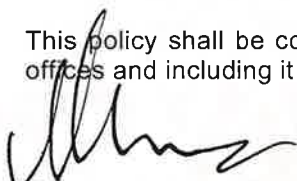


SAFETY POLICY

Safety at every step is the work ethos at Air Niugini, we are committed to maintaining the highest level of safety and:

1. Comply with all national legislative and regulatory requirements and standards, and where possible exceed by adopting internationally approved best practices .
2. Provide all appropriate resources, required for developing an organizational culture that fosters safe practices, encourages effective safety reporting, communication in order to actively manage safety.
3. Ensure all personnel are provided with adequate and appropriate aviation safety information and training, are competent in safety matters and are allocated tasks commensurate with their skills .
4. Establish, maintain, review and improve safety programs, safety procedures and safety awareness.
5. Manage the Hazard Identification and Risk Management process, in such a way that eliminate or mitigate the safety risks of the consequences of hazards resulting from our operations or activities to a point which is as low as reasonably practicable.
6. Provide our employees with appropriate personal protective equipment (PPE) and training required for the task and ensuring that they always adhere to the documented procedures.
7. Ensure that the management of safety is a primary responsibility of all managers and employees.
8. Develop and embed a safety culture across the Company, by:
 - a. Managing safety as the fundamental operational priority by promoting and ensuring it through the actions and decisions of the Board, Management, Employees, and service providers.
 - b. Having Clearly defined accountabilities and responsibilities of every individual in the organization for the delivery of the organization's safety performance and the performance of our Safety Management System.
 - c. Establishing and maintaining a **non-punitive reporting policy which is the key element in developing a just culture** that ensures no action will be taken against any employee who discloses a safety concern through the hazard reporting system unless such disclosure indicates beyond reasonable doubt, gross negligence or a deliberate or willful disregard of regulations or procedures.
 - d. Maintaining an effective and disciplined documentation control process and records system, to clearly demonstrate safety.
 - e. Constantly encouraging the employees to actively reporting occurrences, hazards, and opportunities for improvement.
 - f. Continually improving our safety performance through continuous monitoring and measurement, regular reviews and implementation of corrective actions.

This policy shall be communicated throughout the organization by displaying it in all the ANG offices and including it in the SMS initial and recurrent training.



Gary Seddon
A/CEO
30 Mar, 2023



Air Niugini

1.1.1 Air Niugini Limited's Safety Objectives:

With the aim of fulfilling the key areas identified within the Acceptable Level of Safety Performance, the following are the primary safety objectives of Air Niugini Limited:

- Nil Fatal Accidents or Serious Incident
- Effectively promote safety reporting and ensure sufficient voluntary / confidential reporting are received.
- Provide Necessary Awareness and resources to reduce:
 - Events / Precursors leading to Mid Air Collison
 - Events/ Precursors related to Runway Related Events (Such as RI, RE, Etc)
 - Events/ Precursors related to CFIT.
 - Events/ Precursors due to Human factors.
 - Events/ Precursors related to Ground/ Ramp incidents.
 - Events related to use of Non-Standard Operating Procedures
 - Events related to maintenance issues.
- Ensure continuous compliance to industry standards and best practices.
- Ensure continual improvement of the various organization systems inclusive of SMS.
- Ensuring all external service providers meet Air Niugini's safety requirements.
- Ensuring all operational staffs are trained and competent.