Safety & Security Commitment

At Southwest Airlines, Safety and Security are core values. We recognize that every Customer experience begins with a trust in our People, our Systems, and our Commitment to always exceed expectations. We work continually to create and foster a Culture of Safety and Security that proactively identifies and manages risks to the operation and workplace before they become injuries, accidents, or incidents.

This Safety and Security policy and code of ethics statement applies to all Southwest Airlines Employees and is our commitment to Safety and Security:

- All Southwest Airlines Employees are responsible for:
  - Upholding the highest levels of Safety and Security in our operation and our workplaces
  - Complying with all Company policies and procedures, including all government regulations and guidelines
  - Identifying and reporting operational hazards, threats, and vulnerabilities
  - Acting in accordance with the Southwest Airlines Values and Operational Philosophy

- Southwest Airlines is committed to:
  - Annually reviewing the Safety and Security Commitment, as well as Safety and Security-related objectives from Executive Leadership. These are published in the Safety/Security Management Manual and are visible to all Employees
  - Monitoring and measuring performance against Safety and Security Objectives
  - Evaluating and implementing Safety and Security risk controls to manage risk to Employees or the operation
  - Creating and promoting Safety and Security processes that enable all Employees to report any hazard, threat, vulnerability, condition, action, or process that could adversely affect Safety or Security
  - Fostering a Just Culture that promotes proactive reporting by ensuring Employees are not subject to disciplinary action or reprisal for reporting any Safety or Security hazard, threat, or vulnerability -- except in cases of reckless behavior, sabotage, violations for personal gain, criminal acts, intentional falsification, or abuse of drugs or alcohol
  - Continually improving the Company, Safety Management System, and Security Management System
  - Maintaining and periodically exercising an Emergency Response Plan to ensure a safe and secure transition from normal operations to emergency operations

- **The Chief Operating Officer is committed to, and responsible for, the operation, maintenance, and quality control of Southwest Airlines' Safety and Security Management Systems (SMS and SeMS). This includes providing the necessary financial, personnel, and other resources to establish and maintain a fully functional SMS and SeMS. The Chief Operating Officer is the Accountable Executive in all Safety and Security matters.**

Bob Jordan
Chief Executive Officer

Andrew Watterson
Chief Operating Officer