

## Safety Policy

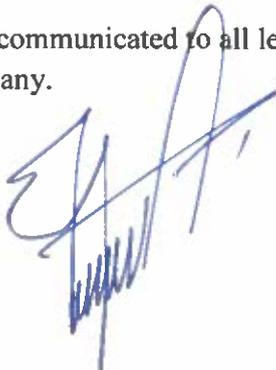
According to ICAO Doc 9859 – Safety Management Manual (SMM), Safety is the priority in all our activities. We are committed to implementing, developing, improving strategies, management systems and processes to ensure that all our aviation activities uphold the highest level of safety performance and meet national and international standards.

All levels of management and all employees are accountable for the delivery of this highest level of safety performance, starting with the Accountable Executive

### Our commitment is to:

- **Develop** and embed a safety culture in all our aviation activities that recognizes the importance and value of effective aviation safety management and always acknowledges that safety is paramount.
- **Clearly** define for all staff their accountabilities and responsibilities for the development and delivery of aviation safety strategy and performance.
- **Encourage** the reporting culture through the application of the non-punitive policy, where no action will be taken against any employee who discloses a safety concern through the hazard reporting system.
- **Establish and continuously improve** a hazard identification and risk management processes throughout areas of operations, including a hazard reporting system, to eliminate or mitigate the safety risks of the consequences of hazards resulting from our operations and cargo activities.
- **Ensure** that externally supplied systems and services that support and impact on our operations meet appropriate safety standards.
- **Actively** develop and improve our safety processes to conform to world-class standards.
- **Comply** with and, wherever possible, exceed legislative and regulatory requirements and standards.
- **Ensure** that all staff are provided with adequate and appropriate aviation safety information and training, are competent in safety matters and are only allocated tasks commensurate with their skills.
- **Ensure** that sufficient skilled and trained resources including technology and software are available to implement safety strategy and policy.
- **Establish** and measure our safety performance against realistic objectives and/or targets.
- **Achieve** the highest levels of safety standards and performance in all our aviation activities.
- **Continually** improve our safety performance.
- **Conduct** safety and management reviews and ensure that relevant action is taken.
- **Disseminate** de-identified safety related information to all employees.
- **Ensure** that the application of an effective aviation safety management system is integral to all our aviation activities, with the objective of achieving the highest levels of safety standards and performance.
- **Ensure** that this policy is visible, communicated to all levels of employees, periodically reviewed, and implemented throughout the company.

**Accountable Executive**

  
22.1.2024