

7.1 Safety Policy

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[14 CFR § 5.3, § 5.21, § 5.75(c), and § 5.95]

RavnAir Connect's management is committed to developing, implementing, maintaining and encompasses improving operational safety components to ensure our operations achieve the highest level of safety while continuing to meet all applicable regulatory requirements. All levels of management and all employees are accountable for the delivery of this highest level of safety performance, starting with the Accountable Executive, the Chief Executive Officer.

The safety policy will be reviewed annually by the Accountable Executive to ensure it remains relevant and appropriate to the certificate holder. The process to develop, document and maintain this policy as well as all SMS processes and procedures will be in accordance with 14 CFR § 5.95.

The Accountable Executive has the ultimate responsibility for the Safety Management System (SMS) and is committed to providing the resources necessary to accomplish the goals of the program. The Accountable Executive has designated the following management personnel who, on behalf of the Accountable Executive, are responsible for all required items listed in 14 CFR § 5.25(c):

- a. Senior Vice President of Safety, Security, and Compliance
- b. Managing Director of Safety
- c. Director of Safety

The scope of RavnAir Connect's SMS encompasses all operational safety components. This includes, but is not limited to; flight, maintenance, cargo, ground handling, and security. RavnAir Connect is committed to:

- a. Operating with the highest standard of safety possible through the use of continuous improvement feedback from all employees and continual analysis of the system as a whole
- b. The implementation, management, and continual improvement of a SMS. The SMS program is reviewed on an annual basis to ensure effectiveness and efficiency
- c. The management of safety risks. All RavnAir Connect personnel are required to participate in the program and take an active role in the identification, reporting, reduction and mitigation of hazards. RavnAir Connect uses safety risk management as part of the initial design of policies and procedures and safety assurance as a continuous monitoring function for those policies and procedures
- d. Complying with all applicable and legal standards including those put into place by the Federal Aviation Administration (FAA)

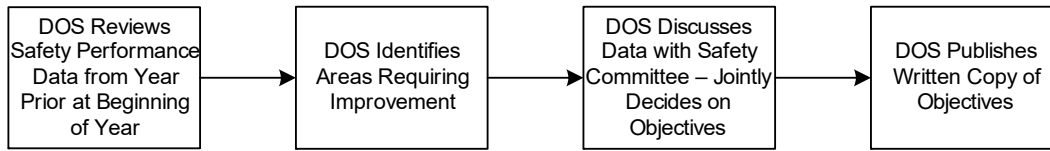
Disciplinary actions will not be applied for unintentional violations of company policies or regulatory standards, however, they will be applied as necessary when reported concerns include intentional disregard for safety and/or established policies and regulations. Intentional violations include but are not limited to:

- a. Intentional (willful) disregard of safety
- b. A series of errors that demonstrates a general lack of care, judgment and professionalism
- c. Failing to promptly report an incident
- d. Failing to provide any knowledge during an investigation
- e. Or when an employee's actions involve criminal activity, substance abuse, controlled substances, alcohol, falsification, or misrepresentation

RavnAir Connect requires all employees to comply with the established standards for acceptable behavior as defined by the standards presented in the Employee Policy Manual.

SAFETY POLICY

7.1.1.1 Development of Safety Objectives



The company is committed to setting and fulfilling safety objectives/goals for the organization in order to prevent and reduce injuries, accidents, incidents and improve the SRM process. These safety objectives/goals are distributed to all employees in the organization. These safety objectives/goals are reviewed on an annual basis, emailed to all safety officers and posted on bulletin boards. RavnAir Connect is committed to:

- a. The continuous review of safety performance through the analysis of safety performance indicators and the status of those indicators with respect to the established safety objectives/goals
- b. The distribution of the safety policy to all employees in the organization through inclusion in basic indoctrination training, on safety website and SMS manual
- c. Ensuring that management and employees are well informed as to their safety related responsibilities. RavnAir Connect will conduct an annual performance review to ensure those individuals are meeting the company's expectations and requirements for their role in safety

All levels of management are encouraged to respond to safety suggestions, provide feedback to the Safety Committee, Safety Department and other involved individuals.

The Accountable Executive and management representative have developed and will maintain an Emergency Response Manual that will go into effect in the event emergency response procedures are necessary. All procedures are described within the Emergency Response Manual that is maintained as a separate manual within RavnAir Group's manual system (Manual #5).

Dave Pflieger, Accountable Executive

11/15/2019

Date