

SAFETY POLICY

The Management and Directors of HeliService are committed to conduct aviation activities to the highest possible safety standard. We will comply with all applicable legal requirements, meet all applicable standards and always consider best practices.

The safety of all who work in or fly with HeliService relies on the commitment of Management to a systematic and proactive attitude towards identifying hazards, managing risk in order to prevent damage/injuries.

Each employee is responsible for reporting any information that may affect the integrity of safety. To promote a timely, uninhibited flow of information, HeliService has a "Just Culture" that ensures all safety related communication to be 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 will:

- enforce safety as one of the primary responsibilities of all departmental managers
- support a "just culture"
- not blame anyone for reporting something which would not have been otherwise detected
- implement an effective Safety and Compliance Management System to ensure that customer and regulatory requirements are met, and ensure that all employees are aware that Safety and Compliance is Everyone's Responsibility
- ensure safety and risk considerations are incorporated throughout its business through a documented management of change process (MOC)
- 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 and
- incorporate a process of continuous improvement to ensure that customer expectations and health and safety standards are satisfied by setting safety objectives and performance standards

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.

Signed by the Accountable Manager



Oliver Freiland
Emden, 1 June 2020