

Safety Policy

In all Northern Helicopter activities safety is our first priority. Management are committed to developing, implementing, maintaining and continuously improving the management system and associated processes to ensure that all our activities (aviation and non-aviation) take place under an appropriate allocation of organizational resources. It is aimed at achieving a high level of safety performance and meet national and international regulatory requirements and standards, while delivering our services.

Each employee is responsible for reporting any information that may affect the integrity of safety. To promote a timely, uninhibited flow of information, Northern Helicopter has a "Just Culture" that ensures all safety related communication is free of reprisal.

Incidents or occurrences with elements of wilful misconduct, gross negligence or criminal acts, however, will be met with disciplinary and/or legal action.

To achieve our goals and objectives, Senior Management shall:

- enforce safety as one of the primary responsibilities of all managers;
- Support and advocate a "just culture";
- not blame anyone for reporting something which would not have been otherwise detected;
- ensure that all employees are aware that **Safety and Compliance is Everyone's Responsibility**;
- implement an effective Safety and Compliance Management System to ensure that regulatory and customer requirements are met;
- ensure safety and risk considerations are incorporated throughout its business activities through a documented and implemented management of change process (MOC);
- ensure human factor principles are applied;
- establish and implement hazard identification and risk management processes in order to eliminate or mitigate the risks associated with our operations to a point which is As Low As Reasonably Practicable (ALARP);
- develop the skills of employees to ensure that the Management System can be maintained through a process of recurrent training and an awareness program;
- ensure that sufficient skilled and trained human resources and financial resources are available to implement efficient and effective safety strategies and processes;
- continually promote the safety policy to all personnel and demonstrate their commitment to it;
- incorporate a process of continuous improvement to ensure that customer expectations as well as health and safety standards are satisfactorily met by setting safety objectives and performance targets.

As Accountable Manager, I understand that I am directly accountable for safety. I will ensure that there are sufficient resources and funds available in order to allow our daily activities to be carried out in accordance with our company standards and this Safety and Compliance Policy Statement.



October 2022
Armin Ortmann, Accountable Manager