



CODE OF ETHICS

The company will procure the best aircraft available and engage the highest quality engineering to sustain our high level of air safety. Pilots will be trained to fly with safety as their highest priority.

The essence of the company Mission Statement is to be the defining criteria for everything that is undertaken by company members whether on the job or at leisure.

Therefore, staff will be chosen who are willing to abide by our Mission Statement, Philosophy and Code of Ethics and who seek to display the character traits it calls for: (reliability, trustworthiness, honesty, confidentiality, friendliness, being respectful, accepting of all people, and a team player who is willing to learn). This is to be modelled by the leadership and imparted to staff in both formal and informal settings including in-service and regular face to face meetings. At its core Air Arnhem is to be different from most other for-profit air charter businesses.

The following areas expand on the Company Philosophy, and highlight Ethics to be upheld:

Support for Indigenous Communities:

Air Arnhem primarily conducts Air Charters in support of the surrounding Yolgnu Aboriginal Communities. This provides an abundance of unique differences and challenges to a standard air charter operation.

We must consider:

- *That we are here to help the Government, Council and others to assist said communities,*
- *We must show respect to our passengers and for the work that they conduct,*
- *We must show respect of any cultural differences to that of our own,*
- *Air Arnhem will not tolerate racism, sexism, ageism or religious intolerance,*
- *Air Arnhem will fervently respect the local laws regarding drugs and alcohol,*
- *Permits will be valid for the Company and its employees, as approved by the Northern Land Council.*

The broader Aviation Community:

Nhulunbuy is the chosen operating base of many different Air Charter organisations. Although other companies may not support Air Arnhem, it is vital for our culture to:

- *Conduct business which is respectful and ethical to other competing organisations,*
- *Help other organisations or individuals when able,*
- *Not participate in slander or demeaning behaviour to other organisations or their customers,*
- *Keep Air Arnhem's business information confidential,*
- *Actively uphold the laws set by CASA,*
- *Make every effort to maintain healthy business relationships.*

(Original Signed)

Mike Ellem

Director, Air Arnhem
30th June 2020.