

1.3.SAFETY POLICY

ORO.GEN.200(a)(2), CAMO.A.200(a)(2), 145.A.200(a)(2)

Safety is one of our core business functions. All levels of management and all employees are accountable for achieving the highest level of safety, Accountable Manager as first. The aim of the procedures of all Company's manuals is to highlight "how we do business here" and state our intention to maintain and, where practicable, improve safety levels in all its activities and to minimize its contribution to the risk of an aircraft accident or serious incident as far as is reasonably practicable.

Hence, we hereby declare that we will:

- 1) Comply with all the applicable legislation, to meet all the applicable requirements, and adopt practices to improve safety standards;
- 2) Provide the necessary resources for the implementation of the safety policy;
- 3) Apply human factors principles, including giving due consideration to the aspect of fatigue;
- 4) Enforce safety as a primary responsibility of all managers;
- 5) Apply "just culture" principles to internal safety reporting and the investigation of occurrences and, in particular, not to make available or use the information on occurrences:
 - a. to attribute blame or liability to front line staff or other persons for actions, omissions or decisions taken by them that are commensurate with their experience and training; or
 - b. for any purpose other than the maintenance or improvement of aviation safety
- 6) Continually promote the safety policy to all personnel, demonstrate its commitment to it, and provide necessary human and financial resources for its implementation.

Our commitment is to:

- 1) Support safety management through the provision of all appropriate resources that will result in an organizational culture that fosters safe practices, encourages safety reporting, and actively manages safety with the same attention to results like all other areas of the organization;
- 2) Ensure that safety management is a primary responsibility of all Managers and Employees;
- 3) Clearly define, for all staff, managers and employees, their responsibilities towards safety within the organization, in defining the objectives of the safety management system;
- 4) Establish and manage the hazard identification and risk management processes, including a hazard reporting system, in order to eliminate or mitigate safety risks arising from our operations or activities thus to achieve the continuous improvement of our safety performance;
- 5) Ensure that no action will be taken against any employee who describes a safety problem through the hazard reporting system, unless such disclosure indicates, beyond any reasonable doubt, gross negligence or a deliberate disregard of the volunteer against regulations or procedures;
- 6) Respect and, where possible, exceed, legislative and regulatory requirements and standards;
- 7) Ensure sufficient qualified and competent human resources for the implementation of strategies and safety processes;
- 8) Ensure that all staff are adequately trained and informed in relation to the safety system and that will be assigned tasks adequate to their skill;
- 9) Define and measure the level of safety according to the indicators of safety performance and realistic performance goals for safety;
- 10) Create a working environment that optimizes human performance and encourages personnel to actively engage in and contribute to the organization's management processes.
- 11) Continuously improve safety performance through continuous monitoring and measurement, review and adjustment of the safety objectives, and implementation of these diligent; and
- 12) Ensure that systems and services contracted out of organization to support our activities are carried out according to our standards of safety performance.

Our safety objectives are detailed in the Elifly SMS tool stored in the company server and are assessed reviewed periodically every SRB and, if necessary, amended accordingly.

The safety policy is printed and exposed in Elifly facilities in order to be easily readable by all the employees, as well as available online at www.elifly.it

The safety policy will be periodically reviewed every SRB meeting to ensure and confirm that it remains relevant and appropriate to the organization, or amend it as necessary.



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Date: 13 August 2025

Elifly International Srl

Accountable Manager