

Aviation Security

POLICY

Purposes and strategy

The purpose of aviation security is to provide life and health safety to passengers, crew members and AZUR air LLC employees, as well as to provide aircraft security by conducting a variety of procedures to protect the above from acts of unlawful interference (hereinafter referred to as the "AUI") by implementing and using the necessary human and material resources in accordance with the ICAO standards and practices, and with Russian and international regulations in aviation security area.

In our professional activities, we are committed to the following:

- to develop corporate culture in aviation security, where the primary importance is given to each employee's participation, as well as to their personal responsibility in providing aviation security, and contributing to the development of voluntary messaging system in all ways possible;
- to ensure that the data and information, which might affect the aviation security situation, as well as the data regarding the employees who provide such data, shall be de-identified, in order to ensure employee confidentiality;
- to apply disciplinary sanctions in accordance with the Labour Code of Russia to the employees who permitted concealment of aviation accidents, committed illegal actions, negligence, an intentional or malicious rules and procedures violation, which led to an aviation accident, committed a violation of the Russian Federation law(s), appeared at work and conducted their employment responsibilities under influence of drugs or alcohol.

Policy Implementation Principles

- Legitimacy principle

Procedures in aviation security are implemented in accordance with the requirements of Russian and international regulations, and internal Airline's regulatory documents.

- Airline company management responsibility principle

Heads of the Airline's structural departments involve employees into the necessity to follow principles of this Policy, make management decisions and take specific actions towards its implementation, while providing all necessary resources within their responsibility and powers.

– Aviation security culture propaganda and employee involvement principle

Heads of the Airline’s structural departments take responsibility for aviation security within their responsibility and powers, set tasks, promote and implement the aviation security culture. Real achievements in preventing potential threats and unlawful interference acts are possible when all employees, including management, and service providers are involved in the aviation security system.

– Honesty and full disclosure principle

Airline’s employees are the key element in the aviation security system. Encouraging employee motivation to inform of legislature violations, aviation security measures violations, and unlawful interference acts threats, is an inseparable part of the Airline’s corporate culture. The Airline implements and supports the voluntary (confidential) messaging system. Any event is considered by principle of searching for a true cause, not a guilty party, which facilitates open environment and voluntary information sharing.

– Proactive actions principle

The aviation security efficiency is achieved through detecting threats with an element of prediction and improving the risk management system, steady employee training and implementing the advanced international experience in aviation security area, as well as consistent management analysis and improvement of aviation security management system.

– Cooperation principle

Constant collaboration, information and advanced experience sharing between service providers, external security infrastructures, experts and analysts are implemented to provide quality aviation security.

This Policy meets the requirements of the Russian Federation legislation, the requirements of international standards and recommended procedures, internal Airline’s regulatory documents, is analyzed from time to time for the purpose of constant management system improvement, and is provided with necessary resources for the implementation. The policy is communicated to the personnel according to the current AZUR air LLC procedures.