

### 1.1c Safety Policy

Safety is a top priority for South Pacific Helicopters. We are committed to developing, implementing and maintaining safety strategies and processes to ensure that all our activities achieve the highest level of operational, non-operational and environmental safety performance in all areas of our air transport operations.

South Pacific Helicopters Limited is committed to maintaining a safe and healthy working environment for the safety and health of our workers and other persons wherever we are operating. Health and Safety is a shared responsibility, and everyone at South Pacific Helicopters is expected to share our company commitment to proactively avoid all accidents and incidents, which may cause personal injury, property damage or loss of any kind.

We will also act on the lessons learned from issues identified to systematically reduce the risks of our operation.

Every employee is expected to act safely at all times to ensure that no action or inaction causes harm to themselves, their fellow employees or others in the areas we work and operate.

To succeed in this and ensure a sustainable future for South Pacific Helicopters, we are committed to:

- Managing a realistic profit strategy;
- Operating an effective hazard identification and risk management process, including a hazard reporting system, to eliminate or mitigate the safety risks from our operations or activities;
- Ensuring that safety has a high priority through inclusion in staff communications, business plans, projects, performance reviews and is on the agenda in management meetings;
- Facilitating a great safety culture and safe working practices, as well as effective safety reporting and communication;
- Actively managing safety with the same high performance expectations we have for all our management systems and people;
- Ensuring that no action will be taken against any employee who discloses a safety concern through the hazard reporting system, unless such disclosure indicates, beyond any reasonable doubt, an illegal act, gross negligence, or a deliberate or wilful disregard of regulations or procedures as per our Just Reporting Culture policy and process;
- Continuous improvement in safety performance, efficiency of operations and service delivery to our customers;
- Complying with, and, where practicable, exceeding legislative and regulatory requirements and standards;
- Providing all the resources necessary to support this policy and the System for Safety Management.

The CEO and management team fully support this policy and will actively participate with all company personnel as we adopt the rules, procedures and philosophies detailed in this Safety Policy supporting our Safety Management System and other associated manuals to ensure that South Pacific Helicopters is a safe, efficient and equitable place of work.



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Tania Ross  
Chief Executive Officer  
South Pacific Helicopters 2016 Ltd