

**59th CONFERENCE OF
DIRECTORS GENERAL OF CIVIL AVIATION
ASIA AND PACIFIC REGIONS**

*Cebu, Philippines
14 to 18 October 2024*

AGENDA ITEM 3: AVIATION SAFETY

IATA SAFETY LEADERSHIP CHARTER

(Presented by the International Air Transport Association (IATA))

SUMMARY

The IATA Safety Leadership Charter (SLC) was launched in September 2023. To date, over 100 airline CEOs have signed the charter.

The IATA Safety Leadership Charter represents a commitment by industry leaders to the continuous evolution of safety culture within their organizations and by IATA to support this evolution worldwide.

It is founded on the principle that a positive safety culture supports open reporting and a learning culture, facilitates the effective management of safety risks, and creates employee engagement based on trust. It acts as an essential enabler for a successful organization and a thriving aviation industry.

States are invited to note the Asia and Pacific SLC signatories, and to endorse the IATA Safety Leadership Charter as strong evidence of an airline's commitment to safety leadership and positive safety culture.

IATA SAFETY LEADERSHIP CHARTER

1. INTRODUCTION

- 1.1 Accident investigations have identified that a positive safety culture is a critical factor in the prevention of accidents and incidents.
- 1.2 It is also recognized that enabling a strong organizational safety culture requires continual application of all employees at every level, but especially commitment from top executives, as leadership thoughts and actions cascade down the organization and impact the actions of all employees.
- 1.3 Providing greater visibility to the importance of Safety Leadership and Safety Culture in a safety-critical industry, such as aviation, is a priority and part of the [IATA 3-pillar safety strategy](#).
- 1.4 IATA initiated the development the IATA Safety Leadership Charter (SLC) and associated [Safety Talks](#) videos to raise awareness of these important topics.
- 1.5 The text of the IATA SLC is included as Appendix 1.
- 1.6 Sharing safety knowledge and best practices is essential for industry-wide learning and improvement. In line with this goal and the Charter's intent, IATA has established an online repository, [Safety Leadership in Practice](#), showcasing initiatives from Charter signatory airlines. The initiatives in the repository demonstrate signatories' commitment to integrating the Charter's guiding principles into their daily operations.
- 1.7 Through these activities, IATA aims to promote learning, understanding and continuous improvement of organizational culture – practices and behaviours – that support the effective management of safety risks within the aviation ecosystem.

2. DISCUSSION

- 2.1 The IATA SLC was formally launched at the IATA World Safety and Operations Conference in Hanoi. To date, [over 100 airline CEOs](#) have signed the charter, including more than 30 from the Asia and Pacific region.
- 2.2 The Safety Leadership Charter has been developed in consultation with IATA members, and the wider aviation community, to support industry executives in evolving a positive safety culture within their organizations.
- 2.3 The Charter is geared toward strengthening organizational safety culture through highlighting this critical element as a driver for continuous improvement in safety performance, by proposing commitment to key leadership principles and supporting practical actions.
- 2.4 By signing the Charter, Executives pledge their commitment to continuously evolve safety culture at their airlines by:
 - 2.4.1 Embedding Charter principles into their organization(s) through measurable, practical actions, and, to the extent possible, sharing with IATA and industry information on progress, including opportunities and challenges, to deliver these actions.
 - 2.4.2 Inspiring attitudes and behaviors in teams at every level to deliver continuous improvement in safety performance and operational resilience.

2.4.3 Nurturing an environment of trust where people are willing to share safety-related information within the organization.

2.4.4 Growing collaboration with industry, government and other stakeholders that may assist the aviation industry in achieving safer operation and strengthening its safety DNA.

2.5 The IATA *Safety Talks* bring the SLC to life, and feature industry leaders across geographies and cultures sharing their unique perspectives and highlighting the key roles of Safety Leadership and Safety Culture in delivering a safer, more efficient and resilient business.

2.6 To date, twelve *Safety Talks* videos have been produced by CEOs from Asia and Pacific airlines., and five *Safety Leadership in Practice* initiatives have been shared with the industry by Asia and Pacific airlines.

3. ACTION BY THE CONFERENCE

3.1 The Conference is invited to encourage Asia and Pacific States to:

- a) Note the Asia and Pacific airlines that have signed the IATA Leadership Charter, produced *Safety Talks* videos, and shared *Safety Leadership in Practice* initiatives; and
- b) Consider the IATA Safety Leadership Charter as strong evidence of an airline's commitment to safety leadership and positive safety culture.

— END —

APPENDIX 1 – The IATA Safety Leadership Charter



Safety Leadership Charter

INTENT

The IATA Safety Leadership Charter represents a commitment by industry leaders to the continuous evolution of safety culture within their organizations and by IATA to support this evolution worldwide. It is founded on the principle that a positive safety culture supports open reporting and learning; it facilitates the effective management of safety risks and creates employee engagement based on trust. It acts as an essential enabler for a successful business and a thriving aviation industry.

DECLARATION

I, the under-signed, endorse the IATA Safety Leadership Charter. By signing the Charter, I pledge my airline's commitment to continuously evolve safety culture by:

- Embedding Charter principles into our organization(s) through measurable, practical actions, and, to the extent possible, sharing with IATA and industry information on progress, including opportunities and challenges, to deliver these actions.
- Inspiring attitudes and behaviors in teams at every level to deliver continuous improvement in safety performance and operational resilience.
- Nurturing an environment of trust where people are willing to share safety-related information within the organization.
- Growing collaboration with industry, government and other stakeholders that may assist the aviation industry in achieving safer operation and strengthening its safety DNA.

GUIDING PRINCIPLES

1. Lead our obligation to safety through words and actions.
2. Foster safety awareness with employees, the leadership team, and the board.
3. Guide the integration of safety into business strategies, processes, and performance measures.
4. Create the internal capacity to proactively manage safety and collectively achieve organizational safety goals.
5. Create an atmosphere of trust, where employees are encouraged and confident to report safety-related information.
6. Establish a working environment in which clear expectations of acceptable and unacceptable behaviors are communicated and understood.
7. Create an environment where all employees feel responsibility for safety.
8. Regularly assess and improve organizational Safety Culture.

A handwritten signature in blue ink, appearing to read 'Willie Walsh', is written over a horizontal line.

Willie Walsh
Director General, IATA

CEO Name
Title
Company