

Bristow Group

Supplier Code of Conduct



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At Bristow, integrity, respect, and adherence to the law are not just expectations. They are the foundation of how we operate. These principles guide every decision we make, and we rely on suppliers who share this commitment to uphold the highest standards across our global operations.

Responsible sourcing is central to that commitment. It means we consider social, ethical, and environmental impacts throughout our supply chain and manage our supplier relationships with long-term value in mind. Our goal is to build resilient partnerships that support our people, our customers, and the communities and countries where we operate and call home.

As a Bristow supplier, you play an essential role in this effort. This Supplier Code of Conduct outlines the standards we require from you, including ethical business practices, compliance with all applicable laws, and respect for labor and human rights, including the prevention of modern slavery. We expect you, your employees, and your subcontractors to act with honesty, fairness, transparency, and accountability in every interaction.

By working together, we can maintain a supply chain that protects people, preserves the environment, and strengthens the trust placed in Bristow by our customers and stakeholders. Thank you for your continued partnership and your dedication to doing what is right.

Chris Bradshaw

President and CEO, Bristow Group



1 - Introduction

Bristow Group Inc. and its global subsidiaries and affiliates (“Bristow” or “the Company”) conduct business in compliance with all applicable laws and in an ethical, socially responsible manner. Our culture is based on fundamental principles of integrity, fairness and mutual respect. Bristow has developed this Global Supplier Code of Conduct (“Code”) to ensure that our business partners are aware of the Company’s expectations as they relate to compliance with laws and business integrity.

2 - Applicability

This Supplier Code of Conduct applies to all suppliers, vendors, contractors, consultants, agents and other providers of goods and services (collectively “Suppliers”) who wish to conduct business with Bristow. We expect all our Suppliers to adhere to this Code and engage in responsible and ethical practices, adhere to applicable laws and communicate their expectations to their own supply chains. Bristow uses all reasonable efforts to collaborate, monitor and support Supplier’s adherence to the Code, which may include conducting, directly or through third parties, audits and assessments of production facilities and business practices. In addition, Bristow expects Suppliers to complete a due diligence questionnaire upon request.



3 - Ethical Business Practices

We expect Suppliers (a) to implement and adhere to their own written codes of conduct, consistent with the expectations of this Supplier Code of Conduct, (b) to flow down their principles to the suppliers they work with in providing products and/or services, and (c) to maintain effective compliance and ethics programs that require their employees to make ethical choices in their business dealings.

Anti-Corruption Laws; Gifts

Bristow will not tolerate corruption in any form. Corrupt arrangements with customers, suppliers, government officials, Bristow employees or any other third parties are strictly prohibited. "Corruption" refers to obtaining, or attempting to obtain, directly or indirectly, a personal benefit or business advantage through improper or illegal means. Suppliers must operate with the highest standards for business integrity and comply with all anti-corruption and antibribery laws, including without limitation the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act 2010, and the anti-corruption laws of the countries in which they conduct business, regardless of local customs.

Conflicts of interest

Bristow expects our Suppliers to disclose any actual, potential or perceived conflicts of interest prior to engaging in a business relationship with us, or as soon as a Supplier becomes aware of a conflict after initiating a relationship. This includes a conflict between Bristow's interests and the interests of a supplier's employees or its employees' close relatives, friends, or associates.

Fraud; Tax Evasion

In accordance with the U.K. Criminal Finances Act and the U.K. Economic Crime and Corporate Transparency Act, Suppliers must not engage in fraud or tax evasion or facilitate such fraud or tax evasion on behalf of others.

Safeguarding Data and Property

Pursuant to certain data privacy laws, including the General Data Protection Regulation ("GDPR"), Suppliers must safeguard all personal, confidential and/or proprietary information related to Bristow, our employees and customers, and to protect against unauthorized disclosure. Suppliers must also ensure that such information is used appropriately and only as allowed under applicable law and any agreements between Bristow and the Supplier.

Respect for the Environment

We expect our Suppliers to conduct business in a manner compatible with the environment and in accordance with applicable laws. Reasonable standards of care should be taken to protect the environment and to provide for the health and safety of employees and the communities in which Suppliers operate. This includes taking steps to minimize solid waste by reducing, reusing, and recycling materials; encouraging conservation of resources and energy; managing water depletion and quality; and establishing policies intended to protect the environment.



4 - Labour and Human Rights

Bristow is committed to respecting human rights and preventing modern slavery and human trafficking in all aspects of our business and supply chain. We've outlined these commitments in our Code of Business Integrity, our Human Rights Policy, and in statements on the Company's website. We conduct our business in a manner consistent with applicable laws, including the U.K. Modern Slavery Act, the Norwegian Transparency Act, and the Australian Modern Slavery Act, and with international principles, including the United Nations Universal Declaration of Human Rights.

Develop and Maintain Human Rights Policies

We expect our Suppliers' policies and practices to be consistent with the same laws and principles referenced above and listed below. Suppliers must adhere to the requirements of applicable laws and communicate their expectations to their own supply chains.

No Discrimination or Harassment

We expect our Suppliers to offer equal employment to all, to treat all workers with dignity and respect, and to maintain a work environment that is free from intimidation, violence and abuse of any kind, including but not limited to verbal, physical, visual, sexual or abusive conduct (bullying). Discrimination or harassment on any grounds is prohibited, including but not limited to race, color, religion, sex or national origin. Suppliers are expected to fully comply with all applicable federal, state and local laws regarding discrimination and harassment.

Fair Wages and Benefits

We expect our Suppliers to provide fair and competitive compensation and benefits that, at a minimum, meet or exceed the requirements of applicable laws relating to wages, working hours, benefits and equal pay for equal work.

Slavery; Freely Chosen Employment

Our Suppliers are prohibited from engaging in any practice that could reasonably be considered as employing or encouraging any form of modern slavery, including forced labor and human trafficking. This includes withholding wages, confiscating identity documents (e.g., a passport), the payment of recruitment fees by workers and/or restricting movement of workers. No involuntary work of any type is permitted, including forced or compulsory labor, trafficked labor, indentured labor, bonded labor, involuntary prison labor, or forced overtime.

No Child Labor

Bristow does not tolerate child labor; all forms of unlawful employment or exploitation of children are prohibited. Our Suppliers must take all necessary steps to ensure that there is no child labor within their organizations or supply chains. Suppliers must ensure that an effective age-verification process is in place, including proper documentation and regularly updated record-keeping systems. A "child" is any person under the age of 15 (or 14 where the law of the country permits), or under the local legal minimum age for work or mandatory schooling, whichever is higher.

Safe Workplace Conditions

We expect our Suppliers to provide safe and healthy workplace conditions to prevent accidents, injuries or exposure to health risks. This includes robust occupational health, safety and fire safety programs and the provision of appropriate personal protective equipment, potable drinking water, clean toilet facilities, adequate lighting, temperature, ventilation, and sanitation and, if applicable, safe and healthy worker accommodations.

Freedom of Association and Collective Bargaining

We expect our Suppliers to respect workers' rights to form and/or join trade unions and to bargain collectively (including the right to refrain from such activities) in accordance with applicable law. Workers should not be intimidated, harassed or face retaliation for exercising this right.



5 - Grievance Mechanism

We expect our Suppliers to provide their employees and other stakeholders with access to effective, transparent and confidential processes to raise workplace concerns (e.g., an ethics hotline) and protection from retaliation.

Should Bristow's Suppliers or other external business partners become aware of violations of law, policy or ethical standards of conduct by Bristow employees, we encourage that they report their concerns through Bristow Ethics and Compliance Hotline, which can be done anonymously by visiting <https://bristowgroup.tnwreports.com>

6 - Additional Information

Suppliers will notify Bristow if compliance with this Supplier Code of Conduct could lead to a conflict with or a violation of applicable laws or regulations. Additionally, Suppliers must notify Bristow of any actual or suspected legal infractions, including any investigations or legal actions against a Supplier by authorities for violations of human rights, anti-corruption laws or any other issue contained in this Code.

