

Just Culture Policy

Aerotech is committed to fostering a just culture where safety is our top priority. Our just culture policy ensures a fair and consistent approach to safety management, encouraging open communication and continuous improvement.

Policy Principles:

1. **Fairness and Accountability:** We distinguish between acceptable and unacceptable behavior, focusing on system improvements rather than individual blame.
2. **Reporting and Transparency:** Every staff member is actively encouraged to, and responsible for, reporting any safety-related information. This includes near-misses, incidents, and potential hazards.
3. **Non-Punitive Reporting:** The purpose of reporting is risk control and accident and incident prevention, not the attribution of blame. Accordingly, no action will be taken against any staff member who discloses a safety concern through the reporting system, unless such disclosure reveals, beyond any reasonable doubt, an illegal act, gross negligence, or a wilful disregard of regulations or procedures.
4. **Continuous Improvement:** Our primary goal is to learn from safety incidents to prevent recurrence. We encourage open communication, sharing of lessons learned, and proactive measures to continuously improve safety processes and procedures. We analyze reported data to identify trends and implement corrective actions to enhance our safety systems.
5. **Education and Training:** Ongoing training and education are provided to ensure all staff understand their roles in maintaining and improving safety.

By adhering to these principles, Aerotech strives to maintain the highest standards of safety and operational excellence.

Conclusion:

A just culture is essential for promoting safety, trust, and accountability within our organisation. By upholding the principles of fairness, accountability, learning, and transparency, we aim to create an environment where employees feel empowered to speak up about safety concerns and work together to prevent accidents and incidents. This policy reflects Aerotech's commitment to safety excellence and continuous improvement in all aspects of our operations.



Chris Boyd
CEO, Aerotech Group