



Northwest Regional Airport Terrace-Kitimat

Safety and Non-Punitive Policy

The Terrace-Kitimat Airport Society (TKAS) is committed to the highest safety standards and dedicated to providing a safe and healthful work environment.

The TKAS is committed to fostering a culture of open communication, trust, teamwork, and accountability, to allow us to learn from our experiences and continually strive for improvement.

To achieve this, we will promote:

- Mutual trust and respect, where safety concerns are openly communicated throughout the organization;
- An environment where employees take ownership of their safety responsibility by actively participating in the TKAS Safety Management Systems (SMS) program, in effort to reduce risks within the organization;
- A just culture, where employees are treated in a fair and equitable manner;
- Safety is foremost in all company operations, through appropriate training and awareness of safety; and
- The ongoing shared responsibility between management and employees in providing a safe and healthy workplace, communicating and promoting safety work practices.

The Safety Management Systems (SMS) is used to continually assess and improve safety at the Northwest Regional Airport Terrace-Kitimat. Recognizing that safety is a condition of employment, all employees commit to be involved in our Safety Management System and report any incidents, hazards, or safety deficiencies they witness or identify in day-to-day operations.

No employee will face punitive action, as a consequence of reporting an aviation-related hazard, incident or accident, unless it was a result of:

- an Illegal Activity;
- willful misconduct: misconduct committed voluntarily and intentionally; or
- negligence: disregard for proper care and attention to duties as outlined in company documents and policies.

Safety is everyone's responsibility.

Carman Hendry
Airport Manager, Accountable Executive