



SAFETY & SECURITY POLICY

1. ABX Air is committed to ensuring a safe and secure environment in our workplace and the safe operation of our airline. To meet this commitment, a Safety Management System (SMS) is maintained to identify hazards and the management of safety risks to aircraft operations. ABX Air will provide the necessary financial and human resources, environment, support, and training to sustain our SMS as appropriate to the size, scope, and complexity of our operation. Our management is committed to setting and fulfilling measurable safety and Security objectives and performance standards at the corporate and departmental area levels. Corporate and Departmental safety objectives are available on SMS Pro's Policy tab under Policies and Procedures. Briefings and updates are communicated to appropriate stakeholders at regularly scheduled meetings. Safety metrics are evaluated as part of our Corporate Compliance Charter and integrated within our corporate annual Performance Appraisals. Our safety and security policy is reviewed annually, or as necessary to ensure its effectiveness, relevancy, and appropriateness.
2. **The ABX Air Core Value of Safety states:** *"We are serious about safety. Our objective is to be 100 percent accident free utilizing proactive actions and mitigations. We care for one another and require safe work habits. No person will be put at risk to achieve our goals."*
3. ABX Air management requires compliance with all U.S. regulatory provisions regarding safety and security, as well as established ICAO Standards and Recommended Practices. We seek to promote proactive safety management techniques and the establishment of a positive safety and security culture within our organization. We communicate our SMS policy, procedures, and safety-related outputs to all employees. ABX Air collectively and by functional areas coordinates our SMS requirements with our vendors and contractors.
4. Members of management have implemented SMS processes within their areas of responsibility. These include hazard and issue identification, safety risk assessment, development and evaluation of safety risk control effectiveness and the overall promotion of safety. Managers are responsible for advising the Accountable Executive on the performance status of our SMS and any need for improvement. All new employees will receive SMS initial training. **Employees in operational positions, which could impact safety of flight** will receive annual recurrent training to review SMS program requirements, changes or lessons learned.
5. As part of our safety reporting policy, ABX Air provides several non-punitive safety reporting systems that are used to support the enhancement of safety. Our SMS requires all employees to report hazards and safety concerns to the Safety Department without fear of reprisal. Non-punitive safety reports submitted by employees are accepted for inadvertent mistakes that do not involve an intentional disregard for safety and must not involve criminal activity, substance abuse, alcohol, or intentional falsification. Reports are expected to be submitted in a timely fashion as defined in specific programs. Standards for acceptable and unacceptable behaviors relative to SMS are contained in the SMS Manual and are listed in SMS Pro. Safety or security concerns may be submitted confidentially using SMS Pro (www.abxsafety.com), by calling the Safety Department Hotline at 937-366-3000 or emailing ABXSafety@abxair.com.
6. ABX Air maintains corporate Emergency Response Plans that are approved by the Accountable Executive and provide for the safe transition from normal to emergency operations in the event of an accident or incident. This is accomplished by delegating emergency authority throughout the organization and assigning specific employee responsibilities during an emergency. These plans provide coordination with the emergency response plans of customers, airport managers, contractors, and other organizations during the provision of emergency services. Appropriate stakeholders review the plans. Rehearsals and exercises are conducted annually, or more often as necessary to ensure their adequacy.
7. Responsibility for effectively operating our SMS rests with all ABX Air employees. As the SMS Accountable Executive, through the ABX Air Company President, I will lead the sustainment of our SMS. Management and individual SMS performance responsibilities are contained within our corporate and supplemental SMS Manuals. Our SMS operates throughout ABX Air network, and we will monitor contractors, subcontractors, tenant organizations and supporting service providers to determine their commitment to safety and their compatibility with our SMS.
8. To ensure the ABX operation maintains the highest level of security, employees are issued security awareness training which details potential security threats and any issues identified by industry experts or the regulators. ABX reviews Security issues or industry trends during departmental and executive operational, compliance and management meetings to ensure continuous oversight and communication of any developing issues. ABX is committed to the continual improvement of the Security Management System.
9. Safety and security awareness are individual responsibilities and must exist in our thinking, planning and actions. Employees must be knowledgeable about our safety reporting systems and their responsibilities in helping to identify potential hazards or issues in order to mitigate risks. Each employee is expected to be an integral part of the safety team and to exercise diligence in the performance of all assigned and implied tasks in an ethical and safe manner. It is the commitment of ABX Air, Inc. to comply fully with all laws, rules, and regulations applicable to all locations where any ABX Air operations are conducted.
10. ABX Air's commitment to safety and security is reflected in our Core Values and we collectively share a responsibility to sustain a positive safety and security culture within our organization. We are committed to continually improving operational and safety performance as well as analyzing undesirable operational results. These are clearly mutual objectives for the company and all employee groups.

John Maloney

Interim President,
Accountable Executive,
ABX Air, Inc.