



SAFETY POLICY

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REVISION HIGHLIGHTS

Red text indicates that the text had been removed

Orange text indicates that the text had been revised

Green text indicates that the text newly had been added

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The requirement for periodic review arising from IOSA ORG 1.2.2 has been incorporated into the policy. Mandatory statements derived from ICAO Doc 9859 and Annex 19, requiring the inclusion of positive safety culture and safety reporting procedures, have been added.

Revisions to the terminology related to unacceptable behaviors under the Just Culture approach have been reflected. (gross negligence, willful misconduct, criminal activity)

Greater emphasis has been placed on ensuring that personnel within the SMS are competent, skilled, and well-trained.

The safe and harmonized integration of emerging technologies into the Safety Management System has been reinforced, with specific emphasis on Artificial Intelligence (AI).

The concept of organizational and systemic resilience has been added.



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We believe that Safety Management System can only be achieved with the participation of all employees. All levels of management and all employees are responsible for delivering the highest level of safety performance, starting with the CEO. Senior Management continually promotes the safety policy to all personnel and demonstrates commitment to it, provides necessary human and financial resources for its implementation, and establishes safety objectives and performance standards. Safety Policy is reviewed annually to ensure it remains relevant and appropriate.

Our commitment is to:

Foster a **positive safety culture** by establishing clear, confidential and **non-punitive** safety reporting procedures, supported with feedback process and open communication.

Encourage the management of safety as a primary responsibility of all managers and employees.

Clearly define safety roles and responsibilities of all employees to ensure effective safety performance and Safety Management System implementation.

Establish and operate an **integrated hazard identification** and **holistic risk management** process to support decision-making and effective risk mitigation.

Implement a **“Just Culture”** ensuring non-punitive action for reported safety concerns, except for unacceptable behaviors including gross negligence, willful misconduct, or criminal activity. Safety reporting and investigations aim to improve safety, not to blame.

Comply with legislative and regulatory requirements and standards and exceed those standards wherever possible.

Ensure that **competent, skilled, and well-trained employees** are available to effectively implement safety strategies and processes.

Ensure the effective implementation of **Human Factors principles** throughout the organization into all operational safety practices.

Establish and measure our safety performance by using realistic safety performance indicators and safety performance targets against safety policy and objectives.

Ensure externally supplied systems and services to support our operations meet our safety performance standards.

Publish procedures, assign responsibilities and provide necessary authorization and equipment to ensure a coordinated execution of the corporate **Emergency Response Plan**.

Implement and continuously monitor **Fatigue Risk Management** processes to identify, assess, and mitigate fatigue-related hazards, promoting reporting and analysis to maintain safety performance of employees in accordance with the regulations.

Ensure safe and harmonized integration of emerging and sustainable technologies, including **Artificial Intelligence**, into the Safety Management System by providing the confidentiality of data and identity.

Continuously improve our safety performance by implementing and monitoring safety actions and assure their effectiveness.

Ensure **organizational and systemic resilience** for mitigating safety risks from internal and external factors and third parties.

Güliz ÖZTÜRK
Accountable Executive / CEO

End of Section