

Perform Air International Inc.
Quality System Manual
Policy QSM.27: SMS Safety Policy

Revision	Revision Date	Revision Change
N/I	11/26/14	Initial Release/Re-release
1	09/29/17	Revision throughout
2	11/15/23	Revision throughout

As the President / Accountable Manager I am committed to ensuring not only a safe work environment for all employees, but also providing a safety system that makes certain any product we provide our customers allows for the safe operation of the aircraft Perform Air International Inc. supports.

Perform Air International Inc. will provide adequate resources and training to manage safety effectively. All required resources will be identified, communicated, and documented during the Management Review meetings and will be analyzed at least annually. *Management Review meetings will involve the Executive Committee, who will ensure the SMS Safety Policy remains relevant and appropriate and validate adequate resources are available to obtain the defined safety objectives and demonstrate continual improvement.*

In the event of an emergency the Business Continuity Plan (BCP) will be utilized to provide the required guidance to provide for continuation of the Safety Management System during any disruption to the normal work flow of Perform Air International Inc. The BCP documents the delegated authority throughout the company, assigns specific employee responsibilities and provides guidance on the immediate, long term, and resolution periods of any declared emergency. This plan incorporates the requirements for employee notification, coordination with regulatory entities, service provider interfaces, and communication with our vendors and customers.

Perform Air International Inc. has an open reporting culture that encourages free and frank reporting. We encourage our staff and stakeholders to report safety events or potential hazards however insignificant they may consider them at the time. I encourage disclosure of any error made by an employee that was not to specified standards, inappropriate use of materials, inappropriate use of equipment, or any other perceived safety issue directly to your immediate supervisor. Perform Air International Inc. is a nonretaliatory workplace and complies with US Department of Labor Whistleblower protection programs applicable to our industry.

All Management at Perform Air International Inc. must be committed to and involved in the Safety Management System. Each Manager must establish departmental safety goals, derived from the Corporate Safety Goals. *Department Directors reserve the authority to make decisions regarding safety risk acceptance within their department.* Department Management must flow down these safety goals to their subordinate staff members, and ensure all employees participate in the safety system.

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Our safety objectives are:

- *To ensure all components worked at Perform Air International Inc. are safe for use on aircraft.*
- *To ensure all staff at Perform Air International Inc. are involved in the process of ensuring aviation safety and understand the part they play with regard to risks within their departments and why those risks can impact aircraft safety.*
- *To ensure participation by all management staff, with an ongoing requirement for continual improvement via their departmental KPI's.*
- *To develop and maintain processes that provide an effective Safety Management System (SMS) through cooperation by all staff at Perform Air International Inc.*

These basic objectives are for the benefit of the company, its employees, its customers, and the flying public. To this end the employees of Perform Air International Inc. have a shared responsibility to achieve the corporate goals as set forth annually, and to continually improve identified issues as they occur.

Safety is everyone's responsibility. Intentional acts that may cause a safety situation, either with regard to employee health and safety, or that of component repair affecting the safety of an aircraft, will not be tolerated and is grounds for immediate disciplinary action, up to and including termination.



Cindy McGown
President / Accountable Manager