



## SAFETY POLICY

Safety is a prime consideration at all times within RAF-AVIA

### Safety Policy statement from Accountable Manager

We at RAF AVIA believe that safety forms the most important part of our corporate culture and that it is responsibility of every employee of the Company, including the management, to do the utmost to ensure, that safety culture meets the highest standards.

### Core elements of our safety approach:

- Management commitment to safety as an integral part of our corporate culture;
- Safety excellence is a part of our mission and vision;
- Management will hold themselves and all employees accountable for safety performance;
- It is ensured by the management, that corporate safety policy is communicated throughout the organization and every employee is aware of safety rules and procedures, and those will be made easily accessible and understandable;
- Management will actively support and promote open reporting of safety related occurrences;
- Management will ensure that regular quality audits and inspections are conducted to monitor the safety related areas, focused on compliance with CAA of Latvia and international requirements, as well as operational procedures;
- Management will ensure, that Hazard identification and Risk Management is conducted in regular meetings and preventive and/or mitigating actions will be implemented, when necessary;
- Management will ensure to strive towards continual improvement of our operation through means of systematically analyzing the data from our safety management system;
- Management will ensure that enough resources are committed for implementation of SMS (including safety policy) to allow it to function effectively Responsibility and accountability of employees:
- Each one of employees is expected to accept responsibility and accountability for his behavior;
- Each employee is expected to give input in developing safety standards and procedures;
- Employees are expected to comply fully with safety rules and company procedures to ensure, that safety risks are minimized to the lowest possible level;
- Employees are expected to openly communicate information about safety incidents and share the lessons with others;
- Employees are expected and will be supported to report in writing all safety related occurrences and occurrences that might endanger safety in the future Non-punitive reporting system;
- Safety culture of the Company will encourage open reporting by its employees on any safety and security related occurrence, as well as non-safety related occurrences, that impacts the quality of performance;
- It will be ensured, that no punishment or disciplinary action will be taken in case of openly reported occurrence to anyone involved;
- However, the indemnity will not be guaranteed where there has been a gross negligence;
- All reports by the employees will be processed in an independent way to agree on corrective actions to eliminate the risk to endanger safety and avoid the reoccurrence of the problem;
- Resignation to report serious occurrences will not be supported by the management and will be considered as a threat to safety.

### Safety target

Zero hull loss accidents should be an ultimate target for RAF-AVIA operations

**Accountable Manager**  
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