



## FATIGUE RISK MANAGEMENT POLICY

"Fatigue Risk Management" is a core business as it provides a significant opportunity to improve operational safety and efficiency of our operation and the well-being of our staff.

To assure this objective, SunExpress has implemented a "Fatigue Risk Management System" to identify measure, mitigate and monitor the risks associated with shift work. SunExpress Management supports the Fatigue Risk Management System by all required means. To ensure FRM Policy is adequate to meet changing operational demands, Fatigue Safety Action Group is responsible to perform a yearly periodic review of it at the last meeting of the year.

Fatigue mitigation strategies will be regularly reviewed to ensure compliance with known safety requirements. These measures shall be applied by crew schedulers, crew-training schedulers, operations control staff, individual crew members and all other persons involved in flight operations.

Both SunExpress management and its employees have a shared responsibility to avoid fatigue related performance impairment.

### Management is responsible for:

- providing adequate resources for the FRMS;
- a working environment that has appropriate emphasis on controls and/or mitigations for fatigue-related risks;
- creating an environment that promotes open and honest reporting of fatigue related hazards and incidents, therefore, a robust and non-punitive fatigue reporting mechanism,
- evidence of appropriate responses to fatigue reports; schedules that enable fatigue on duty to be maintained at an acceptable level, as well as providing adequate opportunities for rest and sleep, training for all organizational stakeholders on how the organization's fatigue management approach works and how individuals can better manage their own fatigue.
- demonstrating active involvement in and understanding of the FRMS;
- ensuring that the fatigue risks within their area(s) of responsibility are managed appropriately;
- regularly consulting with flight and cabin crew regarding the effectiveness of the FRMS; and
- demonstrating continuous improvement and providing annual review of the FRMS.

### Flight and cabin crew are required to:

- make appropriate use of their time off (between shifts or periods of duty) to obtain sleep;
- coming to work adequately rested and fit for duty;
- managing their own fatigue levels;
- participate in fatigue risk management education and training;
- report fatigue-related hazards and incidents as described in the FRMS Manual;
- comply with the Fatigue Risk Management Policy;
- inform their manager or supervisor immediately prior to or during work if:
  - they know or suspect they or another crew member are suffering from unacceptable levels of fatigue; or
  - they have any doubt about their or another crew member's capability to accomplish their duties.

For a safe and efficient operation under all circumstances, no crew member shall operate SunExpress aircraft if not sufficiently free from fatigue.

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