

*PHX Safety Policy  
A Safe Place of Work*

*Safety at PHX shall be afforded the highest priority over commercial, environmental or social pressures as is reasonably practicable. PHX pledges to actively monitor safety performance and provide the necessary human and financial resources needed for safe operations. PHX complies with all applicable legislative mandates, meets all applicable standards, and wherever possible, exceeds regulatory safety requirements. PHX is committed to the establishment of a safety culture based on trust, shared ownership, and open participation. PHX holistic approach to safety permeates throughout every component of the Aviation Department and airport environment through its dedication and adherence to the principles of the Safety Management System.*

*Our commitment is to:*

- *Support the management of safety by creating a positive culture of trust in which people are encouraged, even rewarded, for providing essential safety related information.*
- *Enforce the management of safety as the primary responsibility of all managers and employees.*
- *Clearly define for all staff, managers and employees alike, their accountabilities and responsibilities under the safety management system.*
- *Establish and operate hazard identification and risk management programs, including a hazard reporting system for airport employees, passengers, visitors so that they are not inadvertently subjected to safety hazards.*
- *Ensure that no action is taken against any employee (non-punitive) for disclosing a safety concern through the hazard reporting system unless such disclosure indicates an illegal act, gross negligence, or a deliberate or willful disregard of regulations or procedures.*
- *Ensure training of personnel to a level of competency to be able to implement safety strategies and processes.*
- *Work closely with our partners, contractors, and stakeholders to plan, implement and maintain lines of communication and exchange of information regarding safety policies procedures*
- *Listen to the safety concerns and observations of employees, stakeholders, contractors, and customers; taking the appropriate action to address all issues identified.*
- *Establish and measure our safety performance against realistic safety performance indicators and safety performance targets.*
- *Promote and support positive health and wellbeing of employees.*
- *Maintain the safe condition of public areas (roadways, terminals, general facilities).*
- *Inform concessionaires, tenants, contractors, and other Airport users and their staff of the need to comply with safety policies.*
- *Inform contractors engaged in construction/development projects, that they and their staff have a duty not to endanger the general public or themselves.*
- *Review our Safety Policy annually or as required to ensure alignment with our strategic objectives.*

*As Director of Aviation Services, I am ultimately responsible for the safety performance of PHX. As such, I am committed to providing the necessary resources to implement and maintain a robust SMS that promotes the continued growth of a positive safety culture through education, training, and open lines of*

communication throughout the Aviation Department. Our Aviation Department will ensure employees have the right skills and competencies to implement this policy. It is the responsibility of every employee, contractor, tenant, and customer to accept responsibility and accountability for their own behavior and actively participate in our Safety Program. It is critical that all employees use safe practices in their everyday work environment and take an active role in the identification and mitigation of hazards and risks. All employees are responsible for the safety and health of those persons in their charge and those around them. By accepting mutual responsibility to operate safely, we will all contribute to the well-being of all airport employees and customers and make our airport system among the safest in the world.



---

Chad R. Makovsky, C.M.  
Director of Aviation Services  
Phoenix Sky Harbor International Airport

