

Safran Helicopter Engines Canada Co. Canadian slavery and child work statement for 2025

Statement from Chief Executive

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As a business we are committed to doing all we can to combat slavery and child work. We have updated our company policies and procedures and put systems in place which reflect our zero tolerance approach. We have contacted every product supplier we do business with to certify that they mirror our values and share our stance on this issue. Our policies, which are part of the Safran group's human rights policy¹, have been designed to embed the awareness and understanding required to advance our company culture where a clear and robust stance against modern day slavery and child work is maintained.

Organization structure

Safran Helicopter Engines Canada ("We") provides helicopter engines, components and tooling. We are a part of Safran Helicopter Engines Group ("The Group"), and our ultimate parent company is Safran SA ("Safran"). Safran has 99,364 employees worldwide (at December 31, 2024) and has locations in more than 30 different countries and operates in many more. In our Mirabel site we employ over 51 people and are located in Mirabel, Quebec.

The Group has annual revenue for 2024 of €27.317 billion².

Our business

Our business is organized into two operational areas: Repair and Overhaul, and Tooling. These operational areas are supported by various departments: Front Office, Finance, Human Resources and Quality and IT.

Our supply chains

Safran Helicopter Engines Canada supply chain comprises approximately 60 product suppliers. These companies are based in North America and Western Europe. All our product suppliers are subject to an approvals process before they are permitted to supply products to us. Many hold international quality standards and accreditations (ex: AS9100, NADCAP, ISO170025) that are regularly audited both by the issuing authorities and ourselves to ensure ongoing compliance to quality standards and other regulatory requirements.

Our Policy on slavery and child work

We are committed to our best endeavors that there is no modern slavery or child work in our supply chains or in any part of our business. Our publicly posted Charter of Ethics states that: **"Under no circumstances will the Group use suppliers that breach human rights and fundamental freedoms, in particular by employing children or using forced labor"**.

We have updated our underlying policies to reflect our commitment to acting ethically and with integrity in all our business relationships and to implement and audit effective systems and controls to ensure slavery and child work is not taking place anywhere in our supply chains. In

¹ <https://www.safran-group.com/sustainability/a-responsible-industry> - Trade in accordance with the highest compliance standards, "downloads" paragraph + "see all publications".

² <https://www.safran-group.com/finance/publications-results>

addition, our policies are part of the Safran group's policies which deal with human rights, including child labor and modern slavery. In line with its purpose statement³ (raison d'être), the Group has adopted a set of Ethical Guidelines, which employees refer to when drawing up policies, charters, procedures, standards, codes of conduct and internal guidance on ethics and business conduct. Every employee, irrespective of their location, business line, level of responsibility or Group entity, is asked to familiarize themselves with the Ethical Guidelines, comply with the principles contained therein and, more broadly, ensure their application. Among the commitments set out in the Ethical Guidelines is "Safran does not tolerate any breaches of human rights and fundamental freedoms in its business activities". These principles also guide the Group when making decisions about the structure of its value chain.

In addition, in 2024, Safran adopted and published its Group Human Rights Policy. Guidance to help all subsidiaries implement this policy has been drafted and has been published in March 2025 in several languages. The Group Human Rights policy is underpinned by an unequivocal principle: Safran does not tolerate any behavior that could lead to a breach of human rights or fundamental freedoms, including prohibition of child labor and modern slavery.

Due diligence processes for slavery and child work

As part of our initiative to identify and mitigate risk we require all suppliers to comply with the SAFRAN RESPONSIBLE PURCHASING GUIDELINES and ensure that all of our tier one product suppliers respond with acknowledgement of their awareness and need for their due diligence and procedures both for internal compliance and within their own supply chains.

We have put in place processes to:

- Identify and assess potential risk areas in our supply chains.
- Monitor and mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Safeguard whistle-blowers through an anonymous tool available on our corporate website.

At the Group level, Safran also ensures that fundamental freedoms and rights are respected in the activities of its subcontractors, which represented over €15.6 billion in purchases in 2024, i.e., almost 57% of the Group's revenue. As part of its Responsible Purchasing policy, Safran seeks to work with suppliers that are honest and ethical, respect the applicable laws and regulations, and manage their own social and environmental risks and those in their own value chain. The cornerstone of this policy is formed by the Safran Responsible Purchasing Guidelines, which are used to obtain suppliers' commitment and involvement in complying with the Group's requirements in terms of health, safety and the environment (HSE), human rights and anti-corruption measures. The guidelines are based on nine fundamental principles, in particular "promoting and respecting human rights (i.e., no child labor or human trafficking, including all forms of forced or bonded labor)", as well as "developing human potential (i.e., no harassment or discrimination, decent working hours, adequate wages and benefits, and effective social dialogue). The Group Purchasing Performance Department, which forms part of the Industrial, Purchasing and Performance Department at Group level, is the main relay for Safran's commitments with the Group's suppliers. It ensures that each Group company deploys a system based on four pillars:

³ <https://www.safran-group.com/news/safran-unveils-its-purpose-statement-2020-06-23>

- 1) *IDENTIFYING SUPPLIER-RELATED RISKS AND ASSESSING SUPPLIERS*: Safran has set up a mandatory supplier assessment system to map the risks associated with their activities
- 2) *SUPPLIER COMMITMENTS*
- 3) *SYSTEM FOR TRACKING MEASURES TAKEN AND ASSESSING THEIR EFFECTIVENESS*
- 4) *SUPPORT FOR, AND COMMUNICATION WITH, SUPPLIERS*

For more details, you can refer to the Group Duty of Care Plan, paragraph 3.1.3 Duty of care system applied to suppliers and subcontractors, page 27 and following⁴.

Supplier chains which have been tagged as risky

We have identified the following countries and sectors of activity as at risk, in terms of slavery and child labor:

NONE

These countries and sectors are therefore perceived by our organization as the highest priority in terms of due diligence.

Supplier adherence to our values

We have a zero tolerance stance on slavery and child work. All new suppliers and contractors are selected with adherence with the Law on combating forced labor and child labor in supply chains S.C. 2023, ch. 9, being part of the selection criteria.

To provide our best endeavors that our existing suppliers and contractors comply with our values we have put in place monitoring measures as part of our Supplier Quality Audit process. Existing suppliers and contractors terms and conditions have been updated on renewal of contracts requiring compliance with the Law.

There is a whistleblowing process open to all, including suppliers' employees which would allow them to alert Safran SA, to a situation of slavery or child labor that they witness through the main corporate home page.

Measures taken to remedy the loss of income of the most vulnerable families

As recommended in the Law, we will take measures to remedy the loss of income of the most vulnerable families caused by any measure aimed at eliminating the use of forced labor or child labor in the context of our activities and in our supply chains, in the context in the context of an audit which would have revealed such practices in our chain.

Training

To ensure a high level of understanding of the risks of modern slavery and child work, we will provide training to our Executive Committee, Supply Chain, Purchasing, Shipping and Human Resources teams. Training will be reviewed on a bi-annual basis with new recruits into those areas being trained within the first 12 months of starting with the company.

⁴ <https://www.safran-group.com/sustainability/a-responsible-industry> - Trade in accordance with the highest compliance standards, "downloads" paragraph.

Our effectiveness in combatting slavery and child work

We will maintain visibility of actions and awareness through our formal risk and internal control review processes.

In addition, and as a subsidiary of the Safran group, we contribute to the “Duty of Care Plan” exercise of Safran SA, which aims to respond to French Law no. 2017-399 of March 27, 2017 relating to the Duty of Care of parent companies and ordering companies. This law requires Safran SA and its subsidiaries to monitor and remediate risks relating in particular to human rights, including slavery and child labor. This regulatory exercise requires the Group to have a map of risks linked to human rights, health and safety of people and environment, but also remediation systems if necessary, an internal control system for its proper activities and on the supply chain, an alert system and monitoring of the effectiveness of the system. The methodology for analyzing these risks related to Duty of Care and the consolidated annual results are described in detail in the Duty of Care Plan report, paragraph 2.4. Duty of Care risk mapping page 16 and following⁵.

On the local and at the Group level, these risks review exercises, and associated actions, are monitored and updated by the Executive Committee on a bi-annual basis.

Further Steps

We will periodically review the effectiveness of the steps we have taken to ensure there is no slavery or child work in our supply chains, by continuously improving any policies, procedures and systems that we have implemented.

At the Group level and in order to further strengthen respect for the Duty of Care regulation, in a continuous improvement approach, including respect for human rights, Safran will focus its actions in 2025 for example on:

- the implementation of a Group Duty of Care procedure integrated into the One Safran management system and the controls associated with the establishment of a control and audit plan;
- the translation of the human rights guide into new languages;
- support for buyers in evaluating Group suppliers and implementing action plans;
- the alignment of the Group’s duty of care with its other policies and procedures, including export controls to protect human rights and fundamental freedoms.

This statement is made pursuant to section 4(a) of the Law on combating forced labor and child labor in supply chains S.C. 2023, ch. 9 and constitutes Safran Helicopter Engines Canada slavery and child work statement for 2025.



Erik BRAUN

Chief Executive Officer ad interim for Stewart NOEL

Safran Helicopter Engines Canada Inc.

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⁵ <https://www.safran-group.com/sustainability/a-responsible-industry> - Trade in accordance with the highest compliance standards, “downloads” paragraph.