



Code of Conduct

At HeliAir Sweden AB, we are committed to conducting business with integrity, respecting human rights, fostering a safe and healthy work environment, and protecting the environment. Our Code of Conduct reflects our dedication to ethical business practices and sets the standard for our employees and business operations.

Human Rights and Labor Standards

- We respect and support the United Nations Declaration of Human Rights and ensure we are not involved in human rights violations.
- Our work environment upholds employee safety and health, in compliance with applicable laws and regulations.
- We prohibit any form of slavery, child labor, illegal work, or forced labor in our operations.
- We maintain a workplace free from discrimination or harassment, treating all employees with respect and dignity.
- Employment agreements clearly outline work hours and compensation, adhering to legal requirements.

Environmental Responsibility

- We are committed to minimizing our environmental impact and comply with applicable environmental laws and regulations.
- We responsibly manage the handling, storage, and disposal of hazardous materials and waste.

Corporate Governance and Ethics

- We adhere to antitrust laws and support free and fair competition.
- We actively work against corruption and bribery in all our business dealings.
- We comply with trade and capital market regulations, including respecting international sanctions and embargoes.
- We are committed to preventing money laundering activities.
- We handle personal data responsibly and ensure data protection.

Conflict of Interest

- We avoid conflicts of interest and ensure transparency in our business relationships.

Reporting and Compliance

- We encourage open communication and provide channels for reporting concerns or violations of this Code of Conduct.
- Regular audits and reviews ensure compliance with our ethical standards and principles.

By adhering to this Code of Conduct, HeliAir Sweden AB demonstrates a commitment to ethical business practices, social responsibility, and sustainable operations. We expect all employees to uphold these values and principles in their daily work and interactions.

Aram Rubinstein
CEO
HeliAir Sweden AB