

# Altitude of Excellence

## How Xiamen Airlines is Climbing Higher

May 17<sup>th</sup>, 2018

# Xiamen Airlines

founded in July 25<sup>th</sup>, 1984



It is the **first** Chinese airlines  
operating according to **modern enterprise system**.



## Scale

- ◆ all-Boeing fleet with **196** aircrafts
- ◆ more than **20000** active staffs
- ◆ **2** subsidiaries, **5** branches and **1** base
- ◆ operating **409** domestic routes and **72** international routes



## Member of SKYTEAM



In recent two years, we have launched 10 continental routes and constructed the network centered as Fujian, covering China, radiating Southeast Asia and connecting continents of Asia, Europe, America and Australia.





Since the establishment of 33 years, it have accumulated 4.58 million hours of safe operation.



**Flight Safety Four Star Award**  
of China Civil Aviation



The first airline in the world to  
receive **IOSA Outstanding Award**



Take the lead in establishing  
**Security Management System (SMS)**



Comprehensively implement **Safety**  
**Performance Management** since 2017



## Current Situation Analysis

The existing management pattern  
cannot adapt to the rapid  
development needs for “**bigger fleet,  
more bases and internationalization**” .

# 精进工程

## Enhancement Project

- Enhance Risk Management and Control

- Strengthen Team Management

- Improve Flight Training

- Optimize Operation Management



01

**Enhance Risk  
Management and Control**



# Enhance Risk Management and Control



**Advancing the Safety  
Performance Management**

Step  
**01**

**Establishing Risk  
Control Method Driven  
by Information**

Step  
**02**

Step  
**03**

**Establishing Safety  
Integral System  
for Pilots**



02

**Strengthen Team Management**

# Strengthen Team Management



01

**strict regulations  
and generous care**

zero tolerance for irregularities;  
four forbidden principle;  
strictly control the personnel qualification

02

**consolidate construction  
of management team**

open selection to expand management  
resources;  
organize various management trainings

03

**vigorously cultivate the  
'enhancement culture'**

strengthen the publicity to create good  
atmosphere;  
post knowledge through different  
content module

A circular graphic with a blue-tinted image of a mountain range under a blue sky with white clouds. The number '03' is centered in the upper half of the circle in a large, dark blue font.

03

**Improve Flight Training**

# Improve Flight Training



Establish the Regular communication mechanism between leaders and student pilots

**Trainee Education**

**Teaching Group**

Set up 55 teaching groups; hold more than 10 technical seminars and a series of teaching lectures.

**Instructor Qualification**

Consider the pilot instructor the key factor and strictly select those who are qualified.

A large circular graphic is centered on the page. It contains a photograph of a snow-capped mountain range under a blue sky with white clouds. The number '04' is superimposed in the center of the circle in a dark blue font. Below the number, the text 'Optimize Operation Management' is written in a smaller, dark blue font. The entire circular graphic is set against a background of light gray geometric shapes.

04

**Optimize Operation Management**



# Optimize Operation Management

## Remuneration linked to scheduling standards

further boost the initiative of pilot's self-enhancement and accelerate development of crew resource

## Company-sponsored resident operations

official assignment mode has been modified

THANK YOU

