within the company.

100%

We are 100% committed to making Coptersafety a safe and fair place.

GOVERNANCE

POLICIES AND GUIDELINES THAT LEAD OUR OPERATIONS:

- Code of Conduct
- Safety and Compliance Monitoring manual, risk management policy
- Information security and data protection policy (and EU's GDPR)
- EU's whistleblower -directive

All policies and other factors that may have an impact on Coptersafety personnel and their working conditions are covered in our employee handbook.

Content included in this document:

- Insurance Policy
- Occupational Healthcare and Safety policy
- (Early support model occupational ability risk management system)
- Staff travel and expense reimbursement policy
- Anti-corruption Policy
- Solicitation of bribes and extortion Policy
- Travel Policy
- Abbreviation of the Finnish Work Time Act
- Policy on Giving and accepting gifts
- Hospitality and entertainment policy

Most of Coptersafety's operational activities are based on official regulations and are subject to official supervision. The legality, safety and acceptability of our operations are constantly monitored as a part of the general control and audit processes.

GOVERNANCE

MANAGED RESPONSIBLY

The most significant responsibility aspects in our operations at Coptersafety are responsibility for the different aviation authorities, responsibility for the individual customers, and safety, reliability, and quality of our training and devices.

Even though Coptersafety is not an ISO certified organization, our management system is aligned with ISO 9001 and ISO 37001. On top of this, we comply with the international standards and relevant aviation regulations set for ATO operations. Our management system has been approved by several aviation authorities, including UK CAA, FAA, EASA, GACA and CAAT.

Coptersafety recognizes that our success is directly tied to our ability to perform with accountability, integrity, common decency and respect for others. To ensure transparency, accountability, and management of change, Coptersafety publicly shares all its governance documents and compliance policies for all personnel to see and suggest changes that will be reviewed by the management quarterly.

Our management structure is intended to encourage effective leadership that is consistent with our corporate standards and promote a strong corporate culture. We remain focused and committed to upholding sound governance practices, while also improving the company's performance to protect and enhance the long-term interests of our shareholders and create enduring value for our firm and for all stakeholders.

SAFETY & COMPLIANCE

As the company name implies, safety is one of our core business functions. We are dedicated on developing, implementing, and constantly improving strategies and processes to ensure that all our activities take place under a balanced allocation of organizational resources. We aim at maintaining the highest levels of safety performance and meeting all applicable standards while delivering quality service.

We are committed on ensuring high-quality service, management of change, transparency, and integrity. We want to meet the customers' requirements and produce services that the whole company can be justifiably proud of.

This chapter will look at:

Highest Quality

Management of change

Reporting

In co-operation with authorities

SAFETY

HIGHEST QUALITY

The company aims to continually improve the products and services it provides to meet its customers' requirements and to produce services that the company can justifiably be proud of.

Coptersafety is responsible for maintaining and updating our own quality systems and ensuring that our operations comply with the requirements.

For example, ensuring and maintaining the competency of our personnel, and making sure that our premises and the training equipment are safe to use.

MANAGEMENT OF CHANGE

Aviation organizations are often affected by external factors such as pandemic or global conflicts and therefore we need to be able to change and adapt rapidly. Hazards may inadvertently be introduced into an operation whenever changes occur. At Coptersafety we're constantly building strategies to systematically identify and manage the possible hazards, risks, and consequences.

Safety is at the core of all the Coptersafety's operations and a big part of our decision making at every stage. Our Safety and Compliance, alongside with management and ATO-department cover all aspects of operational safety: policy, risk management, compliance, training, communications for the entire personnel (and subcontractor chain), evaluation of operations and the constant assessment of new factors and their potential impacts to our operations. By continuously monitoring and developing our operations and performance, we make sure the standards are high and official regulations are met.

SAFETY

REPORTING

One of the central elements in our safety system is safety reporting. We encourage our personnel, subcontractors, and customers to actively report any events or risks they come across that could potentially compromise safety. Each report is analyzed, classified, and assessed for risks, followed by necessary corrective or preventive actions. The person submitting the report will be notified of the outcome of the investigation.

This kind of constant monitoring and risk analysis enables prompt action on any indication of altered safety levels. Alongside subjective observations, we extensively monitor and analyze our operations, f.ex. by doing quarterly safety walks and following simulator reliability. Efforts are made to minimize inconvenience to the customers and situations that deviate from the norm are being prepared for in advance.

Serious safety-threatening incidents are extremely rare and without an exception such event will launch an immediate safety investigation. Public officials and authorities will also be notified without delay. This kind of investigations and their outcomes cannot be influenced by our management or any other internal or external persuader.

TRANSPARENCY AND INTEGRITY

Coptersafety publicly shares all its governance documents, ethics, and compliance policies for all personnel to see and suggest changes that will be reviewed by the management quarterly.

SAFETY

SAFE AND SECURE TRAINING

Coptersafety serves several governmental organizations. Due to the sensitive nature of these organizations, access to the facility is restricted. Extra effort to the safety of the facility and all persons has been taken. All safety items are quarterly checked, and all potential issues are corrected according to our internal guidelines

IN CO-OPERATION WITH AUTHORITIES

Strong safety culture, objective monitoring of our operations and open dialogue with the authorities guarantee safe and high-quality training operations. During 2024 we were audited and evaluated almost 30 times by different customers and aviation authorities, including UK CAA, FAA, EASA, GACA and CAAT.

Within the year 2024 Coptersafety also participated in several aviation industry events including training days and trade shows. At some of the events Coptersafety personnel were requested to provide training sessions for the industry. These training events had excellent feedback from the audience, thus raising the visibility of Coptersafety as a safety promoter.

Coptersafety has implemented a compliance monitoring system that is aligned with the international standard ISO 9001:2015 and relevant aviation regulations. It also includes a commitment to meet the requirements of our customers, as well as legal and regulatory requirements. We continually develop the system to ensure it remains effective.

SUSTAINABILITY

At Coptersafety, we acknowledge the importance of sustainability of our operations as a driver towards a cleaner future and a way to create long-term value for all our stakeholders. That is why we proactively promote sustainability and environmental aspects in our interactions and commit to improving and maintaining the effectiveness of the environmental targets. Actions towards our sustainability goals are always ongoing.

Being sustainable can also be more cost-effective. Simulator training does not burn fuel, increase helicopter maintenance costs, or divert our customers aircrafts from generating revenue. It is actually 250 times more energy efficient to fly one hour in our simulator than a mission of the same length in the real AW139 aircraft.

This chapter will look at:

Recycling
Energy efficiency
Branded Items
“Simulator Effect”
Electronic format
Reduced Travel
Footprint



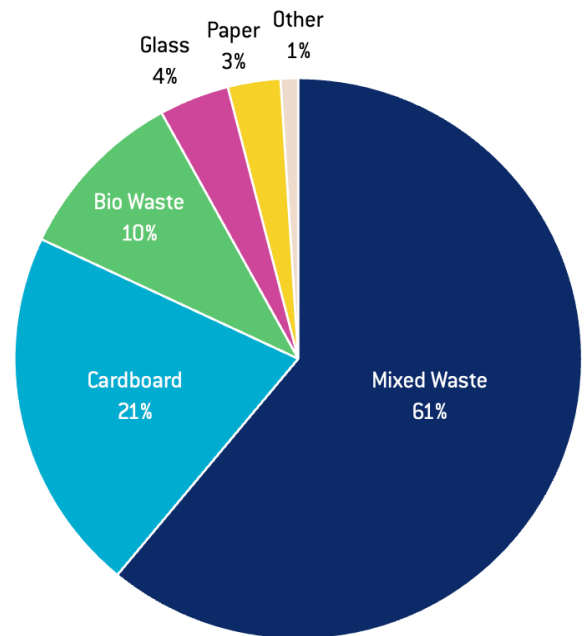
SUSTAINABILITY

RECYCLING

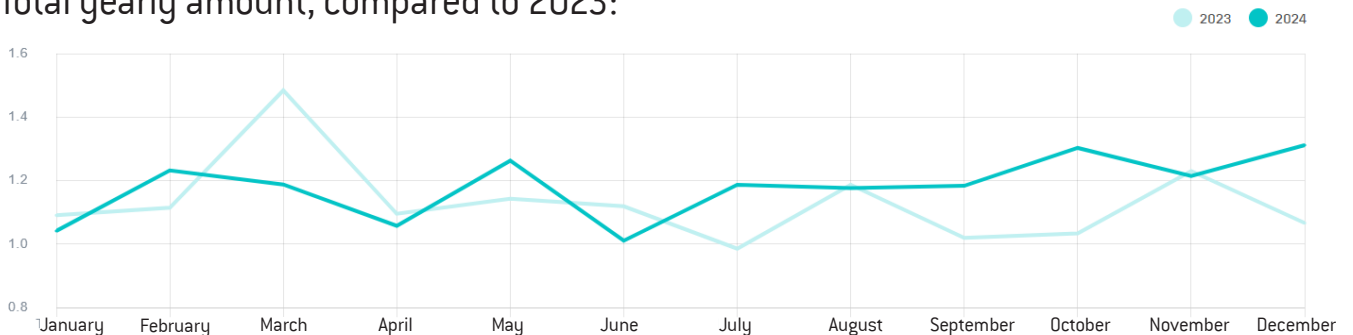
During Q1 of 2024 Coptersafety created more specific guidance to improve our recycling to align with the company sustainability governance. This included improving our waste handling between different items such as recyclable bottles and cans, bio waste, cardboard, and general waste. Coptersafety has started to monitor different key figures regarding the waste and will aim to improve these.



Some figures for 2024 below:



Total yearly amount, compared to 2023:



SUSTAINABILITY

ENERGY EFFICIENCY

For environmental sustainability, our main targets are related to reducing CO2 emissions, which is achieved by using energy from renewable sources only.

In Finland, the energy consumption of buildings accounts for more than a third of total greenhouse gas emissions. Coptersafety uses means such as repairs, alterations, preventive maintenance as well as user training, to ensure the energy efficiency of its business premises to mitigate the greenhouse gas emissions arising from the energy consumption of the training base.

Since 2021 Coptersafety has only used electricity from renewable sources in our training base, and since the end of 2023 Coptersafety uses wind power for 100% of its energy consumption.

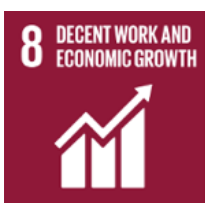
We've also invested in automated lights systems, and vehicles that are fully electric further reducing total energy use across our operations and training base.



BRANDED ITEMS

At Coptersafety, we provide a variety of branded items and clothing for both our staff and customers. All of our branded items are purchased from local Finnish vendors.

Some of those items are made of reused materials, such as our backpacks which are made from recycled PET plastic, or natural fibers such as wool sweaters. Additionally, in our lounges the disposable coffee cups are made locally in Finland, and are fully biodegradable.



SUSTAINABILITY

“SIMULATOR EFFECT”

Aviation as an industry is very energy-intensive, and generally the largest environmental load arises from flying and particularly from the use of fossil fuels. We as a company are reflecting sustainability as an integral part to both our purpose and strategy. Using a full flight simulator (FFS) like ours instead of a helicopter has major environmental effects. FFS produces lower emissions and greenhouse gases, a lower carbon footprint, and zero noise pollution. By providing this kind of training option, we help our clients to move towards a more sustainable industry.

Our management team holds quarterly management evaluation meetings to follow Key Performance Indicators. Those indicators are mostly safety related, but also environmental aspects are followed.

Our environmental key measurement is the overall energy usage by the whole facility, including lights, temperature control, computers needed to run the operations, etc., divided by the actual training done in all the simulators. For year 2024 the energy usage / simulator training was **105kWh** per training hour.



SUSTAINABILITY

ELECTRONIC FORMAT

We have reduced our paper consumption greatly. All our training materials and exams are in electronic format, in our e-learning platform, which students can use in classes, and to study outside of the classroom.



The same e-learning -platform the customers use is also used internally for our staff in both induction training and our yearly safety- and standardization training.



While we do aim to be as paper-less as possible, in some cases paper prints are needed. To combat waste, we provide for our customers and staff a recycling station in order to properly recycle used paper.

REDUCING TRAVEL FOOTPRINT TO MINIMUM

We aim to arrange only direct flights for our instructors, when possible, as many of them live outside of Finland.



Additionally, ground training customers can choose between online training and on- site training to reduce traveling. We also use e-learning in our yearly internal training, as well as in induction training.



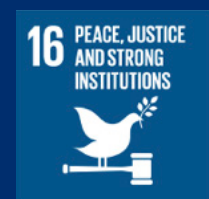
SOCIAL

At Coptersafety we focus on the human side of business with a customer-centric approach. Customers choose us for our unspoiled opinion within the industry, instructors with years of experience, and top-class training devices. – And we want to make sure they never leave disappointed.

We believe that the long-term growth and success of our company depends both on having a diverse workforce that reflects the customers we serve, and on developing and delivering products and services in a way that is inclusive, equitable and respectful of our customers. We never stop trying to make our already top-notch training center even better, offering a wide range of services and a helping hand in all steps of the process.

This chapter will look at:

Supporting Equality
Customer satisfaction & results
Made by professionals,
for professionals
Constant learning
Personnel well-being
Just culture
Privacy
Open communication
Honesty



SOCIAL

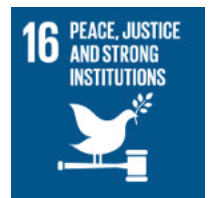
SUPPORTING EQUALITY

We do not discriminate based on gender, age, nationality, language, opinion, religion, sexual orientation, ethnicity, or any personal attribute or circumstance. Neither do we condone harassment in the work community.

Coptersafety offers equal opportunities to everyone in terms of hiring, work performance, career progression, and development. We also implement the equal pay principle based on the Finnish Equality Act and give both men and women equal opportunities for balancing work and family life.

Every employee has a fundamental right to report violations and duty to act in a way that grants everyone an equal position. Our management is committed to address and act on any unjust situations that are brought to its attention.

All procedures related to prevention of harassment, conflicts, and inappropriate conduct are based on the Finnish Act on Occupational Safety and Health and comply with the model recommended by the Finnish Ministry of Social Affairs and Health.

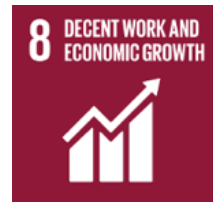


SOCIAL

CUSTOMER SATISFACTION

Our company is committed to providing its customers with superior learning experience and ensures customer satisfaction by following all applicable regulations and procedures. The compliance with procedures of company manuals, safety and compliance standards and regulations is the duty of all Coptersafety personnel. Our customers must be able to trust in the fact that they will be cared for throughout the entire training process from making a booking to finishing paperwork.

As an approved training organization (ATO), Coptersafety creates added value for its customers by providing them with a thorough and high-quality service. Monitoring and supervision of the overall customer experience is based on regular feedback and customer satisfaction surveys. The feedback and survey results are processed monthly and we're constantly thinking of new ways to improve the operational efficiency and customer experience.



OVERALL CUSTOMER SATISFACTION RESULTS

Maintaining excellent customer service and high satisfaction is of utmost importance when measuring our service quality.



The customer satisfaction data provided is based on customer satisfaction surveys and on direct feedback received by the staff members.

SOCIAL

MADE BY & FOR PROFESSIONALS

Coptersafety works towards creating the best possible conditions not only for our customers, but also for both existing employees and the future talent we attract. We are a people-business and understand that our strength is in the team members who are crucial for our success. We treat others, co-workers and customers, alike fairly, impartially, and equally with respect. From day one we focus on training, engaging, and providing the right environment for our people to achieve their maximum potential. The customers and employees that come to Coptersafety know they're choosing a training center made by professionals for professionals.

We want to be equal partners with our customers, so we built our operation on trust. Since the day we started our operations, many operators worldwide have put their trust in us to provide them the best safety training possible.

That is why we are also committed to recruiting and retaining the best talent, which requires sourcing our people from a diverse talent pool and investing in them at every step of their careers. We understand that improving and maintaining employee competence is important to help us create value for our clients, shareholders, and communities.



SOCIAL

CONSTANT LEARNING

Learning and development plans are built individually and discussed and agreed over at the end of each year during annual development discussions. Various learning methods are used for developing employee competency, including on-the-job learning, e-learning, traditional classroom learning and participating in different internal and external courses. On-the-job learning, for example, is a widely utilized effective learning method when training new crew in the maintenance team where continuous self-learning and highly specific technical training is required.

Training organized for our staff during the year 2024 included DEI Fundamentals, first-aid training, fall protection training, emergency training, systems training and standardization training.



PERSONNEL WELL-BEING

Supporting the health and well-being of our employees is important to us. We are committed to contributing to the employee's ability to work by practicing an early support model, providing wide occupational health care services, and enabling remote work whenever possible to help with the work-life balance. Coptersafety also encourages its employees to engage in their own personal and professional development and growth.

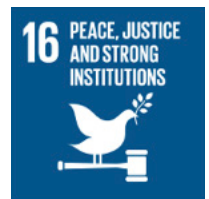
Twice a year, we conduct an employee satisfaction survey to find out what areas Coptersafety has excelled in and where there is still room for development. The survey assists us in determining the requirements for both team specific and organizational development, as well as in monitoring the well-being and dedication of the personnel.



SOCIAL

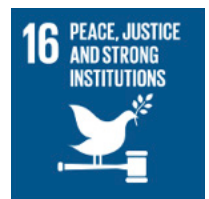
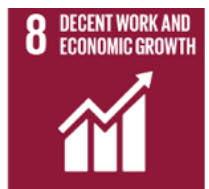
JUST CULTURE

Coptersafety has adopted a “just culture” for incident reporting. A just culture is one in which individuals are not punished for actions, omissions, or decisions they make. However, gross negligence, willful violations, and destructive acts are not tolerated. This creates a more secure environment and increases the effectiveness and transparency of incident reporting. This system encourages and supports people to disclose safety-related information in a non-threatening environment. While also being clear on what is acceptable and unacceptable behaviour.



PRIVACY

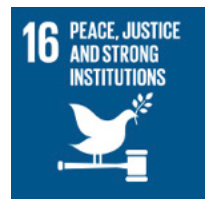
At Coptersafety we respect and value the privacy of our customers. We are committed to ensuring that all personal details and other customer information is processed appropriately. The EUs General Data Protection Regulation (GDPR) requirements are implemented in our business processes. We do our best to guarantee the confidentiality, security, and accuracy of the data of our customers under all circumstances. Coptersafety processes all personal details in compliance with the laws and legislations on personal data use and regulations issued by the authorities under which we operate.



SOCIAL

OPEN COMMUNICATION

At Coptersafety we aim at open, honest, and timely communications and our internal communications are based on reciprocity. Every employee has the duty to communicate matters related to their area of responsibility to the relevant people. Those in supervisory roles have a further duty to communicate goals, operations, and results to their subordinates. The management and communications team work together on further developing companywide communication channels to facilitate efficient, constructive, and genuine discussions.



HONESTY

Honesty is one of the main characteristics of the Finnish nationality; We say what we mean, mean what we say, and do what we promise. Since the operations of Coptersafety are mainly based in Finland, it only makes sense that honesty is also one of the main values of our business. In relation to customers, shareholders, partners and personnel, honesty manifests itself as predictability, reliability, and transparency of our operations.



Therefore, we have adopted a 'zero tolerance' approach concerning corruption, bribery, and other unethical and fraudulent conduct. Coptersafety ensures we have set and maintain internal control systems for the detection and prevention of fraud, corruption, irregularities, or abuse of position for personal or institutional gain and will not tolerate it at any level of our actions and decision making.



CONCLUSION

This document serves as an effort to provide transparency into our environmental, social and governance (ESG) initiatives, to respond to stakeholder requests, and to further enhance our collective understanding of ESG issues.

ENVIRONMENT

Coptersafety pledges to take action to reduce its carbon footprint by:

- Using renewable energy.
- Reducing paper usage.
- Driving fuel-efficient vehicles.

SOCIAL

We strive to provide a safe and inspiring environment to all employees and customers by:

- Being fair and supportive employer.
- Following all regulatory requirements.
- Monitoring the satisfaction rates.

GOVERNANCE

We aim to create enduring value for our firm and for all stakeholders by:

- Promoting accountability, transparency, and ethical behaviour.
- Leading effectively and consistently.

We aim to create the best training conditions and means required for learning.
We exist so flying would be safer and easier.

THANK YOU!

ONE STEP AHEAD OF REALITY



**COPTER
SAFETY**

We thank all of our employees and contractors for their support in our efforts to contribute to the SDGs.

CONTACT

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