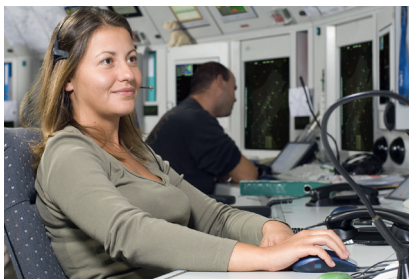


safety policy

As a leading Air Navigation Service Provider, skyguide aims to be best-in-class in safe service provision and in our safety culture; the company's safety objective is therefore to ensure the highest practicable level of safety. In order to achieve this, we have established a safety strategy for 2013-19 and are focussing on the following areas:



We are committed to putting safety as the top priority in all of our business decisions and activities, and to continuously improve our safety performance.

- We strive to minimise our contribution to all safety risks;
- we strive to consistently achieve the ideals of a High Reliability Organisation (HRO).

All our staff know their individual safety accountabilities and responsibilities, and we are all fully involved and empowered to take appropriate decisions.

- The Chief Executive Officer is ultimately accountable for the safety of the business;
- the Chief Safety Officer is delegated the responsibility of establishing and maintaining an effective and efficient Safety Management System (SMS);
- the skyguide senior management including the Executive Board members and Unit managers are all committed to, and responsible for, improving safety as well as allocating necessary resource for the improvement of safety performance;
- all staff are responsible for promoting the safety of our daily business by actively participating in safety processes and ensuring appropriate expertise and training in order to mitigate safety risks.

We manage complexity by taking a safety risk based approach.

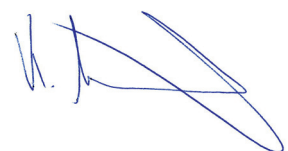
- We run an effective and efficient SMS, ensuring it is based on a proactive, as well as reactive approach to safety risk management;
- we ensure that our SMS complies with all regulatory obligations (national and international), and support performance based and safety improvement oriented regulation and oversight;
- our safety performance is regularly assessed, and we take corrective actions where necessary;
- we manage our risks efficiently and comprehensively.

We strive for transparent internal and external communication, ensuring maximum possible protection of our staff.

- We promote a positive safety culture;
- we are committed to a fair approach to incident and event reporting and promote a just culture;
- safety issues are discussed with internal and external partners in an open transparent way;
- we establish a safety process which ensures a good two way flow of information including feedback of improvements made.



Alex Bristol, CEO



Klaus Affholderbach, CSO