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## SAFETY POLICY STATEMENT

At XTREME AVIATION LLC (XA), we hold safety as our foremost priority. We are committed to fostering a safe and secure environment for both our esteemed employees and valued customers. Our team has implemented a robust Safety Management System (SMS) that is consistently reviewed and updated to ensure adherence to the highest safety standards. This system has been designed with utmost care to prioritize safety and minimize potential risks.

The VP of Quality & Safety/Accountable Manager is entrusted with the highest level of responsibility when it comes to ensuring the safety of the company, its employees, and its stakeholders. This role involves overseeing the implementation and enforcement of safety protocols and regulations, as well as conducting thorough risk assessments and developing effective safety strategies. The VP of Quality & Safety/Accountable Manager must also ensure that all team members are properly trained in safety procedures and that any incidents or potential hazards are promptly addressed and resolved. Overall, this role plays a critical role in maintaining a safe and secure work environment for everyone involved. It is the responsibility of everyone, from managers to front-line employees, to make our operations safer. Each manager is accountable for implementing the safety management system in their area of responsibility and ensuring that all reasonable measures are taken.

We at XTREME AVIATION, LLC are committed to the following:

1. Complying with all local, state and federal regulations as applicable to our industry, and when possible, exceed those requirements.
2. The fulfillment of our safety objectives as outlined in our SMS manual. These safety objectives will be monitored, measured, and tracked to ensure they are met. The safety policy and objectives are communicated throughout the company and reviewed annually by the Accountable Manager, to ensure it remains relevant and appropriate to the operation.
3. Providing the necessary resources to implement, maintain, and continuously improve our SMS.
4. XA has established a confidential employee safety reporting program to report all hazards and safety issues without fear of reprisal as described in our SMS manual. We encourage employees to report safety concerns confidentially and without reprisal through the hazard notification system.
5. Reports involving intentional disregard for FAA regulations, Company policies and procedures, illegal activities, and/or drugs or alcohol may be subject to disciplinary action. Employees must be aware of policies that define unacceptable behavior and conditions for disciplinary action as stated in the Employee Handbook.
6. Establishing an emergency response plan that provides for the safe transition from normal to emergency operations documented in the Emergency Action Plan manual.

Every employee plays an integral role in identifying hazards and promoting a positive safety culture. It is the responsibility of each employee to perform his/her job in accordance with established procedures and safe work practices. Each employee will be expected to accept responsibility and accountability for their own behavior and are expected to participate in the company's SMS program.

**Dixon Jimenez**  
Accountable Manager