सीता एयर लि.
SITA AIR LTD.

SAFETY POLICY

Sita Air is fully committed to achieving and maintaining the highest level of safety. This policy applies to all personnel and every aspect of the company's activities. Safety is a core organizational value and shall always take precedence over commercial, operational, or schedule pressures by maintaining positive safety culture.

As an Accountable Manager, I accept ultimate responsibility and accountability for the effective implementation, maintenance, and continual improvement of the Safety Management System (SMS). I delegate Safety responsibility to all Heads of Department and managers, who are responsible for identifying hazards, managing safety risks, and ensuring safety performance within their areas of responsibility.

Sita Air recognizes that safety risks may also arise from third-party contractors, service providers, and outsourced organizations. Accordingly, Sita Air ensures that contracted organizations are selected, approved, and monitored using defined safety criteria and are integrated, where applicable.

The Company is committed to:

- Provide adequate and appropriate human, financial, technical, and organizational resources are made available to support hazard identification, risk management, safety assurance, training, and continuous improvement activities to manage safety effectively.
- Systematic hazard identification and safety risk management
- Continuous monitoring and improvement of safety performance through Safety Performance Indicators (SPIs)
- Full compliance with applicable national and international aviation safety regulations by fostering a culture of consistency and accountability at all levels to proactively address safety risks and enhance operational reliability
- Ongoing safety training, communication, and promotion at all levels
- No disciplinary action shall be taken against any person who reports a safety concern in good faith, except in cases involving willful violations, gross negligence, illegal acts, or deliberate disregard of approved regulations or procedures.
- Sita Air promotes a Just Culture and maintains formal safety reporting systems, including hazard reporting, occurrence reporting, audits, and investigations, to enable the proactive identification of safety hazards and risks. All employees and relevant stakeholders are required and encouraged to report safety concerns openly and without fear of reprisal.

This Safety Policy applies to all personnel, activities, and contracted services associated with Sita Air and shall be communicated, implemented, and periodically reviewed to ensure its continued relevance and effectiveness.

Ramesh Kumar Singh
Accountable Manager
Date: 13th Aug, 2026

