



## **Bel Air Code of Conduct**

The purpose of this code of conduct is to ensure that Bel Air, our employees, suppliers and partners operate to the internationally recognised standards described here.

Bel Air is a professional operator within the offshore industry conducting our activities in an ethical and lawful manner according to and in compliance with all national and international applicable laws and with the Ten Principles of the United Nations Global Compact within the main goals described below.

### **Human rights and Labour**

Bel Air conducts our activities with due respect of human rights towards employees, clients, suppliers and business relations in general - regardless of age, gender, race, colour, disability, religion of belief, language, national or social origin, trade union or membership or any other status recognized by international law.

Bel Air pays all employees a fair and equal salary and complies with applicable laws and agreements in terms of working hours.

Bel Air does not engage employees under the age of 18 except for light work and only few hours during day time.

Bel Air does not use or benefit from any forced or involuntary labour nor does Bel Air interfere with employees' rights to associate trade unions or workers' councils.

### **Environment**

Bel Air conducts our activities complying with national and international laws and regulations as well as with environmental consideration and aims at improving to minimize the impact on the environment.

### **Anti-corruption**

Bel Air has a strong commitment to avoid participation in or knowingly benefit from any kind of corruption, extortion or bribery.

Our employees, suppliers and partners must be committed to the highest standards of integrity, honesty and fairness in all internal and external relationships and neither directly or indirectly accept or offer bribes or other unjustified advantages.

### **Health and safety**

Bel Air provides a safe and healthy working environment for all our employees through safety management policies to comply with applicable laws, customer requirements and to identify and control possible hazards and risks. This is described also in the Bel Air HSE policy.



## Bel Air Corporate Social Responsibility

Safety, precision, quality, exceptional flexibility and respect for people, planet and profit are the main essence in Bel Air's way of doing business.

We operate in ways that honour ethical values and respect people, communities and natural environment by minimizing any possible negative environmental and social impacts and maximizing the positive ones in relation to our business areas.

In general, Bel Air is managing our business to achieve both commercial and social benefits. In essence, it is about managing social, community and environmental impacts in order to improve our results, reduce risks and enhance our reputation.

Bel Air is a professional operator conducting our activities in an ethical and lawful manner according to and in compliance with all national and international applicable laws.

Bel Air's employees have an optimistic view of life and not least a great wish to take on new challenges. We provide a safe and healthy working environment for all our employees.

The families behind our employees are also an important part of the company. In Bel Air, we believe in the whole person concepts, so wherever possible the individual employee will be able to adapt his or her daily life according to personal needs, with due consideration to the Bel Air's operations.

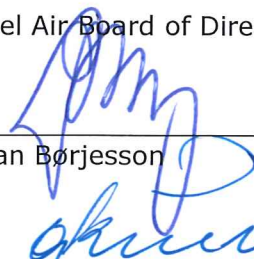
Bel Air always aims to be open, flexible, reliable and responsive to our employees, clients, suppliers and business relations' concerns and challenges. We believe that business, social and environmental performance are interdependent, in Bel Air they go hand in hand, so all our employees and stakeholders benefit from our activities.

### Ambitions and commitments

We request all our employees, suppliers and partners to comply with all applicable laws, rules and regulations and with Bel Air Code of Conduct and CSR or equivalent standards.

We have an overall Safety and Development Strategy and the following departments in Bel Air are committed to support this strategy to enhance safety and development at all times within Flight Operation, Ground Operation, Crew training, Technical Maintenance, Safety and Quality Management, Health, Safety and Environment, Administration, Care and Resources.

Bel Air Board of Directors, Esbjerg, 1<sup>st</sup> November 2020

  
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