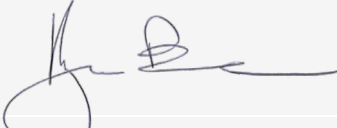


Policy

Aviation Safety

Date 25 November 2025



Purpose:	The BAC Aviation Safety Policy is a key element of the BAC Aviation Safety Management System and the overarching directive for safety management at BAC. The Policy provides a top-level commitment to safety and a framework for achieving the BAC aviation safety objectives at all levels of the business.
Owner:	Manager of Airside Standards
Approver:	Executive General Manager Aviation
Signature:	
Updated:	25 November 2025
Review period:	This Policy will be reviewed within two years of the last update. In addition, this Policy will be reviewed and updated as required to reflect changes in legislation, BAC's risk profile or operational needs.

1. Framework

- 1.1 The Aviation Safety Policy forms part of BAC's Aviation Safety Management System which sets out BAC's approach to managing aviation safety.
- 1.2 This Policy applies to all BAC Personnel.

2. Key Policy statement

- 2.1 Brisbane Airport Corporation Pty Ltd (BAC) is committed to providing an Aerodrome that is safe for aviation related activities and building and promoting this positive safety culture with our workers and business partners.
- 2.2 BAC has established the Aviation Safety Management System, which sets out the approach to realise our safety vision and meet our Aviation Safety objectives, including:
 - Identify Hazards and Manage risks.
 - Foster leadership.
 - Consult and communicate.
 - Comply with relevant legislation, standards, codes, and other requirements.
 - Continuously improve.

- Demonstrate and support a Just Culture.
- Commit to becoming a zero-harm organisation.
- Seek to be a guardian of all airside users by actively promoting safety.

3. Discipline and unsatisfactory performance

- 3.1 Non-compliance with this Policy by BAC employees will be dealt with under BAC's Discipline and Unsatisfactory Performance Policy and may result in counselling, a formal warning or termination of employment or contract.
- 3.2 Non-compliance by other BAC Personnel may result in termination of contract.

Responsibilities

Executive General Manager Aviation	<ul style="list-style-type: none"> • Authorising an Aviation Safety Policy that indicates BAC's safety objectives and its commitment to safety. • Ensuring an Aviation Safety Management System is implemented at BAC. • Ensure that BAC executives and staff are aware and held accountable for their safety performance. • Ensure that BAC's Aviation Safety Management System and operational performance are evaluated for effectiveness on a regular basis.
Executive Leadership Team	<ul style="list-style-type: none"> • Ensuring the application of safety management policies and procedures in accordance with BAC's Aviation Safety Management System within their area of individual responsibility. • Ensuring provision of adequately trained and competent staff to discharge their safety responsibility. • Assuming the leadership role to ensure commitment throughout BAC's Aviation Safety Policy intent, and that staff are held accountable for their safety performance.
Head of Airside Operations and Manager of Airside Standards	<ul style="list-style-type: none"> • Ensuring that safety considerations are given the foremost priority. • Ensuring acceptance and overview of any residual risks or hazards, and their associated controls that are identified on airport, in accordance with the procedures of the Aviation Safety Management System. • Assuming the leadership role to ensure commitment throughout the Operations Department to the Aviation Safety Policy intent, Aviation Safety Management System requirements and that staff are held accountable for their safety performance. • Ensuring provision of adequately trained and competent manpower to permit safe operational management of Brisbane Airport. • Overseeing the safety and operational performance of daily airside operations at Brisbane Airport.
BAC Personnel	<ul style="list-style-type: none"> • Accept responsibility and accountability for their own behaviour. • Pro-actively seek safety-related information, courses or seminars which may be of benefit to their role.

- Where appropriate, participate in developing safety standards and procedures.
- Openly communicate information about safety incidents and share the lessons with others.
- Be concerned for the safety of others (including tenants/contractors) whilst on the organisation's premises; and
- Wearing and maintaining the provided Personal Protective Equipment (PPE).

Definitions

BAC means Brisbane Airport Corporation Pty Ltd.

BAC Personnel means any person working for BAC in any capacity including BAC employees, contractors, consultants, work experience students and volunteers.

Executive Leadership Team means any individual identified as a member of BAC's Executive Leadership Team (including individuals acting in a role) or other individuals as deemed by the Chief Executive Officer for the purposes of this Policy.

Supporting BAC documents

Procedures

Aerodrome Manual

Aviation Safety Management Manual

Legislation and standards

International Civil Aviation Organisation - Annex 19 Safety Management System

Civil Aviation Safety Authority – Manual of Standards 139

Amendment history

Amendment	Version	Date commenced
Originally policy incepted 2009, updated policy to the new BAC template.	1.0	1/10/2021
Reviewed	1.1	26/11/2022
Reviewed	1.2	29/11/2023
Reviewed – Updated safety objectives	1.3	01/10/2024
Reviewed	1.4	25/11/2025