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SAFETY • FIRE • ENVIRONMENT

OCCUPATIONAL HEALTH AND SAFETY POLICY

EN ISO 45001

REVISION

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OCCUPATIONAL HEALTH AND SAFETY POLICY

NTSS, within the scope of its training and consultancy activities in occupational health and safety, environmental management, and fire risk management, recognizes the protection of the health, safety, and welfare of its employees, clients, business partners, and all parties who may be affected by its activities as a fundamental responsibility.

NTSS management commits to establishing, implementing, and maintaining a sustainable and continually improving Occupational Health and Safety (OHS) management system, aligned with the organization's context and strategic direction, while taking into account risks and opportunities.

In this context, NTSS:

- Recognizes the prevention of work-related injuries and ill health, and the provision of safe and healthy working conditions, as a fundamental priority.
- Adopts the principle of eliminating hazards and reducing OHS risks.
- Ensures the continual improvement of the OHS management system and its performance.
- Complies fully with applicable legal and other requirements.
- Actively supports and ensures the consultation and participation of workers and, where applicable, workers' representatives.

NTSS operates in accordance with the following principles:

1. Risk-Based Approach

- We systematically identify hazards arising from our activities, eliminate them where possible, and control associated risks.
- We assess fire, occupational health, and environmental risks from both technical and managerial perspectives.

2. Continual Improvement and Performance Management

- We establish measurable OHS objectives, monitor performance regularly, and continuously improve.
- We enhance our management system through audits, reviews, and feedback mechanisms.

3. Safe and Healthy Working Environment

- We provide a safe, healthy, and environmentally responsible working environment.
- We ensure that all equipment, facilities, and digital platforms are safe, fit for purpose, and properly maintained.

4. Training, Competence, and Awareness

- We provide the necessary information, instruction, training, supervision, and resources to ensure that employees and professionals we serve can perform their duties safely.
- We promote a strong safety culture and support leadership in OHS.

5. Legal Compliance and International Standards

- We ensure full compliance with applicable legal requirements and international standards.
- We operate in line with ISO 45001, ISO 14001, and relevant fire safety standards.

6. Emergency and Fire Management

- We are prepared for fire and other emergency situations and develop and implement effective response plans.

7. Stakeholder Engagement

- We maintain open communication with employees, clients, and business partners.
- We encourage consultation and participation in OHS matters.

8. Incident Management and Continuous Learning

- We systematically investigate and analyse all incidents, near misses, and cases of work-related ill health.
- We ensure continuous improvement based on lessons learned.

9. Safe Reporting Culture

- We encourage the reporting of hazards, risks, and opportunities.
- No worker will be subject to retaliation for reporting or for removing themselves from dangerous situations.

This policy:

- Provides a framework for setting OHS objectives
- Is communicated to all employees, ensured to be understood, and implemented
- Is made available to relevant interested parties
- Is reviewed periodically to ensure its continuing suitability and effectiveness

NTSS is committed to protecting the health and safety of all its stakeholders, including contractors, visitors, and clients, and provides all necessary resources to ensure the effective implementation of this policy.

APPROVED BY

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