

NATS Safety Policy

Contacts

Sponsor	Chief Executive
Point of Contact	Safety and Sustainability Director

1 Policy Statement

Our commitment is to strive continually to improve our safety performance and to minimise, as far as is reasonably practicable, our contribution to the risk of an aircraft accident and Occupational Health and Safety (OHS) risk to our employees and others affected by our work.

To fulfil this commitment, we have a formalised, explicit and proactive approach to systematic safety management, which:

- **Defines** the safety organisation with clear lines of safety accountability;
- **Promotes** a positive safety culture throughout the organisation;
- **Upholds** our Just Culture, in which people are not punished for actions, omissions or decisions taken by them that are commensurate with their experience and training, but in which gross negligence, wilful violations and destructive acts are not tolerated;
- **Encourages** all staff to report safety concerns within that Just Culture, so that appropriate safety improvement actions can be taken;
- **Monitors** achievement against safety objectives and predictive indicators of safety performance;
- **Ensures** that everyone understands the role they play in delivering safety performance, has the capability and competence to discharge their role, and takes personal responsibility for the safety of their own actions;
- **Seeks** out opportunities for continual improvement, adopting good operational and safety management practices;
- **Provides** safe and healthy working conditions, free from avoidable OHS hazards and risks;
- **Engages** with internal and external stakeholders, driving consultation on and participation in safety improvement activities; and,
- **Complies** with all applicable statutory obligations, safety standards and requirements.

2 Chief Executive Commitment

Safety lies at the heart of our business. Every day, whether they are in the skies or within our places of work, thousands of people put their trust in NATS to keep them safe. It is essential that we remain dedicated to continually raising safety standards. This does not mean that we have to forego efficiency in the provision of our services - safety, quality and efficiency should go hand-in-hand.

I have the ultimate accountability for safety in NATS. **I am totally committed to this policy, to the provision of the necessary resources to support its implementation and maintenance, and to delivering the highest standards of safety performance.** But I cannot accomplish these objectives without the support of everyone in the organisation. It is a requirement that you understand how this Safety Policy relates to the work you do, and to embrace the role that you can play in helping NATS strive for the very highest standards of safety.



Martin Rolfe

3 Additional Information

Except where a bespoke, approved alternative is in place which expressly revokes this Policy and is required for a specific activity and/or regulatory jurisdiction, this policy guides and directs the management within NATS (Holdings) Ltd. and its subsidiaries of:

- Operational safety across all activities in Air Traffic Management (ATM) / Air Navigation Services (ANS); and,
- Occupational Health and Safety (OHS).

Unless otherwise specified, references in this Policy simply to 'safety' can be read as 'operational safety and Occupational Health and Safety (OHS)'.

4 Change History

Issue	Month Year	Changes in this issue (most recent first)
2	Jan 2026	Merged with the Health and Safety Policy, POL_HAS001_01.
1	Jun 2023	N/A – first issue. First issue of Safety Policy for BMS, replacing SafetyPolicy001 and CEO Preface.