

## Section 1 Core Policies

### 1.1 Health and Safety Policy

At Valley B Aviation, we are dedicated to fostering a safe and healthy work environment for our employees, clients, and visitors. We believe that health and safety are paramount to our success and essential to the well-being of all individuals associated with our organization. Our commitment extends beyond compliance with regulations; we strive to cultivate a culture of safety that promotes proactive behaviors and accountability at all levels.

#### Non-Punitive Environment

We recognize that open communication is vital in maintaining high safety standards. To this end, we uphold a non-punitive environment where employees are encouraged to report safety concerns, near misses, and incidents without fear of reprisal. By embracing transparency and learning from mistakes, we can continuously improve our safety practices and prevent future occurrences.

#### Company Roles and Responsibilities

Management will ensure the implementation of effective health and safety policies and procedures. Provide the necessary resources for training, safety equipment, risk assessments and actively promote a culture of safety throughout the organization.

Employees will adhere to all safety policies and procedures, including the use of personal protective equipment (PPE). By participating in safety training and reporting any unsafe conditions or incidents to management, employees will take personal responsibility for their health and safety and that of their colleagues.

#### Employee and Client Well-Being

The primary focus of Valley B Aviation is the well-being of our employees and clients. We are committed to:

- Prioritizing health and safety in every aspect of our operations.
- Providing a work environment free from occupational hazards.
- Supporting employee wellness initiatives that promote physical and mental well-being.

We are dedicated to continuously monitoring and improving our health and safety practices and fostering an environment where everyone feels safe and valued. Together, we can achieve excellence in health and safety.



Travis Pakula  
Owner / Accountable Executive  
Signed November 7, 2024



Glen Den Hartigh  
Owner / Director of Maintenance