Scope: EMEAA
Activity: Cargo & Ground
Issued on: 13 September 2023

A Member of the SATS Group

INTERNAL COMMUNICATION

Group Health, Safety, Security & Environment (HSSE) Policy Statement

This WFS HSSE Policy seeks to inspire and drive an exceptional culture focused on effectiveness and performance to protect and serve our people, partners, industry, and the environment.

The health, safety and wellbeing of our employees and partners, along with the aviation safety, security and environmental impact of our operations are just as important to our success as operational and financial performance, ethical behaviour, and social responsibility. Our 'FIRST' Core Values of Focus on Customer, Integrity, Responsibility, Safety and Security and Teamwork are fully aligned with this policy.

WFS has the following goals, priorities, and practices in conducting its business worldwide:

- We develop and operate hazard identification and risk management processes to eliminate or mitigate HSSE risks and likely consequences resulting from (or associated with) WFS operations to as low as reasonably practicable
- We strive to create a safe and secure workplace that seeks to avoid harm to people, assets and the environment, and ensures the safety and security of aircraft operations for our customers
- We pay special attention to the areas we know drive most risk in our business, being security screening, operating Ground Support Equipment, manual handling activities, aircraft weight & balance, and the carriage of Dangerous Goods by Air
- We commit to meet or exceed international and national HSSE regulations, customer standards, industry standards and recommended practices
- We seek to minimise our environmental impacts through pollution prevention, reduction in CO_2 emissions, recycling of wastes and the sustainable use of natural resources.
- All employees and contractors are empowered and expected to stop any unsafe activity which presents an immediate risk of injury or damage, and challenge any potential security violation or negative environmental impact
- We commit to an open reporting culture where all employees and contractors are expected and openly encouraged to promptly report any HSSE hazard, incident or near miss and accident via the reporting channels in place
- We will ensure that our employees are appropriately trained, competent, briefed and prepared before undertaking their required tasks which shall be commensurate to their skills
- We ensure HSSE considerations are integrated in all our activities and in all lifecycle stages of our projects
- We are committed to implement a Safety Management System (SMS) and Security Management System (SeMS)

I, along with the entire WFS board of Directors and Executive Committee are committed to develop and maintain a strong, embedded HSSE culture by ensuring that:

- We role model our HSSE Policy and Core Values and we hold our teams accountable for their HSSE performance and behaviours
- We set HSSE performance objectives and targets at all levels of our business to guarantee continuous improvement in all we do through monitoring and measurement, and regular review and adjustment for better results
- We promote a Just Culture where free and open reporting of HSSE incidents and near misses is encouraged, all employees are treated fairly, but we do not tolerate willful violations, repetitive gross negligence, and reckless behaviours
- We provide enough people, tools, PPE, equipment, and training to complete tasks in accordance with Standard Operating Procedures and HSSE requirements
- We clearly understand and manage the risks and threats to our people, our customers and to the environment, by using appropriate risk assessments, assurance activities and HSSE performance indicators
- We consult with, listen to, and respond openly to our employees and other stakeholders
- We promote HSSE overall improvement by recognizing and rewarding positive actions and behaviours
- The HSSE policy statement is periodically reviewed to remain relevant as per applicable regulations and WFS standards
- The HSSE policy statement is communicated to all employees and made visible in strategic positions at all WFS facilities

Every employee of WFS is responsible for HSSE and must exert a duty of care for themselves and to others by acting in accordance with this HSSE Policy, all HSSE standards and our Core Values.

John Batten
CEO WFS EMEAA