

# JUST & FAIR

## CULTURE POLICY

Based on the BTAS Safety Policy, our company has adopted a Just and Fair Culture Policy wherein front line operators are not punished for actions, omissions or decisions taken by them that are commensurate with their experience and training - but where gross negligence, willful violations and destructive acts are not tolerated.

By implementing Just and Fair Culture Policy, it is imperative that we report all incidents and occurrences which may compromise the integrity and safety of the company. Such communication must be completely free of any form of reprisal.

For this reason the company will not take disciplinary action against any employee who discloses an incident or occurrence involving safety.

Our method of collecting, recording and disseminating information obtained from safety reports has been developed to protect, to the extent permissible by law, the identity of any employee who provides safety information anonymously.

The Just and Fair Culture Policy shall not apply when the company receives an information of which it involves illegal acts, deliberate or willful violations, and destructive acts.

The primary responsibility for safety rests with line managers, however, safety is everyone's concern. I encourage all staff to apply our safety management system to develop the company into becoming a leader in providing guests and employees with the highest level of safety.

Accountable Manager



**Ronald D. Brickerd**

1 August 2023

