

HSEQ Policy



COMMITMENT TO HSEQ MASTERY

Thai Aviation Services (TAS) is committed to achieving the highest standards of aviation safety, occupational health, environmental stewardship, and quality across all operations. Safety is a core organizational value and the highest operational priority of TAS. All personnel, at every level, share responsibility for maintaining and improving safety performance.

TAS implements a Safety Management System (SMS) as the primary framework for managing aviation safety, in accordance with Aviation Authority safety regulations, and other applicable international standards including ISO 9001, ISO 14001, and ISO 45001. The SMS provides a structured and systematic approach to hazard identification, safety risk assessment and control, safety performance management, continuous improvement, and support of consistent processes.

TAS IS COMMITTED TO

- Complying with all applicable aviation regulations and international standards.
- Empowering all employees and contractors with the authority to stop any activity when an unsafe condition or unacceptable safety risk is identified, without fear of reprisal.
- Promoting a Just Culture that encourages open, transparent, and non-punitive reporting of hazards, incidents, and near-misses.
- Monitoring and improving safety performance through SPIs and SPTs, with regular review of this policy to ensure continual safety improvement.
- Managing risks and minimizing hazards through a risk-based approach, preventing occupational illness, ensuring that hazards are identified, assessed, and mitigated to an acceptable level throughout the operations, as well as promoting physical and mental well-being.
- Promoting psychological safety, effective communication, and Human Factors principles.
- Ensuring ongoing training, competency development, and employee engagement.

COMMITMENT FROM MANAGEMENT

Top management is fully committed to demonstrating safety leadership, providing appropriate resource for the implementation, maintenance, and continuous improvement of SMS, QMS, EMS, and OHSMS. Management holds full accountability for implementing and ensuring that safety remains the highest operational priority, as well as enforcing safety as a primary responsibility of all managers.

A handwritten signature in blue ink, appearing to read 'Suwanawat Koeworakul', is positioned above the printed name and title.

Mr. Suwanawat Koeworakul
Managing Director of Thai Aviation Services
25 December 2025