

# NATS Safety Policy

## Contacts

Sponsor	Chief Executive Officer
Point of Contact	Safety & Sustainability Director

## 1 Policy Statement

This policy guides and directs the management of operational safety within NATS (Holdings) Ltd. and its subsidiaries across all their activities in Air Traffic Management (ATM) / Air Navigation Services (ANS), except where a bespoke, approved alternative is in place which: (i) expressly revokes this Policy; and (ii) is required for a specific activity and/or regulatory jurisdiction.

Our safety commitment is to strive continually to improve our operational safety performance and to minimise our contribution to the risk of an aircraft accident as far as is reasonably practicable. In order 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 operational 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 operational safety performance, has the capability to discharge their role and recognises that they have an individual responsibility for the safety of their actions;
- **Seeks** out and adopts good operational and safety management practices;
- **Engages** with external stakeholders to share safety improvement opportunities; and,
- **Complies** with all applicable safety standards and requirements.

## 2 CEO Commitment

Safety lies at the heart of our business. Every day, thousands of people put their trust in our services. Our historic safety performance is excellent but we should not be complacent. It is essential that we are 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 operations. **I am totally committed to this policy, to the provision of the necessary resources to support its implementation and maintenance, and to delivering exceptional safety performance.** But I cannot accomplish these objectives without the support of everyone in the organisation. I encourage everyone to consider this safety policy in light of the work you do, and to understand and embrace the role that you can play in helping the company to push constantly for the very highest standards of safety.



Martin Rolfe

### 3 Change History

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