

Safety and Compliance Policy

Luxaviation believes that safety and compliance are fundamental to our business.

This safety and compliance policy is the means whereby Luxaviation states our intention to maintain and, where practicable, improve safety levels in all our activities and to minimise the risk of an aircraft accident as far as is reasonably practicable.

Luxaviation are committed to ensure the allocation of appropriate resources, aimed at achieving the highest level of safety performance possible. All employees are required to use our internal reporting system to raise any concerns relating to the safety of aircraft operation, ground handling or airworthiness activities. The purpose of safety reporting and internal investigations is to improve safety, not to apportion blame to individuals.

Safety is a primary responsibility of each manager who are required to continually promote the safety policy to all personnel and demonstrate their commitment to it.

Luxaviation shall assure that flight crews and other staff are free from undue commercial pressure and are comfortable with exercising their professional judgment during flight activities, even if such actions do not support the flight schedule.

Our Commitment Is To:

- Support the proactive and systematic management of safety and compliance through the provision of appropriate human and financial resources that will result in an organisational culture that fosters safe and high compliance practices, and actively manages safety and compliance with the same attention to results as our financial management.
- Continually monitor the workload of the key safety personnel throughout the organisation.
- Apply just culture principles to internal safety reporting and the investigation of occurrences:
 1. not to attribute blame to someone for reporting something which would not have been otherwise detected; or
 2. for any purpose other than the maintenance or improvement of safety
 3. While a non-punitive environment is fundamental for a good reporting culture, just culture also recognises that negligence and deliberate violations are not tolerated and therefore punitive actions can be taken where the 'line in the sand' has been crossed.
- Apply human factor principles and ensure human factors limitation are taken into account in all activities.
- Ensure that all employees cooperates with safety and compliance monitoring audits and investigations, when required.
- Where reports are submitted in confidence, all practical steps will be taken to safeguard the source of the report.
- Emphasise a value based corporate culture; which results in a stable and honest working environment for all employees.
- Enforce the management and training of safety and compliance as one of the primary responsibilities of all managers.
- Clearly defined responsibilities to all of our employees for the delivery of safety and compliance performance.
- Establish and implement a hazard identification and risk management processes in order to pro-actively eliminate or mitigate risks to a level that is as low as reasonably practicable.
- Comply with, national and international regulatory requirements, standards and best practices.
- Ensure that all relevant employees are provided with adequate and appropriate aviation safety information and training, are competent in safety and compliance matters and are only allocated to tasks commensurate with their skills and qualification.
- Establish and measure safety and compliance performance against realistic objectives and/or targets.
- Continually improve our safety and compliance performance and conduct management reviews to ensure relevant safety and compliance actions are taken and are effective.
- Check that externally supplied systems and services to support our business meet our safety and compliance performance standards.
- Take all possible steps to ensure the Health, Safety and Welfare of all employees, visitors and contractors engaged in work for the organisation.
- We aim to remain an industry leader in safe, competent and efficient provision of corporate aviation services.
- Enforce the management and training on cybersecurity to protect or defend the use of cyberspace from cyberattacks that can compromise the confidentiality, integrity and availability of data systems.
- Support sustainability as a cornerstone of Luxaviation, and ensure that sustainability practices are intertwined into our business streams.



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