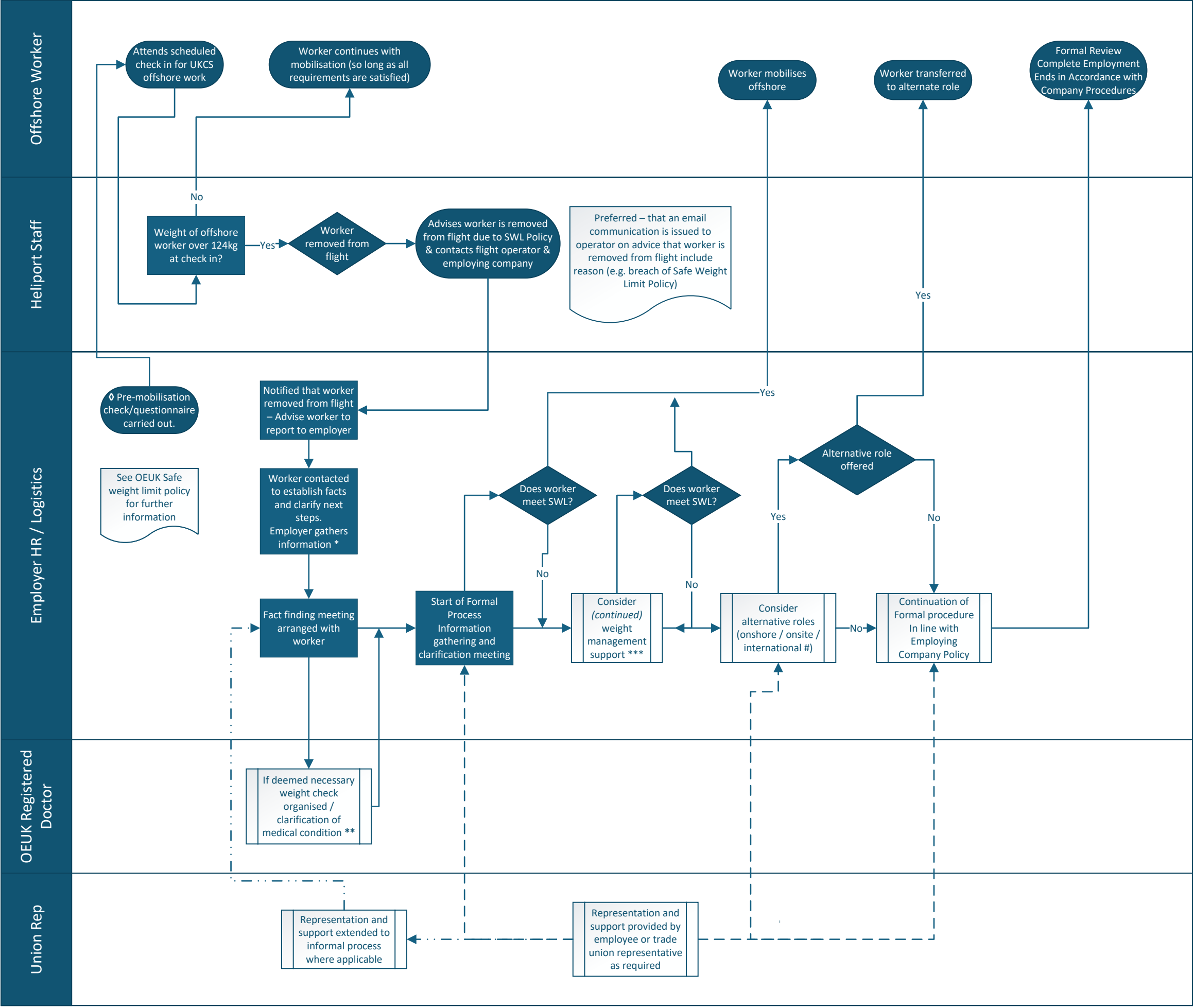


Scenario B – Safety Process Flow - Worker with valid medical certificate, removed from flight at heliport check in due to weight exceeding 124kg (from 1/11/26)



* employer to refer to worker's contract of employment. Establish if any medical issues are related and gather information on support provided during implementation period. Consider current weight v's safe weight limit guidelines.

** employer may request weight check from Occupational Health provider to establish further facts.

*** Employers have been communicating support options to employees since awareness phase of the Safe Weight Limit policy in November 2025

Safe weight limit policy applies to UK. Standard OEUK medical certificates are accepted for international work

◊ Pre-mob optional questions for HR/logistics to ask:

- Are you aware of the Safe Weight Limit (SWL) Policy?
- Do you satisfy the requirements of the SWL policy?
- Are you aware of all of the support options available to you since November 2025 to assist you?