



**सीता एयर लि.**  
**SITA AIR LTD.**

## SAFETY POLICY

Sita Air Safety Policy directly reflects the company's commitment to safety throughout the entire workplace and operations whilst ensuring a positive safety culture. This policy applies to all personnel and every aspect of the company's activities.

**Safety is a Core Value of this company**, and we believe in providing our Employees and Customers with a safe operating environment.

As an Accountable Executive of the Sita Air I am accountable for Safety Management System implementation inside the company, I delegate each Head of Department for implementation of SMS in his or her area of responsibility, and will be held accountable to ensure that all reasonable steps are taken.

### 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.
- Establish and operate hazard identification and risk management processes, including a hazard reporting system, in order to eliminate and 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 willful disregard of regulations or procedures, which are considered as unacceptable behaviors.
- Continual improvement of our safety performance through continuous monitoring and measurement of safety performance indicators, regular review and adjustment of safety objectives and targets, and diligent achievement.
- Achieve full compliance with the statutory national and international regulations that applies to us.
- 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 those events at that time. We have an open reporting culture that encourages free and frank reporting through a just culture.

Ghanashyam Raj Acharya  
Accountable Executive  
Date: 21st Jan, 2024

