

chorus

Human Rights Policy

POLICY

Chorus Aviation Inc. (“**Chorus**”) and its subsidiaries (collectively referred to as the “**Chorus Group**”, “**we**”, or “**our**”) are committed to conducting business in an ethical and responsible manner as set out within our [Code of Ethics and Business Conduct](#).

This Human Rights Policy (“**Policy**”) reflects our commitment to conduct business consistent with international standards for the protection of human rights, as expressed through the United Nations Universal Declaration of Human Rights and United Nations Guiding Principles on Business and Human Rights. Human rights, as defined by the United Nations, are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status.

This Policy provides the foundation of our approach to human rights and outlines the expectations we have of our employees, our supply chain, and our business partners.

As a company committed to respecting human rights, we will:

- Give particular attention to the rights of vulnerable groups who bear a disproportionate risk of adverse human rights impacts. These include, at a minimum: women; 2SLGBTQIA+ persons; national, ethnic, linguistic, and religious minorities; persons with disabilities; and Indigenous peoples.
- Adhere to applicable human rights laws of the countries in which we operate. Where differences exist between the standards set out in our Code and local laws, customs or norms, we will apply the higher standard.
- Consider the risk of negative impacts on human rights through our business activities and relationships. Where we identify that we may be contributing to adverse human rights impacts, we will seek to better understand and mitigate these risks.
- Provide our employees with an inclusive and non-discriminatory work environment that is free from harassment and violence, and which respects the right to freedom of association, including the right to form and join unions.
- Engage in good faith with stakeholders who wish to provide feedback on this Policy or its implementation.
- Communicate our expectations that our suppliers have processes that respect human rights, and that they remedy their offending practice or policy if they are in violation of those rights. We prohibit the use of all forms of forced or child labour of any kind in our operations or supply chain.

Reporting

Employees are encouraged to report suspected human rights violations. Several avenues are

available, including reporting to their manager, a representative of Human Resources or the Legal Department, or anonymously through the Ethics Reporting Hotline.

This Policy was developed by a cross functional team, including representatives from Human Resources, Legal and Sustainability, and endorsed by the President and CEO of Chorus. We will regularly review this Policy to ensure it aligns with human rights standards.