

## Just Culture Policy

Preserving aviation safety is in the public interest; therefore it is our main function and objective. Occurrence reporting and data sharing are two processes that are vital to maintain safety levels regionally and globally.

The term Just Culture is defined in Regulation (EU) No 376/2014 on the reporting, analysis and follow-up of occurrences in civil aviation.

The Regulation defines Just culture as a culture in which front-line operators or other persons are not punished for actions, omissions or decisions taken by them that correspond to their experience and training, but in which gross negligence, wilful violations and destructive acts are not tolerated.

Just culture - rather than pointing at the one to blame and searching for a cause - tries to determine how to prevent a similar incident in the future; in this view we understand it as an essential element of a broader Safety culture, which forms the basis of a robust Safety Management System. The implementation of Just culture is achieved in 4 stages:

- *Definition* (the policy is known to the staff);
- *Understanding* (the staff are able to explain what it means);
- *Demonstration* (the staff practise it in their everyday operation);
- *Application* (the process is being followed).

The management of the CAA is committed to internally implement Just culture through three essential elements: clarity – a universal understanding of what is acceptable and unacceptable behaviour within the organisation; commitment – active leadership to ensure that the process is being supported and adhered to and that the 'right' behaviours are being exhibited by all levels of organisation, from the management to the staff and across all functions and divisions; consistency – a transparent policy for Just culture which is both applied in day-to-day work of the CAA.

At the CAA, we believe that the employees act in good faith and according to their best abilities when they do their work. We understand and accept that employees may make mistakes, which could lead to undesirable outcomes. If this occurs, the CAA does not seek to find personal fault or guilt and does not punish employees for making honest mistakes. Our focus is, rather, to improve the system as a whole.

CAA will dedicate a special attention in effective implementation of Just Culture in the organisations under our oversight, for which applies the same measures described above.

The CAA management will:

- promote debate and discussion on the legal issues that relate to safety and justice, in particular Just Culture, inside the CAA and also in the organisations under our oversight;
- provide training for all employees regarding Just Culture;
- foster and support dialogue between aviation professionals and judicial experts;
- develop guidance material and policies in order to support the implementation and dissemination of Just Culture;
- perform any other tasks considered necessary to meet the above objectives.

Signed by:

Director,  
Rok Marolt

Signature: \_\_\_\_\_

