



February 2014

## **SAFETY MANAGEMENT POLICY**

Essential Turbines Inc. (ETI) strives to provide a safe, efficient 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 employees. This includes areas of maintenance and support personnel.

Safety Management shall be maintained in the following five ways:

1. High employee training standards
2. Thorough planning and routing support
3. Maintenance of engines and equipment to the highest standards set forth in the Canadian Aviation Regulations (CARS) and manufacturer's recommendations
4. Maintaining a feedback loop that allows employees to have meaningful input on safety issues, and
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 understanding 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. Uninhibited reporting without fear of disciplinary action is our policy. 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, standard procedures or practices. Most employees will know the difference between honest mistakes and willful disregard.

A handwritten signature in black ink, appearing to read 'M. Guntner', is written over a horizontal line.

Michael F. Guntner  
President & Accountable Executive