

## Submission of GM Helicopters Ltd

**Company name:** GM Helicopters Ltd.

**Title of the example:** Support and respect the protection of internationally proclaimed human rights and make sure that do not complicit in human rights abuses.

**Global Compact principle(s)/issue(s) addressed in the example: 1; 2**

### **1. A statement of continuing support for the Global Compact**

GM Helicopters supports the ten principles of the Global Compact with respect to human rights, labor, environment and anti-corruption. With this communication, we express our intent to advance those principles within our sphere of inspiration. We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Millennium Development Goals. GM Helicopters will make a clear statement of this commitment to our stakeholders and the general public.

GM Helicopters supports the United Nations Global Compact by annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the ten principles. We support public accountability and transparency, and therefore commit to report on progress annually thereafter according to the Global Compact COP policy.

Aivars Bebrīš  
President  
GM Helicopters Ltd.

### **2. What actions has your company taken to implement the Global Compact inside its business?**

GM Helicopters is a heavy-lift helicopters company that was established in 2004 on base of a long previous experience in a similar business but with more ambitious intent and on more developed standards and quality level. Most of experience is gained during worldwide from Asia to Africa nature disaster and humanitarian relief operations in conjunction with international humanitarian organizations and in particular with UN agencies. More important is the fact that this experience reflected in the company's employee's skill to operate in the international environment on the strength of fundamental human rights guidelines and principles. Taking in to account that in our company works side by side various different nationalities compliance with the principles of human rights is a key factor which allows to the company successful development in the atmosphere of nowadays serious challenges.

GM Helicopters fully respects, supports and implementing the principles underlying universal human rights, including the right to equal opportunity and non-discrimination, the right to the security of persons, the right of employees (including opposition to any forms of compulsory of child labor, the right to a safe and healthy working place, the right to freedom of association and collective bargaining), respect for national sovereignty and obligations with regard to customer protection and environmental protection. In this respect GM Helicopters enunciates a spirit of the United Nations Universal Declaration of Human Rights, the Fundamental International Labor Organization Conventions, the European Convention for the Protection of Human Rights and Fundamental freedoms and other international and regional human rights treaties containing internationally recognizes standards that the business sector must respect, and complies with the law, rules and regulations of the Republic of Latvia.

As far as the rules of recruitment and employment are concerned, all GM Helicopters internal regulations respect or are based on the Labor Code, effective and valid in the Republic of Latvia, that covers respecting human rights and preventing potential abuses.

In respect of above declared company's continuously invests in development of facilities working places and assured conditions as follow: The Company's providing safe and healthy working facilities and take appropriate precautionary measures to protect employees from work-related hazards and anticipated dangers in the workplace. The company has effective health and safety procedures in place, which comply with industry, national and international standards. Health and

safety information and procedures are available to employees in a language they understand. Responsibilities for health and safety tasks are clearly defined. Health and safety incidents are reported and investigated, and a confidential procedure is in place for receiving and handling health and safety complaints from employees. The company routinely monitors its production processes, machinery and equipment to ensure that they are safe and in good working order. Workers and managers are trained to respond to workplace emergencies; first aid kits and fire extinguishers are readily available; and escape exits are clearly marked and free from obstruction. The workplace is maintained to ensure clean and comfortable conditions including a suitable temperature, ventilation and lighting; suitable washing and sanitation areas appropriate for both genders. Residential or overnight facilities are safe and sanitary and meet the basic needs of workers including with regard to safety, space, temperature, lighting, ventilation, food, water, sanitary facilities, privacy, and affordability. The company provides safe drinking water for all employees and facilities for clean and sanitary food storage and eating. Where relevant the company has put in place special health and safety precautions for employees night workers, young workers and other vulnerable groups. The company has a procedure to ensure that all employees are provided, free of charge or deposits, with the protective equipment and training necessary to safely perform their job functions. A company function or member of staff is responsible for keeping informed of scientific and technological developments regarding health and safety risks and protective equipment. Employees are kept fully informed, in a language and form understandable to them, of any health and safety risks associated with their job functions, including requirements for protective equipment. At every year and when assigned to new tasks, employees receive training by a knowledgeable expert in the safe use of equipment and processes, and an accurate record is kept of who has been trained and for what tasks. Normal company working hours are limited to 40 per week by both company policy and practice, as it's provided by national law. Overtime is infrequent, remunerated at premium rate, and does not exceed 12 hours in any one week, or 36 hours per month. The company has a system to plan, record and monitor hours worked by each employee, and regularly evaluates whether the number of employees is sufficient to meet production targets without resorting to overtime. Company employees are allowed at least 42 consecutive hours of rest (as provided by national law) in every seven day period. The company ensures that employees have no less than a 30-minute break for every 4 hours of work (as provided by national law) and that employees are allowed to use toilet facilities whenever necessary and not just during designated breaks.

**3. What was the outcome/result of the actions described above?**

The carried activities resulted with (1) provided health and safe work environment ensures proliferation of welfare, (2) support and admiration the protection of internationally proclaimed human rights in respect to the employees, (3) self-denying and trustful employees, (4) and great success in the company's development.

**Country(ies) where the internal company change took place:** Latvia

**4 search words (keywords) describing the Example:** welfare, respect to the human right, skillful personnel, progress.

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**Direct URL links to human rights and/or annual reports/documents related to this example:**