



# **UTAC GROUP OCCUPATIONAL HEALTH AND SAFETY POLICY**



### UTAC Group Occupational Health and Safety Policy

At UTAC we pride ourselves on our Values of expertise, innovation and integrity.

The UTAC Group is committed to upholding the highest standards of Occupational Health and Safety to ensure that our workers, contractors, visitors and local communities are provided with an environment that protects or enhances their health and safety.

The Group will comply with all legal and regulatory requirements for each country in which we operate, following guidance from local advisory or authoritative organisations associated to those countries.

Health and Safety colleagues across the UTAC Group will also work together to share knowledge and good practice to create a consistent approach to maintaining and improving Occupational Health and Safety across the Group.

## DEFINITION OF OCCUPATIONAL HEALTH AND SAFETY AT UTAC

The UTAC Group defines Occupational Health and Safety as the prevention of physical ill health in our workers (or others) that may occur as a result of our business activities. It also includes how workers' health can affect their ability to do their job.

### Responsibilities to Occupational Health and Safety

Everybody is responsible for the occupational health and safety of themselves and others.

If you have any concerns for the health and safety and wellbeing of yourself or any other person within the UTAC Group, **report it immediately** to the Health and Safety Manager allocated to your site.

The Health and Safety Manager for each site / country will be responsible for reporting to the Country Manager, who will report to the Executive Committee.

No matter how small, all Health and Safety concerns must be reported to ensure:

1. Appropriate investigation completed risk or harm, and additional control measure implemented to ensure no further risk or harm
2. Follow up with those involved in any accidents or Health and Safety incidents
3. Accurate record keeping,
4. Re-assessment of the associated levels of risk and harm



**In an emergency situation, call the Emergency Services and follow all UTAC Guidelines and procedures. Do not put yourself or others at unnecessary risk of harm.**

## **Arrangements for Health and Safety**

To deploy its objectives, the UTAC Group will:

- Carry out Risk Assessments and associated actions on workstations, office buildings, testing facilities, track and other working environments which the UTAC Group are responsible for.
- Provide Health and Safety training and awareness with new and existing employees to maintain a level of vigilance and information, and ensure they followed appropriate guidance for remaining safe at work.
- Provide additional specialist training, equipment and supervision for any **high-risk activities** outside of standard level of expectation, knowledge or skills associated with a worker's role e.g. Trackside Emergency Responses, Evacuation Safety, or First Aid.
- Provide appropriate levels of Personal Protective Equipment for anyone on site in relation to the activity they are carrying out.
- Ensure buildings, machinery and safety equipment is up to date and maintained, with a particular focus on safety features designed to reduce risk of harm.
- Maintain accurate record keeping and put in place systems that allow for easy assessment, reduction, reporting and remediation of potential risk for anyone within the UTAC Group.
- Ensure workers are fit and healthy for work and provide the support they need to do this through HR and Occupational Health procedures, or Employee Assistance Programmes.

The effect on work on an employee's mental health can be reported in confidence to the local HR Manager where appropriate support will be provided.

## **ADOPTION AND REVIEW**

This policy is effective immediately, and will be reviewed as necessary or at least every three years by the Group:

- Health, Safety and Environment Steering Committee
- Executive Committee



This will ensure that it remains up to date with current legislation, working standards and good practice within the UTAC Group and the country in which we operate.

Where the policy is revised or altered, these revisions and alterations will be communicated effectively to employees at the earliest opportunity.

**Signature :**

**Date :**

17/2/25.

**Connor McCormack**

Group CEO, UTAC