

Safety Policy

1. Purpose and Scope

Definition of company policy for aviation safety.

2. Policy

Isavia aims to reduce risk in all operations to an acceptable level and places aviation safety above other company business.

3. Objectives

Isavia's main objective is to reduce the risk of accidents, incidents and other occurrences which could affect aviation safety. In addition, Isavia wants to ensure that other entities, companies or institutions with connection to the operation and services of the organisation, correspond in their operation to this objective.

From top senior management and along the whole organisational structure, Isavia has the collective intention that:

- The operation fulfils all applicable requirements.
- Sufficient finance, knowledge, personnel and equipment is available to effect this safety policy.
- Safety enhancement is performed systematically with clear, proactive and documented methods.
- Operational duties and responsibilities are defined and carried out.
- Ensure that personnel are qualified for their duties.
- The safety policy is supported by a personnel safety culture that promotes safety in operational performance and continuous improvement of aviation safety measures, which shall be a large part of personnel's duties.
- A safety reporting system including active occurrence reporting, investigation, processing and follow-up be maintained with the purpose of improving safety, and not to apportion blame to individuals.
- Procedures for safety reporting are in place in accordance with the requirements of the operation of concern.
- All personnel are cognisant of unacceptable operational behaviour with punitive consequences (work under the influence of alcohol or other psychoactive substances,

intentionally breaking rules or sabotage) in accordance with the principles of just culture applied within the frames of law and regulations.

- Aviation related divisions of the organisation maintain safety performance indicators.

4. Other

The policy shall be presented to employees and be accessible on the company's websites.

The policy has entered into force and the directors are responsible for its enforcement.

Approved by the Managing Director on 28th May 2015.