

(01.01.01)- Company Safety Policy

Revizyon No: 6 Revizyon Tarihi: 18.12.2022

Doc.9859 5.3.1

Safety is one of our core business functions. We are committed to developing, implementing, maintaining and constantly improving strategies and processes to ensure that all our aviation activities take place under an appropriate allocation of organizational resources, aimed at achieving the highest level of safety performance and meeting regulatory requirements, while delivering our services.

We shall review Safety Policy and Objectives periodically at least two times a year during the Safety Review Board (SRB) meeting to ensure Safety Policy and Objectives according the issued reports of Safety Action Group (SAG) remain current to be in line with Vatanjet structure and operation culture.

Also, we shall strive to achieve the highest safety standards, comply with all applicable legal requirements, meet all applicable standards, consider best practices and provide appropriate resources. All levels of managers, employees, and subcontractors are accountable for the highest level of safety performance, starting with The Accountable Manager of Vatanjet.

We are committed to:

- Support the management of safety through the provision of all appropriate resources, that will result in an organizational culture that promote safe practices, encourages effective safety reporting and communication, and actively manages safety with the same attention to results as the attention to the results of the other management systems of the organization;
- Ensure the management of safety is a primary responsibility of all managers and employees;
- Clearly define for all staff, managers and employees alike, their accountabilities and responsibilities for the delivery of the organization's safety performance and the performance of our safety management system;
- Establish and operate hazard identification and risk management processes, including a hazard reporting system, in order to eliminate or mitigate the safety risks of the consequences of hazards resulting from our operations or activities to achieve continuous improvement in our safety performance;
- Ensure that no action will be taken against any employee who discloses a safety concern through the hazard reporting system, unless such disclosure indicates, beyond any reasonable doubt, gross negligence or a deliberate or wilful disregard of regulations or procedures;
- Comply with and, whenever possible, exceed, legislative and regulatory requirements and standards;
- Ensure that sufficient skilled and trained human resources are available to implement safety strategies and processes;
- Ensure that all staff are provided with adequate and appropriate aviation safety information and training, are competent in safety matters, and are allocated only tasks commensurate with their skills and Vatanjet will always provide all available financial and human resources required for the proper implementation of an effective SMS;
- Establish and measure our safety performance against realistic safety performance indicators (SPI's) and safety performance targets (SPT's);
- Continually improve our safety performance through continuous monitoring and measurement, and regular review and adjustment of safety objectives and targets, and diligent achievement of these; and
- Ensure externally supplied systems and services to support our operations are delivered meeting our safety performance standards.

Protection of the Reporters – Just Culture^[1]

To achieve the highest level safety standards, it is imperative to have uninhibited reporting of all accidents, incidents, events, hazards that may compromise the safe conduct of our operations. To this end, every staff member is warmly encouraged to, and responsible for, reporting any safety-related hazard information.

Reporting is free of any form of reprisal. The main purpose of hazard reporting is risk control and accident or incident prevention, not the attribution of blame. No action will be taken against any staff member who discloses a safety concern through the reporting system, unless such disclosure reveals, beyond any reasonable doubt, an illegal act, gross negligence, or a deliberate or wilful disregard of regulations or procedures.

Our method for collecting, recording and disseminating safety hazard information guarantees the protection to the extent permissible by law, of the identity of those who report safety information.

A.Onur YILMAZ
Accountable Manager

[1] Just culture is a culture in which front line operators or other members of staff are not punished for actions, omissions or decisions taken by them that are commensurate with their experience and training, but where gross negligence, wilful violations and destructive acts are not tolerated. A just culture facilitates reporting, as staff do not fear of being blamed for the facts they report.