

SAFETY POLICY STATEMENT

Part-145 AMO "Sky Technics" The Quality and Safety Policy shall, as a minimum, include a statement committing the organization to:

- Apply human factors principles.
- Encourage personnel to report maintenance related errors/incidents to meet Part-145 requirements.
- Recognize safety as a prime consideration at all times for all the staff.
- Recognize that compliance with procedures, quality standards and regulations is the duty of all personnel.
- Recognize the need for all personnel to cooperate with the quality auditors.
- Ensure that safety standards are not reduced by commercial imperatives.
- Ensure good use of resources and pay particular attention to carry out correct maintenance at the first attempt.
- Train all organization staff to be aware of human factors and set a continuous training program in this field.

All staff is advised that "Sky Technics" will not initiate disciplinary actions against an employee who discloses an incident or occurrence involving flight safety. This policy cannot apply to criminal, international or regulatory infractions.

It is the company's policy that an unpremeditated or inadvertent lapse should not incur any punitive action, but a breach of professionalism may do so. It may be necessary to stand down (suspended) an individual pending investigation. This should not be interpreted as punitive action but, rather, as a precautionary safety measure.

As a guideline, individuals should not attract punitive action unless:

- a) The act was intended to cause deliberate harm or damage.
- b) The person concerned does not have a constructive attitude towards complying with safe operating procedures.
- c) The person concerned knowingly violated procedures that were readily available, workable, intelligible and correct.
- d) The person concerned has been involved previously in similar lapses.
- e) The person concerned has attempted to hide their lapse or part in a mishap.
- f) The act was the result of a substantial disregard for safety.

This does not mean to say that individuals will incur punitive action if they meet one of the above conditions; each case will be considered on its merits.

If it is deemed appropriate to take action concerning an individual, this need not necessarily be punitive, nor should be considered as such. The action shall always be whatever is appropriate to try to prevent a re-occurrence of the problem. Action may take the form of additional training, and monitoring by a supervisor, an interview with a manager to ensure that the individual is fully aware of the implications of their actions, etc. Only in the worst case would dismissal be considered as appropriate action.

The above disciplinary actions do not contradict but supplement qualifications and conditions for company authorizations issue as exposed in Chapter 3 of this manual.

Signed by: **Mihail STOLEARENCO**

Director Part-145 Maintenance Organization "SKY TECHNICS"



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