



ENTERPRISE ENVIRONMENTAL POLICY

General Policy Statement

Era Group Inc. and its subsidiaries (collectively, “Era”) is committed to being a good steward of health, safety and environment in the communities in which it does business through proactive monitoring of environmental impacts of its business, preventative planning, appropriate storage, transportation and disposal of waste products and rapid response to any spills or emissions. This policy applies to the use of water, energy, air emissions and other products, both hazardous and non-hazardous products with the goal of minimizing Era’s carbon footprint and impact on the environment.

Scope

Era, all of Era’s employees and its third party business partners (including its vendors and suppliers) are expected to comply with all applicable legal requirements throughout the globe and adhere to Era’s Code of Business Conduct Expectations for Suppliers and other Third-Party Business Partners (attached hereto as [Exhibit A](#)).

Sustainability.

Era aims to reduce, reuse and recycle as many products, both hazardous and non-hazardous, to ensure our environmental impact is as minimal as possible. Era’s focus on sustainability includes, but is not limited to, upgrading facilities, maximizing operational efficiencies and investing in more efficient products and equipment.

Waste, Pollution and Toxicity

Era properly stores, transports and disposes small quantities of used oil, universal waste or hazardous waste generated by normal aircraft operations, maintenance, repair and overhaul. Era monitors its fuel systems for leaks and employs an overfill detection system. Era maintains a chemical inventory and makes any reports required by applicable law. Beyond air emissions related to the operation of aircraft in the ordinary course of business, Era has no other significant air emissions. Era does not participate in any hydraulic fracturing activities. As such, Era has no information to publicly disclose regarding use or discharge of fracturing fluid chemicals or groundwater used in connection therewith. Era has an oversight program for all wastewater and storm water discharges to ensure legal compliance with all restrictions on amounts and effluent characteristics. Era is focused on reducing noise pollution associated with the operation of aircraft.

Environmental Management System

Era’s Environmental Management System includes (i) preventative plans to minimize environmental issues, (ii) training for employees to follow such plans, (iii) procedures for monitoring and tracking efficiency and sustainability, including key performance indicators, and (iv) procedures to respond rapidly to any actual or threatened pollution or contamination. Era performs a comprehensive environmental site assessment for operations and new projects, especially those in critical habitats or other areas with a recognized high biodiversity value.



ENTERPRISE SOCIAL POLICY

General Policy Statement

Era Group Inc. and its subsidiaries (collectively, “Era”) is committed to maintaining a sustainable, positive social impact on the communities in which it does business through requiring human rights and legal compliance by its employees and third party business partners, supporting charitable contributions and a community volunteer program, limiting company contributions to political campaigns and implementing a formal system for stakeholder input. This policy is designed to promote fundamental human rights, fair labor standards, safe work environments in order to ensure that all individuals are treated in a fair and respectful manner.

Scope

Era, all of Era’s employees and its third party business partners (including its vendors and suppliers) are expected to comply with all applicable legal requirements throughout the globe and adhere to Era’s Code of Business Conduct Expectations for Suppliers and other Third-Party Business Partners (attached hereto as [Exhibit A](#)).

Human Rights

Era follows the tenets of the United Nations’ Universal Declaration of Human Rights that promote universal respect and observance of human rights and fundamental freedoms. Era respects the indigenous rights of local communities where Era operates and guarantees free, prior and informed consent (FPIC).

Labor, Health and Safety

Era protects the occupational health, safety and environment of all of its employees by providing security measures that restrict access to Era facilities. For international travel, Era provides its employees with access to a third party service provider for relevant information regarding the health and safety of the foreign jurisdiction. Era provides clean and safe accommodations for employees traveling overnight. Workers must have access to clean toilet facilities, drinkable water and sanitary facilities for food storage.

Community Support

Era encourages employee participation in community volunteer activities that help strengthen Era’s community relationships. Era makes donations to community organizations on behalf of employees who volunteer service for that organization. Each year Era makes charitable donations to certain community organizations.

Political Activities

Era has a policy to ensure that charitable and political contributions made by the company are consistent with the Code of Business Conduct and Ethics and applicable laws.

Employee Training and Communication

Era employees receive annual safety training and opportunities for professional development. All Era employees certify compliance with Era's Code of Business Conduct and Ethics and relevant employees certify compliance with Era's Anticorruption Policy, in each case, on an annual basis. Era's General Counsel has executive oversight for Era's antibribery and anticorruption program. Era conducts periodic employee satisfaction surveys to monitor the work environment.

EXHIBIT A

CODE OF BUSINESS CONDUCT EXPECTATIONS FOR SUPPLIERS AND OTHER THIRD-PARTY BUSINESS PARTNERS

1. SCOPE

This policy applies to all external parties doing business with, or on behalf of, Era Group Inc. or any of its subsidiaries (“Era” or the “Company”).

2. SUMMARY

This policy outlines the Company’s expectations for ethical behavior and legal compliance by its business partners, including suppliers, external agents, local partners and others. The expectations are in line with internationally recognized platforms for socially-responsible corporations.

This policy is also in line with the Era’s Code of Business Conduct and Ethics for our own employees. We are not asking our business partners to adhere to any expectations that we do not hold ourselves to, and we do not expect our business partners to engage in any conduct or behavior that we would not engage in ourselves.

3. POLICY

It is the Company’s expectation that all business partners will understand and abide by the key principles outlined in this policy when conducting any business with, or on behalf of, the Company.

Labor:

All business partners must comply with all local and international laws relative to employment matters.

- No person is employed who is below the minimum legal age for employment.
- Persons under 18 years of age are not engaged in hazardous work.
- Workers are free to leave their employment at will and are not subject to conditions of servitude or personal control.
- No person is to be employed that is a child or constitutes prison labor, indentured labor or bonded labor.
- Employers will not engage in human trafficking or slavery.
- Employers shall not impose unreasonable restrictions on workers’ freedoms to associate with one another or with responsible external workplace organizations.
- Working hours must comply with local laws and not be excessive on a regular basis.
- Reasonable pay shall be provided commensurate with the work performed and be sufficient to constitute a fair or living wage.

Work Environment:

All business partners must comply with all local and international laws relative to health, safety and environmental matters.

- Workers must have access to clean toilet facilities, drinkable water and sanitary facilities for food storage.
- When employees must travel overnight for work purposes, company-provided accommodations shall be clean, safe and meet the basic needs of employees.
- Health, safety and environmental spill response information and training shall be provided to employees periodically.
- Controls shall be in place to minimize the release of harmful emissions to the environment and to respond to any such spill.

- Maintain and inspect any fuel storage tanks and have approved overfill protection (such as an alarm or shut off device) and leak detection system in place.
- Store all used oil, universal waste or hazardous waste in appropriately labeled containers and arrange for timely transportation and disposal thereof.
- Monitor all wastewater discharges as to amounts and effluent characteristics in compliance with applicable law.
- Maintain a chemical inventory and make any reports required by applicable law.
- Monitor all storm water discharges as to amounts and pollutants in compliance with applicable law.
- Appropriate measures shall be in place to improve the environmental performance of products and services, including noise management.

Workplace Conduct:

All business partners must comply with all local and international laws and ethical expectations relative to workplace conduct and behavior, nondiscrimination and respect for individuals.

- Individuals shall not be subject to any form of discrimination relative to a person's state of being, (*e.g., race, ethnicity, gender, age, language, religion or creed, political or other opinion, color, sexual orientation, gender identity or expression, national origin, nationality, citizenship, physical or mental disability or perceived disability, sex (including childbirth, breast feeding and related medical conditions, affectional or sexual orientation, marital, domestic partnership, civil union or familial status, pregnancy, parenthood, uniform service member or veteran status, protected medical condition (including atypical hereditary cellular or blood trait), AIDS and HIV status, or any other protected status under applicable law*).
- Disciplinary practices and procedures shall be fair and consistently applied. No corporal punishment or other forms of mental or physical coercion shall be used. No one shall be subjected to torture or cruel, inhuman or degrading treatment or punishment.
- Employees shall be treated with respect and dignity. Violations or abuses of any basic human rights will not be tolerated.
- Physical or verbal abuse or other harassment and any threats or other forms of intimidation are prohibited.
- Sexual harassment of any kind will not be tolerated.
- Bribes, facilitating payments or favors of any kind, intended to obtain, retain or influence business decisions are prohibited.
- No business partner will knowingly violate the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act, or other applicable local or international laws dealing with corruption or bribery.

The Company may periodically audit or seek information about fulfillment of these expectations and expects its business partners to provide cooperation and information in response to reasonable requests relative to implementation of these principles. If any business partner has violated these Company policies or fails to cooperate in mitigating any of Company's concerns with respect to such policies, Company may give notice of termination of any contractual relationship with such business partner without being liable for any compensation to such business partner after the date of such termination.

All of Era's business partners, including suppliers, external agents, local partners and others will contact Era's General Counsel at corporatesecretary@eragroupinc.com immediately upon learning of any potential violations of the above principles.