



# Health, Safety and Wellbeing Policy

At SNCMSUK, we recognise that the health, safety and wellbeing of our employees are integral to our success in the defence, aviation, and space industry. We are committed to providing safe and healthy working conditions by fostering a work environment and deep-rooted culture that promotes physical, mental, and emotional wellbeing, and occupational health and safety management at the highest standard.

Our work is global, high-risk, physical, and unique, and our customers and end-users rely on our products and services working effectively and reliably. We recognise that, to achieve this, our employees must always have their physical safety and emotional wellbeing prioritised, and they must always be supported to speak up with any concerns or troubles.

## We will achieve this by:

- Senior management demonstrating leadership and commitment by taking accountability for the effectiveness and performance of health, safety and wellbeing.
- Implementing and committing to a process for establishing and reviewing health, safety and wellbeing objectives and KPIs and assigning responsibilities and sufficient resource for the achievement of objectives.
- Committing to the implementation of an Occupational Health and Safety Management System that conforms to the requirements of ISO 45001:2018, and achieving certification to the international standard by the end of 2024.
- Prioritising the health, safety, and wellbeing of our employees, contractors, and visitors as essential components of our corporate culture.
- Complying with and committing to all applicable health, safety, and wellbeing laws, regulations, codes of practice, and industry standards.
- Implementing appropriate measures to eliminate hazards, reduce OH&S risks and continuously monitor and evaluate their effectiveness.
- Promoting a culture that respects boundaries, work-life balance, encourages time off, and discourages the excessive accumulation of work hours.
- Enabling consultation and participation of workers and workers representatives.

This Policy will be reviewed annually and/or when significant changes are identified.

## Hywel Baker

Managing Director

Sierra Nevada Corporation Mission Systems UK (SNCMSUK)

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