

	<b>SAFETY MANAGEMENT SYSTEM MANUAL</b>	Page 1.3
		Edition 1
		Revision 05

## CHAPTER 1. SAFETY POLICY AND OBJECTIVES

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### 1.1. 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.

If something cannot be performed safely or if we have any doubts in respect to level of safety we may achieve in operation, we always choose to postpone the activity up to the safety conditions are met or we choose 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 Safety Department, any hazard/occurrence that may affect the integrity of safety, including Flight, Maintenance and Ground safety. This communication is 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.

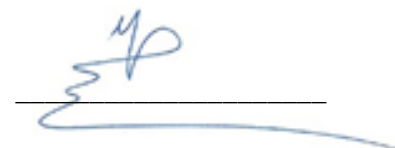
Occurrences with elements of gross neglect, intentional violations or criminal act are exempt from the above statement and will not be tolerated. Company Safety should be the concern of all employees at any level in the organization. However, the primary responsibility rests with the Management.

Procedures for collecting, recording and disseminating information have been developed to protect the identity of any employee(s) who provide safety information and those mentioned in the reports, 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  
Air Company "HiSky" S.R.L.



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