

# Health and Safety

The well-being of our employees is inextricably linked to the business and financial success of AerCap

## Safe Workplace

- ▶ The AerCap House Safety Statement governs workplace safety practices in our Head Office in Dublin. This statement is approved by our CEO and is updated regularly. It includes:
  - ▶ Health and Safety responsibility
  - ▶ Hazard identification and risk assessment
  - ▶ Emergency response
  - ▶ Worker exposure
  - ▶ Contractor obligations
  - ▶ Safe systems and training
  - ▶ Similar policies are implemented in all of our other offices globally



## Safe Products

- ▶ We deliver to customers only certified aircraft that meet strict regulatory standards
- ▶ Our customers are contractually required to operate and maintain our assets according to the law and regulations of FAA, EASA or competent equivalent local authority
- ▶ We have regular oversight of the operating and maintenance records of customers
- ▶ We also monitor the health and safety conditions of our suppliers

**Although we do not have any manufacturing activities or provide any maintenance services, we are obliged to obey all local health and safety laws and regulations. Partners in our supply chain are also required to comply with relevant health and safety laws and regulations**

1. TRIR is the Total Recordable Injury Rate and is defined by OSHA as 'Number of Incidents x 200,000 / Total Number of Hours Worked in a Year.

2. LTFR is the Lost-Time Injury Frequency Rate and is defined as the number of lost time injuries that occurred during the reporting period per 1 million man hours worked.

# Well-Being Initiatives



- ▶ External expert speakers on topics such as nutrition and mindfulness
- ▶ Yoga and Pilates classes
- ▶ Social Clubs
  - ▶ Tag rugby
  - ▶ Football
  - ▶ Cycling
  - ▶ Book club
  - ▶ Golf society



- ▶ With our health insurance partner, we provide our employees with 24/7 access to mental health counselling
- ▶ We also work with local charities such as Pieta House in Dublin to raise awareness of mental health issues in the workplace



- ▶ We provide on-site complimentary lunch catering to all employees in our Dublin and Shannon offices
- ▶ We provide on-site gyms in our offices in Dublin and Los Angeles
- ▶ We provide optional flu shots to our employees and on-site health assessment clinics in most locations