



SUSTAINABILITY POLICY

European Line Maintenance AB (ELM) is a knowledge-driven company that through competence and commitment offers airline operators reliability and regularity. Our business is based on long-term relations, sustainable operations, continues improvements and fulfill all relevant compliance obligations, including applicable legal requirements. We ensure a Just and Safety culture within the organization and in all services provided.

SAFETY AND QUALITY

Our main safety objectives are:

- › Develop and embed a safety culture within the organisation and across services provided that recognizes the importance and value of effective safety management and acknowledges always, that safety is everyone's responsibility.
- › Apply Human factors principles in our daily work.
- › Minimize the risks associated with airworthiness activities to a point which is As Low As Reasonably Practicable (ALARP).
- › Establish and monitor Safety Performance Indicators (SPI).
- › Ensure externally supplied systems and services that impact upon the safety of services provided by the organization meet appropriate safety standards.
- › Recognize that compliance with organization policies, procedures, safety standards and regulations are the duty of all personnel.
- › Ensure that all staff are provided with adequate and appropriate aviation and health safety information and training, are competent in safety matters and allocated tasks.
- › Conduct safety and management reviews and ensure relevant action is taken.

For complete Safety and Quality policy please contact CEO/AM.

MAINTENANCE PARTNER

- › We aim to be the preferred aircraft maintenance partner by:
- › Delivery precision and flexibility according to customer's operations.
- › Fulfilling commercial commitments.
- › Proactive communication and information.
- › Competitive pricing.

OUR PEOPLE

- › A safe and healthy work environment is essential to be an attractive workplace. Therefore, we strive for a workplace:
- › Free from accidents, harassments, and discriminations, where we proactively eliminate hazards and reducing risks.
- › Where employees are empowered to grow and develop.
- › Offering competitive terms of employment.
- › With close collaboration between management, employees, safety representatives and other stakeholders.



ENVIRONMENTAL CARE

The focus in our environmental commitment is to both minimize the climate impact together with partners, and to minimize our own impact from transports, waste and optimise use of resources. We protect the environment by minimizing related risks.

FINANCIALS

To secure long term profitability, growth, and financial resources, we include sustainability aspects in all our investments, strategic and operational decisions.

BUSINESS ETHICS

We do not tolerate any corruption, bribes, or unfair competition. We are committed to UN Convention of Human rights, UN Convention on the right of the child, ILO Convention etc.

We expect all business partners to follow the same or similar principles in their operations.