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## OCCUPATIONAL – HEALTH – SAFETY – SECURITY AND ENVIRONMENT POLICY

The Executive Management of Intermountain Helicopters (IMH) recognizes that an effective Occupational, Health, Safety, Security, and Environment (OHSSE) Management System is vital to the balance between production and protection which leads to sustainable growth and success of the company. Therefore, the Executive Management commits to establishing, implementing, maintaining, and continuously improving a fully functional OHSSE Management System that is performed throughout the organization. Our commitments are stipulated as follows:

1. To comply with applicable laws, regulatory requirements, standards, and contractual requirements from our clients in all areas of operations where we operate.
2. To establish and achieve Safety Objectives via continuously monitoring, measuring, and tracking Safety / Key Performance Indicators (SPIs / KPIs). Those are periodically published and distributed to all employees.
3. To commit to providing the necessary financial, personnel, and other resources to ensure the effectiveness and efficiency of the OHSSE Management System.
4. To implement an OHSSE reporting system including confidential and voluntary reports. All employees, visitors, and clients are required to report hazards, incidents, accidents, and OHSSE issues without fear of reprisal. All OHSSE-related risks of the OHSSE are properly assessed and controlled As Low As Reasonably Practicable (ALARP).
5. To make efforts to provide a safe and healthy working environment for all employees, clients, and visitors from injury, occupational disease, and work-related illnesses.
6. To provide adequate, related information and training for all employees.
7. To promote the environmental management program by minimizing adverse impacts on the environment and protecting natural resources.
8. To promote a security program by preventing unauthorized access and responding to potential threats from crimes including cybersecurity.
9. Activities related to intentionally infringing laws, regulatory requirements, company policy and procedures, and illegal activities including those influenced by drugs and/or alcohol at the workplace shall be subject to disciplinary actions.
10. The Executive Management commits to establishing, maintaining, and periodically exercising an emergency response plan to ensure a safe transition from normal to emergency status and vice versa.

The Executive Management will communicate this OHSSE Policy to all employees through training, meetings, intranet site, and other means to ensure that all employees understand their roles, and responsibilities in OHSSE.

This OHSSE Policy will be periodically reviewed by the Executive Management to ensure it is updated and suits the company's missions.

Travis Harrold

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