

Code of Conduct for Members, Individuals, and Associates of the Helicopter Association of Canada

The Helicopter Association of Canada (“HAC”) has developed this Code of Conduct to establish certain minimum guidelines in order to assist in the fostering of public confidence in the safety of helicopter operations and the integrity of HAC Members and Industry Supporters as well as to protect the reputation and good name of the helicopter industry. HAC does not deal with prices, market shares, or in any manner attempt to restrain competition.

In order to promote these objectives, each Member, and Industry Supporter subscribes to the following code.

ARTICLE I: Definitions

- a. *Act: Canada Not-for-Profit Corporations Act S.C. 2009, c.23*, as amended from time to time, and any statute that replaces or is substituted for it. If a new Act replaces or is substituted for the *Canada Not-for-Profit Corporations Act*, any references to the Act in the by-laws shall refer to the new Act and any of its corresponding provisions.
- b. *Articles: The Articles the Corporation received from Corporations Canada upon continuance under the Act and any further Articles of Amendment.*
- c. *Industry Supporters: A class of Non-Members created by HAC Board Operating Policy*
- d. *Board: The board of directors of HAC.*
- e. *By-laws: Any by-laws of HAC from time to time in force and effect.*
- f. *Director: A member of the board of the Corporation..*
- g. *Member: A member of HAC as defined by the by-laws.*
- h. *Regulation(s): The regulation(s) made under the Act as from time to time amended.*

ARTICLE II: Technical Standards

- a. *Flight: Helicopter flights will be made in accordance with applicable government regulations. In addition, Members and Industry Supporters and their employees will exercise their best judgment to ensure the highest practicable safety factor at all times.*

- b. Personnel: Members and Industry Supporters will employ and assign only individuals who hold current and appropriate certificates of qualification where applicable. Individuals will only allow themselves to be assigned to tasks that they are appropriately qualified and experienced to carry out. In addition, Members Industry Supporters shall be satisfied, either through training provided by its organization or by review of the person's experience, that personnel are familiar with the type of work to which they are assigned and are capable of completing it satisfactorily.
- c. Maintenance Standards: Maintenance on a Member's Industry Supporter's aircraft shall be performed in a manner that conforms to applicable regulations, so as to ensure the airworthiness of the aircraft.

ARTICLE III: Conduct and Business Standard

- a. Members and Industry Supporters must be committed to the purposes of HAC, as set out in the Articles.
- b. Members and Industry Supporters should conduct themselves in such a way as to maintain the integrity of and public confidence in HAC, as well as the helicopter industry as a whole.
- c. Members and Industry Supporters must be respectful towards their fellow Members, Individuals, Associates, Directors and employees of HAC.
- d. While recognizing that it is impossible to enumerate all the attitudes and factors which comprise good business ethics, Members, Individuals, and Associates shall make every effort to promote and maintain the highest business standards possible.
- e. Members and Industry Supporters shall not perform any act which is a wilful violation or breach of the provisions of the Act or its Regulations, the *Aeronautics Act* (R.S.C., 1985, c. A-2) or its Regulations, HAC's Articles, By-Laws and Operating Policies, or this Code of Conduct which may be unethical or prejudicial to the purposes of HAC.
- f. Members and Industry Supporters who do perform such acts, subject themselves to discipline (i.e. suspension of membership) in accordance with HAC's Members and Industry Supporters Discipline Policy, as amended from time to time, or even to termination of membership in accordance with the By-laws.

ARTICLE IV: Modification

The Code of Conduct outlined herein shall be subject to modification or elaboration as the needs of the industry shall require.