SMS Policy

Safety is a core business function and is a prime consideration when performing our approved scope of work. We remain committed to maintaining and constantly improving policies & processes to ensure that our services take place under an appropriate allocation of resources, aimed at meeting regulatory requirements relating to safety performance, whilst not surrendering to commercial imperatives.

Senior APA management in the execution of their duties shall continually promote and demonstrate commitment to this safety policy, whilst all employees remain accountable for the delivery of the highest level of safety performance.

APA's commitment is to:

➢ *Promote and maintain a safety management system* through the provision of appropriate resources that will result in an organizational culture which fosters safe practices and encourages effective safety reporting and communication.

➢ Ensure that the safety management system is understood, implemented and maintained throughout the organisation.

➢ *Ensure* that the management of safety is a prime responsibility of all managers, supervisors and employees.

➢ *Clearly define* employee accountabilities and responsibilities for the delivery of the organization's safety management system's performance.

➢ Provide the necessary resources to deliver safe aeronautical product within the scope of our awarded regulatory approvals.

➢ *Establish and operate* hazard identification and risk management processes throughout the organisation, including a hazard reporting system, to eliminate or mitigate the safety risks of the consequences of hazards resulting from our operations or activities.

➢ Apply human factors principles as part of the hazard identification and risk management processes.

➢ *Apply a "Just Culture"* to ensure that no action will be taken against any employee who discloses a safety concern through the hazard reporting system, unless such disclosure indicates, beyond any reasonable doubt, gross negligence or a deliberate or willful disregard of regulations or procedures.

➢ *Cooperate* with compliance monitoring functions and/or any internal investigations performed within the organisation.

➢ *Comply* with all regulatory requirements and standards awarded to APA.

➢ *Ensure* that sufficient skilled and trained human resources are available to implement safety strategies and processes.

➢ *Ensure* that all employees are provided with adequate and appropriate aviation safety information and training, are competent in safety matters, including awareness of human factors and are allocated only tasks commensurate with their skills.

➢ *Establish and measure* our safety performance against realistic safety performance indicators and safety performance targets.

➢ *Continually improve* our safety standards through continuous monitoring and measurement, regular reviews and adjustment of safety objectives and/or other targets.

➢ *Ensure that externally supplied systems and services to support our operations are delivered meeting our safety performance standards.*

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Accountable Manager
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Safety   Skill   Service

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