



HEALTH & SAFETY POLICY

TIS (NGA) Limited is committed to achieving high performance throughout the business. The management of occupational health and safety is an integral part of this. To this end the Company will commit to the comply with the ISO standard of 45001:2018

TIS (NGA) Limited put safety first and support our employees who refuse to undertake work which they consider would compromise their health or safety.

The company will implement and maintain this policy with a commitment to:

- ▶ The company will implement and maintain this policy with a commitment to:
- ▶ Provide safe and healthy working conditions for the prevention of work-related injury, ill health, and to promote employee wellbeing.
- ▶ Carry out work in compliance with all relevant legislation, industry-specific standards, accrediting bodies, or authoritative guidance, including those relating to workforce wellbeing.
- ▶ Ensure the resources needed to sustain and improve Health and Safety, including wellbeing initiatives, are available — including materials, training, support, and infrastructure.
- ▶ Establish and review occupational health risks, including those affecting employee wellbeing, and implement, monitor, and mitigate them through audits and inspections.
- ▶ Set and commit to objectives that improve occupational health, safety, and wellbeing across the business and reduce overall risk.
- ▶ Appoint full-time Health Practitioner(s) to monitor and promote wellbeing, liaise with all levels of management, and enforce standards when required.
- ▶ Consult with employees on Health, Safety, and Wellbeing matters and aim for continuous improvement, including access to support resources.
- ▶ Embed wellbeing awareness into company culture through training and regular communications focused on promoting a healthy working environment.
- ▶ Provide access to confidential wellbeing support, such as employee assistance programmes and resources to help manage stress and work-related pressures.
- ▶ Ensure managers are trained to recognise signs of poor wellbeing, offer appropriate support, and direct employees to internal or external resources.
- ▶ Include wellbeing considerations within general risk assessments to identify potential stressors and prevent avoidable harm.
- ▶ Ensure all employees are suitably trained, experienced, and aware of how to maintain personal and team wellbeing at work.
- ▶ Provide the necessary tools, PPE, and wellbeing support to protect the workforce's physical and psychological health.
- ▶ Commit to the ongoing improvement of the company's business management system in relation to health, safety, and wellbeing.
- ▶ Consider employee wellbeing in the context of environmental or climate-related challenges that may impact work conditions.
- ▶ Review and reaffirm this policy annually, ensuring it reflects current best practice and the evolving wellbeing needs of the workforce.
- ▶ Consider wellbeing-related risks in all activities, especially those in high-risk areas such as live rail or confined spaces.

Andrew Byron

John Wanless

Joint Managing Directors

5th January 2026

Planned review January 2027