

Draken Safety Policy

Draken is a leading global provider of contracted aviation services to governments and commercial organisations and Safety is a vital and integral part of all business activities. By their very nature, aviation operations cannot provide a risk-free environment. It is vital however that employees do not operate in the mistaken belief that it is ever acceptable to place themselves, others, or the organisation at risk through unnecessary, unmanaged, or inappropriate risk taking.

Our Safety Goal is Zero Harm through effective Safety Risk Management and a commitment by all stakeholders to continuously improve the management of Safety and Safety Performance outcomes. We will endeavour to achieve this goal by specific commitment to:

- ✓ Identifying and complying with all applicable legislation, regulatory and contractual requirements, and adopting practices to continually improve Safety standards.
- ✓ Empowering workers to cease work in the event of an unsafe act, behaviour, or omission via the application of their Stop Work Authority.
- ✓ Supporting the wellbeing of all employees and providing a psychologically safe workplace where everyone is free to speak without judgement or repercussion.
- ✓ Ensuring that Safety remains a primary responsibility for all Managers.
- ✓ Ensuring Safety responsibilities are identified, and all persons are held accountable for their implementation.
- ✓ Providing the required level of information, instruction, training, education, and support to allow individuals to understand and execute their Safety responsibilities.
- ✓ Actively and systematically managing Safety through a Safety Management System to ensure risks to life are 'As Low As Reasonably Practicable' (ALARP), Tolerable, and owned at the appropriate level within the organisation.
- ✓ Fostering a Just Safety Culture – treating people fairly and ensuring that no action will be taken against workers who disclose Safety concerns. However, also being clear that gross negligence or a deliberate/wilful disregard of regulations or procedures will not be tolerated.
- ✓ Instilling a mindset where we proactively seek out hazards and manage the associated risks.
- ✓ Consulting, participating, and communicating openly with our people, their representatives, and other internal/external stakeholders on Safety related matters.
- ✓ Encouraging the proactive reporting of all Safety and ill-health related occurrences.
- ✓ Considering industry best practice for Safety Management and adopting where appropriate.
- ✓ Ensuring that all employees fully cooperate with Compliance Monitoring and Safety Investigation activities.
- ✓ Understanding Root Cause of Safety events, conducting formal Safety Investigations where required – not to apportion blame but to ensure that Safety is enhanced through a culture of learning and Continual Improvement.
- ✓ Providing suitable and sufficient resources to ensure that all tasks can be carried out properly and safely, including provision of a safe and healthy working environment to prevent work related injury and ill health.
- ✓ Establishing and maintaining governance mechanisms that provide planning, oversight and regular monitoring of Safety Objectives and Performance Measures for Safety and injury management.
- ✓ Establishing, maintaining, and testing of an Emergency Response programme.
- ✓ Encouraging the sharing of Continuous Improvement Safety initiatives with clients, customers and across the Draken business.
- ✓ Proactively identifying, assessing, managing, and monitoring the impacts of changes that could affect Safety Performance before, during and after those changes are felt across our operations.
- ✓ Ensuring Human Factors principles and Human Performance limitations (eg fatigue) are considered in all Draken operations.

Aviation Safety accountability is clearly defined through the Accountable Manager structure within our various aviation approvals.



Nic Anderson
CEO Draken
22 Apr 25

Aviation Accountable Manager Endorsement (FR Aviation Ltd)

As Accountable Manager, I endorse Draken Safety Policy Rev 16 dated 22 Apr 25.

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Mike Sutton
Director Flight Operations
Accountable Manager
(Air Ops Approvals)

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Ian Stewart
VP Engineering
Accountable Manager
(Maintenance & Production Approvals)

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Simon Tate
UK Managing Director
Accountable Manager
(CAMO Approvals)

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Chris Baker
Head of Design Organisation
Accountable Manager
(Design Approvals)