

# SAFETY AND HEALTH POLICY STATEMENT

Kenya Airways PLC is committed to using sound and responsible practices to protect the Safety and Health of our operations, employees, customers, visitors and contractors in strict compliance with legislative, industry and company requirements.

## Scope:

This policy applies to all activities carried out by or on behalf of Kenya Airways PLC. We are committed to implementing this policy as part of the Safety and Health Management System. Its implementation is a key objective and primary responsibility of every Kenya Airways employee. Safety and Health matters are addressed in a systematic, proactive and transparent manner to ensure that they are an integral part of the day to day business of the organization.

## To achieve this, we shall:

1. Comply with, and wherever possible, exceed legislative & regulatory requirements, company and international standards.
2. Minimize the risks associated with aircraft operations to a point as low as reasonably practicable/achievable.
3. Establish a data-driven and performance-based Safety & Health Management System and continuously improve the level of Safety & health performance;
4. The system shall:
  - i. Establish a Safety & Health risk management process that includes a hazard identification & reporting system to eliminate or mitigate safety & health risks resulting from our operations.
  - ii. Set objectives and targets for purposes of evaluating, measuring and monitoring Safety & Health performance. The evaluations will focus on the behaviour and performance of personnel and the relevance and effectiveness of operating procedures and company policies.
5. Manage fatigue-related safety risks to ensure fatigue resulting from our operations does not impair the employees' alertness and ability to perform their duties.
6. Develop, implement & continuously review protocols to ensure a safe and healthy working environment by providing resources, information, education and training in Safety & Health to cater for public health emergencies of international importance.
7. Require each employee to understand and bear individual and collective responsibility for their Safety and Health performance, fellow employees, customers, the company and all other stakeholders.
8. Encourage all employees to freely report hazards while ensuring a non-punitive approach to anyone who discloses a safety or health concern through the hazard reporting system; unless such disclosure indicates, beyond any reasonable doubt, an illegal act, gross negligence or a deliberate disregard of regulations or procedures.
9. Conduct periodic training and education to all staff on occupational health, Safety and provide oversight for persons or organizations working for or on behalf of Kenya Airways Plc.
10. Provide the necessary resources for the management of Safety & Health standards during service delivery.
11. Encourage communication, exchange ideas and information, openly communicate lessons learnt with all stakeholders on matters applicable to our Safety & Health programs.

**All employees shall comply with this policy.**

**This policy shall be reviewed as and when needed but not less than a period exceeding two (2) years. I, as the Accountable Executive, carry the ultimate accountability for the Safety & Health Management System.**



Allan Kilavuka,  
Group Managing Director/Chief Executive Officer,  
Effective: 1<sup>st</sup> September 2021

