



Announce

Bangkok Aviation Center Public Company Limited

No. 004 / 2023

**Subject : Safety Policy**

Safety Policy is a core principle of how we run our business. We are committed to developing, implementing, maintaining, and constantly improving strategies and processes to ensure that all our aviation activities take place under a balanced allocation of organizational resources, aimed at achieving the highest level of safety performance and meeting national and international standards, while delivering on our promise for standard, reliable and good airmanship flight training. All levels of management and all employee are accountable for the delivery of this highest level of safety performance, starting with the Chief Executive Officer (CEO).

**Our commitment is to:**

- **Support** the management of safety through the provision of all appropriate resources, that will result in an organization culture that fosters safe practices, encourages effective safety reporting and communication, and actively manages safety with the same attention to the results of the other management systems of the organization;
- **Enforce** the management of safety as a primary responsibility of all managers and employees;
- **Clearly define** for all staff, managers and employees alike, their accountabilities and responsibilities for the delivery of the organization's safety performance and the performance of our safety management system;
- **Establish and operate** hazard identification and risk management processes, including a hazard reporting system, in order to eliminate or mitigate the safety risks of the consequences of hazards resulting from our operations or activities to a point which is as low as reasonably practicable (ALARP);
- **Ensure** that no action will be taken against any employee who discloses a safety concern through the hazard reporting system, unless such disclosure indicates, beyond any reasonable

doubt, an illegal act, gross negligence, or a deliberate or willful disregard of regulations or procedures;

- **Comply** with and, wherever possible, exceed, legislative and regulatory requirements and standards;
- **Ensure** that sufficient skilled and trained human resources are available to implement safety strategies and processes;
- **Ensure** that all staff are provided with adequate and appropriate aviation safety information and training, are competent in safety matters, and are allocated only tasks commensurate with their skills;
- **Establish and measure** our safety performance against realistic safety performance indicators and safety performance targets;
- **Continually improve** our safety performance through management processes that ensure that relevant safety action is taken and is effective;
- **Ensure** externally supplied systems and services to support our operations are delivered meeting our safety performance standards; and
- **Ensure** safety matters are communicated throughout the organization, conduct appropriate promotion of safety awareness and allocate the necessary resources for the implementation of the safety policy.

**This policy applies to all BAC staff customer contractors suppliers and visitors associated with actives supporting Bangkok Aviation Center Pub Co., Ltd.**

This announcement implement on February 9, 2023 onwards.

Announce on February 9, 2023

Wg.Cdr 

Piya Tregalnon

Chief Executive Officer

Bangkok Aviation Center Pub Co., Ltd.



Announce

Bangkok Aviation Center Public Company Limited

No. 005 / 2023

**Subject : Just culture Policy**

Based on Bangkok Aviation Center Public Company Limited adapted a “JUST CULTURE” policy which the front line operator or others are not punished for actions, omissions or decisions taken by them that are commensurate with their experience and training.

By implementing Just Culture policy, it is imperative that we shall have uninhibited reporting of all incidents and occurrences which may compromise conduct of our operations. To this end, every employee is responsible for communicating any information that may affect the integrity of safety. 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 extent permissible by law, the identity of any employee who provides safety information anonymously.

The just Culture policy shall not apply when the company received an information of which it involves an illegal act, a 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 programs to develop the company to become a leader in providing customer and employees with the highest level of safety.

This announcement implement on February 9, 2023 onwards.

Announce on February 9, 2023

Wg.Cdr

A blue ink signature of Piya Tregalnon, consisting of a stylized, cursive script.

Piya Tregalnon

Chief Executive Officer

Bangkok Aviation Center Pub Co., Ltd.



## Announce

Bangkok Aviation Center Public Company Limited

No. 019 / 2023

### Subject : BAC Psychoactive Substance, Drug and Alcohol Policy

BAC is committed to conduct its business with a high standard of safety and concern for the environment. The company is committed to maintaining a healthy and productive workplace. All employees are expected to be compliant to the policy and conform to the requirements of the Authority. The abuse of psychoactive substances, drug and alcohol can deteriorate, injury, lower productivity and other work related problems. Hence the company aims to minimize the risks to safety at work, this policy is to ensure all employees are aware of the risks, the consequences including, disciplinary actions. All employees need to be aware of the company with regard to psychoactive substance, drug and alcohol consumption where it adversely affects work performance.

- Employees are prohibited from exercise of duties while under the influence of psychoactive substance, drug or alcohol.
- Employees should notify their supervisor if they are taking prescribed medication that could affect their ability to work safety.
- The company policy prohibits the problematic use or possession of psychoactive substances, drugs and alcohol in the workplace.
- Employees who are identified as engaging in any kind of problematic use of psychoactive substance, drug and alcohol are removed from safety-critical functions or workplace that impact well-being of others, and shall not be resumed until the effects of the psychoactive substances have entirely worn off and received the clearance from a qualified medical practitioner or any other medical facility accredited to do so by the company or authority.
- The Company also reserves the right to search and run random tests on any employee for psychoactive substance, drug and alcohol in their work locations in the enforcement of this policy.

- In situations which give cause for concern either in the workplace or after accidents / near-misses, the company has the discretion to require the employee to undergo a medical examination including a blood test for substances drug and alcohol which may form as part of an accident or incident investigation. The test for psychoactive substances and alcohol level will be administered by the company doctor or an outside medical practitioner, as appropriate in compliance to the Thai legislation, any employee who refuses to submit to a medical examination or alcohol test will face disciplinary action, including termination of employment.
- Any employee who violates this policy may face disciplinary action including termination of employment.

#### **DISCIPLINARY ACTION**

Whilst the company encourages employee with a substance-, drug- and alcohol-related problem to seek medical assistance, it reserves the right at all time to take the appropriate disciplinary action in cases where there has been a breach of this Policy. This may include the right to dismiss the employee after due inquiry.

**This policy applies to all BAC staff customer contractors suppliers and visitors associated with actives supporting Bangkok Aviation Center Pub Co., Ltd.**

This announcement implement on August 9, 2023 onwards.

Announce on August 9, 2023

Wg.Cdr 

Piya Tregalnon

Chief Executive Officer

Bangkok Aviation Center Pub Co., Ltd.