

SAFETY POLICY

Organisational factors are the responsibility of senior management in the broadest sense, including the CEO and not necessarily technical management alone. I therefore confirm NAC's managements commitment to the development and entrenchment of a safety culture in all our aviation activities. One that recognises the importance and value of effective aviation safety management and acknowledges at all times that Safety is paramount.

We believe that safety is a source of our competitive advantage and that we will strengthen our business by making safety excellence an integral part of all flight and ground activities. Safety is therefore a core corporate value of NAC, and it is my personal conviction that a safe and secure environment will enable NAC to function as an economic success.

As Chief Executive Officer (Accountable Manager) of NAC, it is therefore my intention to provide:

- A safe and secure working environment for all employees
- A safe and secure environment for all our clients and passengers
- Standard procedures and guidelines to address safety risks
- Protection of safety data and safety information to ensure the integrity, confidentiality and use of safety-related information

With this in mind, please be assured that safety is foremost in my mind and together with the Management of NAC, we will lend our strongest support to the endeavours aimed and implementing, supporting and furthering aspects of safety within NAC. We believe that accidents and incidents are preventable and that all levels of management and staff are responsible for our safety performance, starting with the Chief Executive Officer. NAC is committed to the proactive identification of hazards and the systematic management of safety risks associated with all company activities. Through the implementation and maintenance of an effective Safety Management System (SMS), NAC will continuously monitor, measure, review, and improve its safety performance to ensure the ongoing effectiveness and relevance of the SMS. NAC actively promotes and supports the reporting of hazards, occurrences, incidents, and safety concerns through the established safety reporting system. All personnel are encouraged to report safety-related information in accordance with the principles of a just culture and non-punitive reporting environment, except in cases involving wilful misconduct, gross negligence, or unlawful acts.

The core elements of our safety approach are therefore:

- Management Commitment to the provision of the necessary resources for the implementation of the Safety Policies.
- The Accountable Manager shall ensure that the required allocation of sufficient financial and human Resources are made available to support the Safety Management System.
- Management has clearly defined safety as the number one company priority, and safety is never sacrificed to satisfy passenger concern, convenience, or cost considerations.
- Acceptance of responsibility and accountability of all employees.
- Adhere to the principles of a just culture and non-reprisal policy where SMS is complied with.
- Fostering proactive hazard identification, safety reporting, and the promotion of a positive just culture environment.
- Clearly communicated expectations with regards to this system and policy approach.
- The protection of safety data and safety information collected through the SMS. Such data shall be used solely for the purpose of maintaining and improving safety, and shall not be used for punitive action, except in cases of wilful misconduct, gross negligence, or unlawful acts.
- Ensuring confidentiality, controlled access, secure storage, and responsible dissemination of safety information.
- Periodic review (at least 2 years) to ensure ongoing relevance.
- Auditing and measuring for continual improvement.
- Ongoing training to build and maintain meaningful ground and flight safety leadership skills.
- Coordination of emergency response planning to ensure business continuity.
- Compliance with Part 140 of CAR 2011 as amended.

Let all NAC staff work together to create a safe, secure, reliable, consumer friendly and efficient working environment.

JP FOURIE
CHIEF EXECUTIVE OFFICER

