

“TCA” AIRLINE SAFETY POLICY

Safety is one of our core business functions. We are committed to developing, implementing, maintaining and constantly improving strategies and processes to ensure that all our aviation activities take place under an appropriate allocation of organizational resources, aimed at achieving the highest level of safety performance and meeting regulatory requirements, while delivering our services.

All levels of management and all employees are accountable for the delivery of this highest level of safety performance, starting with me, the Director of “TCA” airline.

Our commitment is to:

- **Support** the management of safety through the provision of all appropriate resources that will result in an organizational culture that fosters safe practices, encourages effective safety reporting and communication, and actively manages safety with the same attention to results as the attention to the results of the other management systems of the organization;
- **Ensure** that the management of safety is a primary responsibility of all managers and employees;
- **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;
- **Ensure** that no action will be taken against any employee who discloses safety concern through the hazard reporting system, unless such disclosure indicates, beyond any reasonable doubt, an illegal act, gross negligence, or a deliberate or wilful disregard of regulations or procedures which are considered as unacceptable behaviors. Reckless behaviour, exceptional violations and criminal behavior is an unacceptable behaviour. Failure to report a safety hazard, incident or accident is also unacceptable behaviour.
Apart from these unacceptable acts, disciplinary action would not apply.
- **Comply** with and, wherever possible, exceed, legislative and regulatory requirements and standards.
- **Ensure** that sufficient skilled and trained human resources are available to implement safety strategies and processes;
- **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; and
- **Ensure** that externally supplied systems and services to support our operations are delivered meeting our safety performance standards.

Our primary objective is to make our airline the safe, compliant with the regulation whilst remaining financial effective. As the Accountable Manager it is my responsibility to ensure the safety of all our operations and services.

I will ensure that adequate resources and training are provided to manage safety effectively.

We encourage all our staff and stakeholders to report safety events or potential hazards, however insignificant they may consider them at the time.

We have an open reporting culture and implement non-punitive Flight Data Analysis Program that encourages free and frank reporting through a just culture.

We strive to achieve:

- Environment with the tolerable level of aviation risk;
- An effective safety management system and continuous improvement;
- Full compliance with the statutory national and international regulations that apply to us.

Safety is everyone’s responsibility.

Signed _____




Z. Kortoshidze
Director of “TCA” Airline

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