



Health and Safety Policy

ATC Systems Ltd recognises that effective health and safety management is an integral part of our business operations and is essential to protecting our employees, contractors, visitors, customers and any other persons who may be affected by our activities.

All Directors, Managers and employees accept their responsibilities towards the prevention of injury and ill health and are committed to maintaining a safe, healthy and positive working environment for everyone.

We are committed to the continual improvement of our accredited Occupational Health and Safety Management System and its performance. We shall ensure that sufficient resources, competent personnel, training, equipment and support are available to achieve and maintain this commitment.

ATC Systems Ltd is committed to:

- Preventing work-related injury and ill health.
- Providing safe and healthy working conditions.
- Protecting employees and all persons who may be affected by our activities.
- Eliminating hazards and reducing occupational health and safety risks where reasonably practicable.
- Complying with all applicable legal and other requirements.
- Maintaining and continually improving our Occupational Health and Safety Management System.
- Consulting and involving employees in matters affecting their health, safety and wellbeing.
- Providing appropriate information, instruction, training and supervision.
- Investigating incidents and implementing corrective actions to prevent recurrence.
- Promoting a positive health and safety culture throughout the organisation.
- Supporting both physical and mental health and wellbeing in the workplace.
- Establishing and reviewing measurable health and safety objectives and targets.
- Ensuring adequate resources are available to achieve our health and safety commitments.

Occupational Health and Safety Management System

We will comply with all legal requirements and other requirements to which ATC Systems Ltd subscribes. These requirements shall be considered when establishing, implementing, maintaining and continually improving our Occupational Health and Safety Management System, which shall be maintained in accordance with the requirements of ISO 45001:2018.

The Company will regularly monitor, measure and review the effectiveness of the management system to ensure it remains suitable, adequate and effective.

Hazard Identification and Risk Management



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ATC Systems Ltd will identify hazards, assess risks and implement appropriate control measures to eliminate hazards wherever possible and reduce occupational health and safety risks so far as is reasonably practicable.

To achieve this, we will:

- Undertake suitable and sufficient risk assessments.
- Review risks periodically and following significant changes.
- Implement safe systems of work.
- Carry out workplace inspections and internal audits.
- Monitor health and safety performance.
- Learn from incidents, near misses and unsafe conditions.
- Continuously improve working practices to reduce risk and enhance safety performance.

Consultation and Worker Participation

ATC Systems Ltd recognises that employee participation is essential to effective health and safety management.

We will take every opportunity to discuss matters affecting health and safety with all staff and actively encourage involvement in the continuing improvement of our health and safety environment.

Employees will be encouraged to participate in:

- Hazard identification.
- Risk assessments.
- Incident investigations.
- Development of safe working procedures.
- Health and safety meetings and consultations.
- Continuous improvement initiatives.

All employees are expected to cooperate with the Company's health and safety arrangements and contribute positively to maintaining a safe workplace.

Information, Instruction, Training and Competence

ATC Systems Ltd will ensure safe systems of work together with the provision of appropriate information, instruction, training and supervision as required.

The Company will:

- Provide induction training for new employees.



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- Ensure employees receive training appropriate to their role.
- Maintain records of training and competence.
- Provide refresher training where required.
- Ensure contractors are competent to undertake work safely.

Incident Reporting and Investigation

All accidents, incidents, near misses and dangerous occurrences will be reported and investigated appropriately.

The purpose of incident investigations will be to:

- Identify root causes.
- Prevent recurrence.
- Improve controls and procedures.
- Share lessons learned across the organisation.

The Company promotes a no-blame reporting culture and encourages employees to report hazards, unsafe practices and near misses.

Health, Wellbeing and Occupational Health

ATC Systems Ltd recognises the importance of both physical and mental wellbeing.

We will seek to:

- Promote employee wellbeing.
- Identify and manage risks relating to workplace stress.
- Support employees who may be experiencing health concerns.
- Encourage a positive and respectful working environment.
- Consider occupational health advice where appropriate.

Emergency Preparedness and Response

The Company will establish and maintain arrangements for responding effectively to emergency situations which may arise from our activities.

Where appropriate, this will include:

- Emergency procedures.
- Fire safety arrangements.
- First aid provisions.



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- Emergency training and drills.
- Periodic review of emergency response measures.

Responsibilities

Directors

The Directors of ATC Systems Ltd are responsible for:

- Providing leadership and commitment to health and safety.
- Ensuring adequate resources are available.
- Establishing and reviewing health and safety objectives.
- Monitoring the effectiveness of the management system.
- Promoting continual improvement.

Managers and Supervisors

Managers and Supervisors are responsible for:

- Implementing Company health and safety arrangements.
- Ensuring safe systems of work are followed.
- Conducting risk assessments where required.
- Investigating incidents and corrective actions.
- Monitoring compliance within their areas of responsibility.

Employees

Employees are responsible for:

- Taking reasonable care of their own health and safety and that of others.
- Following Company procedures and safe systems of work.
- Using equipment correctly.
- Reporting hazards, incidents and near misses.
- Participating in health and safety training and consultation activities.

Monitoring and Review

Senior Management will review this Health and Safety Policy and the Occupational Health and Safety Management System at planned intervals to ensure that they remain relevant, suitable and appropriate to our business activities.

Health and safety performance will be monitored through:



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- Internal audits.
- Workplace inspections.
- Incident reporting and investigation.
- Review of objectives and targets.
- Consultation with employees.
- Periodic management review meetings.

The Company is committed to continual improvement in health and safety performance and standards.

Signed:

Craig Blair Managing Director

Date: 08/07/26

Review date: 07/07/27