

FLIGHT SAFETY POLICY

Goals and strategies

The Management of AZUR air LLC believes that maintaining a high level of flight safety is the primary goal for sustainable development of the Company.

We are committed to implementing and developing a systematic approach to flight safety, guided by the principle of rational distribution of resources to ensure persistent improvement of safety management performance and continued compliance with national and international standards.

In our business activities, we undertake to:

- ensure that the safety of flights is the manager's primary duty at any management level of the Airline within their responsibility and authority;
- comply with all applicable Russian laws and regulations on flight safety as well as ICAO and IATA standards and recommended practices;
- support risks management in the field of flight safety, including fatigue risks management, by committing all the necessary resources to develop and maintain a positive culture of ensuring flight safety in the Airline; continuously improve the effectiveness of ensuring flight safety through management processes aimed at taking appropriate effective measures with respect to flight safety;
- take into account human factor and cultivate a positive culture of flight safety where the participation of each employee and his/her personal responsibility in ensuring flight safety are of paramount importance, as well as promote in every possible way the development of a voluntary reporting system and encourage reporting on safety issues;
- create an operational environment that facilitates an open and reliable reporting procedure on flight safety hazards;

- provide the necessary training for all employees involved in flight safety management so that everyone is competent in matters of flight safety;
- ensure that flight safety data and information as well as data on employees providing such data are anonymized, i.e. keep employee's confidentiality;
- monitor contractors and subcontractors for compliance with our safety and service quality standards;
- aim to constantly improve the flight safety management system and our results in the field of flight safety, conduct an in-depth analysis of the state of flight safety, timely and adequate response to an increase in risks and a reduction in flight safety indicators;
- not penalize employees that report a safety issue through the hazard reporting system unless such a report indicates the applicant's own illegal actions, gross negligence, willful or malicious violation of rules or procedures;
- apply disciplinary penalties in accordance with the Russian Labor Code to employees that concealed aviation events, committed illegal acts, gross negligence, intentional or malicious violation of rules or procedures that led to an aviation accident, violation of the Russian laws, appearance at work or performance of their functional duties in a state of alcohol- or drug-induced intoxication.

This Policy complies with the requirements of the laws of the Russian Federation, international standards and recommended practices, and internal regulatory documents of the Airline, it is regularly reviewed for the purpose of ongoing improvement of the management system, and the resources necessary for its implementation are provided. Communicated to the personnel according to the current procedures of AZUR air LLC.