

## **SAFETY POLICY**

HiSky is committed to ensure the safest operation possible satisfying Authorities and our customers' expectations. Safety is our top priority, over commercial, operational, environmental or social pressure. Our philosophy is to maintain and continuously develop a company which is healthy, proactive, safe, and successfully focused on business continuity and customer satisfaction.

Compliance with all applicable safety standards, legal requirements and in consideration with best practices in industry, improvements towards the highest safety standards are our goals and commitments.

If something cannot be performed safely or if we have any doubts in respect to level of safety we may achieve in operation, we shall decide to postpone the activity up to the safety conditions are met or we shall decide to cancel the operations.

As Accountable Manager, I guarantee the human, financial, and material resources provision for sustaining the operational activity at the highest safety standards. I am accountable and responsible for the implementation of the company's SMS.

HiSky urges all employees to use the implemented Safety Management System in order to attain the highest level of safety in relation to our common goals.

Therefore, it is imperative that all employees have uninhibited access to report accidents, incidents and occurrences. Every employee is expected to show commitment to communicate in writing, or verbally to the Flight Safety Organization, any incident that may affect the integrity of safety, including Flight, Maintenance and Ground safety. This communication shall be free of reprisal.

HiSky will not initiate disciplinary action against any employee who discloses an occurrence involving safety, in accordance with the company's Just Safety Culture. This culture fosters a way of safety thinking that promotes a questioning attitude, is resistant to complacency, is committed to excellence, and ensures both personal accountability and departmental self-regulation in safety matters.

HiSky is committed to the principle that people should be rewarded for normal, positive performance of their duties that complies with organizational standards.

Occurrences with elements of gross neglect, intentional violations or criminal act are exempt from the above statement and will not be tolerated. Company Safety should be the concern of all employees at any level in the organization. However, the primary responsibility rests with the Management.

Procedures for collecting, recording and disseminating information have been developed to protect the identity of any employee who provides safety information to the extent permissible by law. The sole purpose of safety reporting and internal investigations is to improve safety and not to apportion blame to individuals.

The safety policy of HiSky is communicated, with visible endorsement, throughout the organization; and periodically reviewed to ensure it remains relevant and appropriate to the organization.

Distribution of safety documents to sources outside of HiSky by any employee will be considered a violation of the confidentiality statement according to the Company Business Policy.

Iulian SCORPAN

Accountable Manager

A handwritten signature in blue ink, appearing to be "Iulian SCORPAN", with a long horizontal line extending from the bottom of the signature.