



## SAFETY MANAGEMENT POLICY

Essential Turbines Inc. (ETI) strives to provide the most efficient and safest means of engine maintenance and parts distribution to its clients. Recognizing that all activities have an associated risk, part of the company strategy is to plan for safety by identifying and maximizing whenever possible, an open environment for feedback from its employees.

Safety Management shall be maintained in the following five ways:

1. High employee training standards
2. Thorough planning and routing schedules
3. Maintenance of engines and equipment to the highest standards set forth by the Canadian Aviation Regulations (CARS) and manufacturer's recommendations.
4. Maintaining a feedback loop that allows employees to have meaningful input on safety issues.
5. Internal audit procedures.

Employees are encouraged to think pro-actively and bring forward any ideas or recommendations for the improvement of safety.

The ETI Safety Management System (SMS) is a non-punitive program that understands that mistakes do happen. A good measure of our safety culture is the willingness of our personnel to share opportunities and to learn from our mistakes. Our policy mandates uninhibited reporting without fear of disciplinary action.

ETI will not take any disciplinary action against an employee who reports an event as part of the SMS program. However, this policy does not apply to willful disregard of regulations, procedures or standard practices. Most employees understand the difference between honest mistakes and willful disregard.

Michael F. Guntner  
President & Accountable Executive

