

SAFETY POLICY

Seaborne Airlines is deeply committed to crafting and implementing robust strategies, regulatory structures, and procedural frameworks that uphold the most stringent safety standards across all aviation endeavors. Our commitment revolves around a core set of values, including fostering a safe and healthy work environment, maintaining unwavering integrity, and acknowledging the indispensable contributions of every individual toward Seaborne Airlines' safety. We adamantly ensure that no employee will ever face a situation where compromising safety is expected. This commitment is fortified by nurturing an organizational culture that champions both safety and justice. Our dedication to Seaborne Airlines encompasses the achievement of our Safety Objectives. These objectives serve as precise and measurable goals, guiding our concentration and efforts towards fortifying internal safety measures. Continuously evaluated throughout the year, these objectives serve as a barometer for our success. The Safety Objectives set for Seaborne Airlines in 2025 are:

1. Enhance the generation and reception of Employee Safety Reports by 20%.
2. Reduce Internal Evaluation Program Audit findings by 10%.
3. Minimize operational flight interruptions by 5%.

At every tier of management, from the Accountable Executive to Managers and Supervisors, there exists a clear understanding of their roles in upholding the organization's safety performance. Management remains steadfast in furnishing the requisite resources for the continual improvement of the Safety Management System's efficacy. Seaborne Airlines Management actively promotes a culture of reporting hazards and incidents in a non-punitive manner. Comprehensive corrective actions addressing identified issues are meticulously documented, tracked, and woven into safety protocols to preclude any recurrence. Each member of the top management and all employees bear the responsibility of executing their duties in strict accordance with established safety policies and guidelines. Any deliberate act of undesirable behavior will be met with intolerance and addressed promptly by the appropriate management levels. As the Accountable Executive, it is incumbent upon me to ensure the efficient execution of the Emergency Response Plan. Exercising authority, I oversee the transition from normal to emergency operations when necessary, delegating authority and distributing responsibilities across management. Effective communication, coordination, and collaboration with pertinent organizations' Emergency Response Plans will facilitate a seamless interface. Regular reviews of Seaborne Airlines' Safety Policy by the Accountable Executive will guarantee its continual relevance and appropriateness in alignment with our operational landscape.



F. Darrell Richardson
President and CEO Seaborne Airlines
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