

Whenever the Accountable Manager is changed it is important that the new Accountable Manager signs the statement at the earliest opportunity as part of his/her acceptance by the DCA.

1.1.1 Access to the Organisation

145.A.140

For the purpose of determining compliance with the relevant requirements of Regulation (EU) 2018/1139 and its delegated and implementing acts, LEGENDAIRE is committed to grant access to any facility, aircraft, document, records, data, procedures or to any other material relevant to its activity subject to certification, whether it is subcontracted or not, to the DCA Inspectors assigned to perform the organization oversight tasks.

1.1.2 Immediate reaction to a safety problem

145.A.155; 145.A.95

LEGENDAIRE shall implement any safety measure mandated or relevant safety information issued by EASA. Additionally, any safety measures mandated by the competent authority in accordance with point 145.B.135.

1.2 SAFETY POLICY AND OBJECTIVES

145.A.30(a)(2), AMC1 145.A.200(a)(2), 145.A.70(a)2

LegendAire Part 145 AMO shall implement and maintain an integrated management system (IMS) that will aim for its continuous improvement in an ongoing effort to improve its products, services, and processes. Such efforts will seek improvement over time, as part of the essential requirements for airworthiness referred to in Article 5 of basic reg./ion (EC) No 2108/1139.

1.2.1 Safety Policy

The Accountable Manager of LEGENDAIRE is responsible for establishing and promoting the Safety Policy practice within the company..

Pursuant to the organization obligations to comply with the **European Aviation Safety** requirements of **EASA**, LEGENDAIRE is committed to:

- Comply with all the applicable legislation, to meet all the applicable requirements, and adopt practices to improve safety standards
- Provide the necessary resources for the implementation of the safety policy
- Apply human factors principles, including giving due consideration to the aspects of fatigue
- Enforce safety as a primary responsibility of all managers
- Encourage personnel to report maintenance-related errors, incidents and hazards
- apply 'just culture' principles to internal safety reporting and the investigation of occurrences and, in particular, **not to make available or use** the information on occurrences:
 - to attribute blame or liability to front-line personnel or other persons for actions, omissions or decisions taken by them that are commensurate with their experience and training; or
 - for any purpose other than the maintenance or improvement of aviation safety

The commitment to apply 'just culture' principles forms the basis for the organisation's internal rules describing how 'just culture' principles are guaranteed and implemented. LEGENDAIRE'S just culture key principles are presented at paragraph 1.2.3 below.

- Ensure Senior Management continually promote the safety policy to all personnel, demonstrate its commitment to it, and provide necessary human and financial resources for its implementation
- Promote proactive and systematic safety management and positive safety culture

- Define safety objectives
- Ensure that safety standards are not reduced by commercial imperatives
- Recognise the need for all personnel to cooperate with the compliance monitoring and internal investigations

Additional to the above and under the company's **ICAO Annex 19 and ISO 9001, 45001, and 14001 Certification commitments**, Legendaire shall:

- clearly define, for all staff, managers and employees alike, their accountabilities and responsibilities for the delivery of the organization's safety performance and the performance of our safety management system;
- establish and operate hazard identification and risk management processes, including a hazard reporting system, in order to eliminate or mitigate the safety risks of the consequences of hazards resulting from our operations or activities, to achieve continuous improvement in our safety performance;
- Continually monitor subcontractors entering and operating on our behalf and in general: ensure that externally supplied systems and services to support our operations are delivered by meeting the Company's safety performance standards.
- ensure 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, gross negligence or a deliberate or willful disregard of regulations or procedures;
- ensure that all staff are provided with adequate and appropriate aviation safety information and training, are competent in safety matters, and are allocated only tasks commensurate with their skills;
- establish and measure our safety performance against realistic safety performance indicators and safety performance targets;
- continually improve our safety performance through continuous monitoring and measurement, regular review and adjustment of safety objectives and targets, and diligent achievement of these.

Signed

Dated ...11 APR 2024

Accountable Manager and Chief Executive Officer

For and on behalf of LEGENDAIRE.

A brief summary of the Company's corporate commitment to its broader Quality, Health, Safety, Security, and Environmental Policies can be found signed by the AM at Paragraph 2 of the Integrated Management System Manual (ref. LAQC-IMS-07). Contents of the corporate commitment found on the IMS manual shall form an extended part of the above policy.

1.2.2 Safety Objectives General

The organization safety performance shall be verified in reference to the safety performance indicators (SPIs) and safety performance targets (SPTs) presented at the SMS manual in support of the organization's Safety Performance Objectives (SPOs).

In the development phase of the LEGENDAIRE SMS, Safety Objectives shall - in general:

- form the basis for safety performance monitoring and measurement;
- reflect the organisation's commitment to maintain or continuously improve the overall effectiveness of the management system;
- be communicated throughout the organisation; and
- be periodically reviewed to ensure they remain relevant and appropriate for the organisation.

The specific SPOs of Legendaire are presented in paragraph 11 of the OHSMS document.

1.2.3 Just Culture Principles

The following principles form the key elements of the Company's 'Just Culture'.