



SAFETY POLICY STATEMENT OF CEO

The following is a synopsis of my view of aviation safety and how I apply such to the operations of Kampala Executive Aviation, whilst always open to suggestion and amenable to change, I remind all employees, sub-contractors, suppliers and clients that I fully endorse the policies detailed by our Safety Management and Operations manuals and consider compliance therewith as non-negotiable.

MY CORE VALUES

In the execution of my duties as Accountable Manager of Kampala Executive Aviation, nothing is of greater importance to me than:

- My own moral integrity, and that of the group and its subsidiaries.
- The sovereignty of our clients.
- The safety of our employees, clients and the environment in which we operate.

FUNDAMENTALS OF MY SAFETY PHILOSOPHY

As the Accountable Manager of Kampala Executive Aviation, I recognize that I am entirely liable for the safety of group operations and thus pledge that:

- No operation shall commence, or be required to commence, in the event that intolerable risk is associated, or deemed to be associated therewith.
 - I shall allocate ample resources to ensure that all employees have the wherewithal and training required to perform their tasks with the minimum possible risk to themselves, our clients, our equipment, our reputation and the environment.
 - I endorse a just culture in which errors may be reported without fear of recrimination and with the assurance that all reports will be viewed as significant and as learning opportunities.
- In turn, I charge all employees and sub-contractors with the responsibility to report any impediment to the safety of our operations, and guarantee the consistent application of our non-punitive policy in the correction thereof.

PRIMARY OBJECTIVE OF THE SMS

The principal reason for the existence of the Safety Management System (SMS) of Kampala Executive Aviation is the identification and control of operational risk to within acceptable margins. The determination of all supporting objectives and efforts will be to this end.

FUNDAMENTAL SAFETY BELIEFS

My fundamental safety beliefs are:

- All accidents and serious incidents are preventable.
- All levels of management are accountable for our safety performance, starting with the Accountable Manager.
- Safety is a core business function and personal value.
- Safety is a source of our competitive advantage.
- Our business will be strengthened by making safety excellence an integral part of all aviation activities.
- To err is human and is an expected aspect of our business. Error presents the opportunity for learning, improvement and growth. Error, in itself, does not represent failure. The inability to learn from error is the failure that we strive to avoid.

My vision is that, through its safety management system, Kampala Executive Aviation shall achieve maximum employee participation, maximum employee ownership, and minimum operational risk. I expect the full support of my entire team in this endeavour and, as stated above, offer my guarantee that I will do all in my power to realize this vision.