

Vision

It is Leonardo PZL-Świdnik S.A. (hereinafter referred to as PZL or Company), as one of the companies of the Leonardo Helicopters Division strong commitment to be “the safest rotorcraft manufacturer and service provider in the Poland and in the world”. The protection of human life and Company’s assets including Customer’s trust shall be our first priority and this Policy is published to enforce this value at all levels as a required and distinguishing characteristic of all the PZL’s Employees, taking origin from the Top Management commitment.

Mission

To achieve this goal, PZL will focus its efforts on improvement in five areas: Leadership, Culture, Competency, Capability and Assurance.

PZL undertakes:

- to build Leadership at all levels, promote and communicate safe across the business, enforcing safety standards, developing, implementing and maintaining strategies and processes suitable to ensure that all the activities are carried out in the possible safe environment (normal and possibly emergency) and to constantly improving them.

(Leadership)

- to practice a reporting and fair treatment culture where every employee is trusted and treated fairly but willful violations are not tolerated. Mutual trust, respect and openness of communication between all employees are supported and widespread within PZL. This environment will foster that "safety", in the wider sense, become an integral part of the shared culture and behavior of the Company, Management and Employees at all levels, so that the Safety of our Products, People working on them and PZL personnel will be the highest priority on all occasions.

(Culture)

- a conscious “Safety” approach, to ensure that everyone is competent to do their job, understands their safety responsibilities and actively plays their part.

(Competence)

- a responsive management of change and ensuring that those involved have access to appropriate strategies, processes and resources.

(Capability)

- the Safety as a key business measure where risks are understood, mitigated as practicable and adequate monitoring and control measures are adopted.

(Assurance)

The President of the Management Board, Accountable Managers and all levels of management, along with all personnel, are responsible for ensuring the highest level of safety.

We are committed to:

- continuously improve safety levels, establish safety indicators and measure them against targets; clearly define for all personnel - managers and employees their responsibilities and duties for achieving the organisation's safety performance and for the operation of the safety management system, making it clear that safety is everyone's responsibility; perform regular review and adjustment of targets and diligent achievement of these;
- ensure that proactive and systematic safety management is in place in all departments through hazard identification, assessment and risk management to support the reporting process;
- promote and maintain a positive safety culture through a combination of management commitment, policies, strategies and processes that focus on safety as a priority from one side and, from the other side (at all levels), technical competence and SMS knowledge continually enhanced through training, education on values, effective communications and information sharing, lessons learnt sharing, enforced good practices, attitudes, examples of behavior, effective reporting, rules respect, environment favourable to achieve defined safety objectives;
- define and implement voluntary reporting rules and encourage employees to report errors, incidents and hazards;

- comply with all applicable regulations, meet all applicable requirements and adopt best practices to improve safety standards; this in parallel and to complement the airworthiness process that assures the compliance to certification standards for the complete life cycle of our products;
- provide qualified and trained resources to implement the safety policy and to provide safe products and services;
- enforce and promote safety as a primary responsibility of management personnel;
- ensure that the Safety Policy is understood, implemented and maintained at all levels of management and employees;
- ensure that all employees have received adequate safety information and training, and that personnel are competent in safety matters and are assigned only tasks proportionate to their functions and skills;
- take into account human factors principles and incorporate them into education and training activities to reduce human errors;
- apply the *Just Culture* principle to internal safety reporting and investigation of occurrences, and in particular not make available or use information on occurrences:
 - to attribute blame or liability to front line staff or other persons for actions, omissions or decisions taken by them that are commensurate with their experience and training;
 - for any purpose other than the maintenance or improvement of aviation safety, unless such reporting reveals beyond a reasonable doubt an unlawful act, gross negligence or deliberate or conscious disregard for regulations or procedures and
 - the source of data is protected;
- ensure that externally supplied systems and services, supporting our operations, meet appropriate safety performance standards; this establishing interface relations on the Safety Management System matters beyond the ones imposed by airworthiness requirements and granting that PZL safety principles are known by partners.

In case of goals conflict, PZL will decide in favor of safety.

Accountable Manager PO/AMO
Bartosz Mateusz Śliwa

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