



AYR Group Ltd.
GLOBAL COMPACT ANNUAL COMMUNICATION ON PROGRESS (COP)

Company Name	AYR Group Ltd.	Date	28.07.2008
Address	100 Pall Mall St. James's SW1Y 5HP London	Membership date	31.07.2006
Country	England	Number of employees	60
Contact name	Andrea Frank	Sector	Aerospace & Aviation
Contact Position	Business Development Manager		
Contact telephone no.	0207 664 87 27		

Brief description of nature of business

AYR Group provides helicopter and fixed-wing charter support in some of the world's most inhospitable and austere environments. Since 1993, British-based AYR Group has equipped its peacekeeping and humanitarian clients with complete aviation packages, mobilising not only the aircraft, but also the crews, engineering support and project management. Our fleet ranges from heavy-lift helicopters, to large cargo fixed-wing aircraft.

Our clients include both governmental and non-governmental agencies and missions have been mobilised in countries such as Cambodia, Kazakhstan, Jordan, Iraq, Sierra Leone, Liberia, Mali, Pakistan, Haiti, Afghanistan and, most notably, Sudan. The success of the Company's operations in Darfur and its surrounding regions during the last six years has built for AYR a performance record in Sudan that is second to none. As of June 2008, our most recent operation has been the delivery of essential relief in cyclone-hit Myanmar on behalf of the United Nations World Food Programme.

As a corporate entity, we have fifteen years of operating experience in Africa and Asia and have presently flown more than 42,000 accident-free hours in mostly remote and austere conditions.


Statement of support

AYR Group Ltd is a committed participant in the United Nations Global Compact. Created in July 2000 by UN Secretary-General Kofi Annan, the Global Compact is a voluntary network of UN agencies, corporations, non-governmental organisations, labour, and academic institutions that endorse a shared set of principles on good corporate citizenship.

AYR is proud to be a UN Global Compact signatory company and pledges to support and advance the Global Compact's 10 Principles on human rights, labour, the environment and anti-corruption. These fundamentals are based on internationally accepted principles to improve global society. To ensure that the UN Global Compact initiative is able to sustain its current activities and grow further and larger, AYR was very eager to contribute a financial support to the foundation.

AYR Group Ltd. participates in the UK network of the Global Compact, while also supporting the 10 Principles in our subsidiary offices in Russia, Ukraine, Sudan, United Arab Emirates, United States of America, Cyprus and Switzerland.

“AYR Group Ltd. remains committed in its support for the UN Global Compact principles, which are aligned to our own policies on responsible business practice.”

Signature		Position	Executive Vice President AYR Group Ltd.
	Stefan Jocks		

PRINCIPLE 1 BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS

PRINCIPLE 2 BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES

Our Commitment or Policy

AYR Group Ltd. supports the international declared human rights. We do not discriminate against any person, regardless of race, sex, colour or religion. Representative offices in all of the countries involved in our operations each employ native speakers and draw on the expertise of local professionals. Therefore, even among just 60 employees, the composition of our team includes many different nationalities, with an invaluable variety of languages and cultural experience to contribute.

This commitment will be realised within our own operations and our policies disseminated to customers and suppliers.

We comply with all relevant United Kingdom and European Union laws, including those relating to human rights.

In 2007 and 2008, AYR Group made financial contributions to UK charities. The WRVS organisation for its relief efforts during the flooding in South England and Kingston Hospital's Neonatal Unit were the chosen recipients.

PRINCIPLE 3 BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING

PRINCIPLE 4 BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR

PRINCIPLE 5 BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR

PRINCIPLE 6 BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION

Our Commitment or Policy

AYR is committed to:

- upholding the freedom of association and the effective recognition of the right to collective bargaining
- supporting the elimination of all forms of forced and compulsory labour together with the abolition of child labour

- supporting the elimination of discrimination in respect of employment and occupation

A brief description of our Processes or Systems

The rights and well-being of our employees are of paramount importance to the Company and we continually engage in constructive open dialogue with our staff regarding their terms and conditions of labour. Our employees are fully entitled to choose to be union members and to be represented in collective bargaining agreements.

AYR runs an open and transparent policy with all of its employees. The company prides itself on maintaining among its staff direct and personal communication at all levels, thereby creating a very personal and familiar environment. AYR encourages its staff to explore their potential and regularly assesses company structure and its employees' widening skill set to award promotion and enable growth on both a personal and corporate level. AYR invests in its people as the Company's most valuable asset and ensures safe and sustainable employment conditions in all of its locations.

AYR is committed to giving its staff security with a pension scheme, private health insurance and life insurance.

AYR does not permit child labour and will not engage children under the age of 16 in its Operations.

Measurable Results or Outcomes

- There have been no incidents of forced or compulsory labour
- AYR does not employ anyone under the age of 16 years
- There have been no reports of discrimination in the workplace

PRINCIPLE 7 BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES

PRINCIPLE 8 BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY

PRINCIPLE 9 BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES

Our Commitment or Policy

AYR reduces the use of energy, chemicals and dangerous substances by means of an efficient energy management and an environmentally friendly evaluation. The company strives continuously to reduce its waste quantities and production waste.

AYR supports a preventative approach to environmental challenges.

A brief description of our Processes or Systems

In the field of aviation, regular maintenance of the aircraft is the major element in a company's responsible attitude to environmental impact. For all aircraft, AYR has its own safety auditing system in place – with audits carried out both at the line maintenance bases in the operational location and at the Operators' bases in the aircraft's country of registration. We keep compliance with local and international regulations for maintenance, the majority of which are scheduled at periodic intervals.

AYR submits full reports to the local Civil Aviation Authority on all work undertaken on the aircraft and initiates the mandatory inspections of the aircraft and their log books that are required by the local CAA, typically every three months. For the prolongation of major

components, AYR arranges for independent Inspectors from the CAAs of the countries of registration to visit; and following this, all documentation is then inspected and approved by the local CAA prior to any release of the aircraft. Safety and maintenance compliancy also involve close liaison with factory representatives, in order to ensure the immediate application of that the latest Service Bulletins and Airworthiness Directives, such as new environmental standards and their procedures etc.

PRINCIPLE 10 BUSINESS SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY

Our Commitment or Policy

AYR is committed to working against corruption in all its forms, including extortion and bribery.

The company aims to ensure that all areas of our operations meet rigorous ethical, professional and legal standards.

A brief description of our Processes or Systems

Our financial accounts are annually audited by an independent firm of Auditors.

Statement of their conclusion from 14th March 2008:

"In our opinion:

- the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of the company's affairs as at 31 August 2007 and of its profit for the year then ended;
- the financial statements have been properly prepared in accordance with the Companies Act 1985; and
- the information given in the Report of the Director is consistent with the financial statements"

Measurable Results or Outcomes

There have been no incidents of corruption.

How do you intend to make this COP available to your stakeholders?

This COP is available on-line at www.unglobalcompact.org and www.AYRgroup.co.uk.

It will also be distributed to company employees and selected clients.