

# Health, Safety & Environmental (HSE) Policy

**Company:** AC-Tech Ltd

**Website:** <https://ac-techcyprus.com/>

**Applicable Standards:** ISO 9001:2015 & ISO 45001:2018

**Effective Date:** 30/04/2026

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## 1. Policy Statement

AC -Tech Ltd is committed to delivering high-quality services while ensuring the health, safety, and wellbeing of employees, clients, contractors, and the public. We are equally committed to protecting the environment and integrating quality, health, and safety considerations into all aspects of our operations.

This policy aligns with the requirements of ISO 9001:2015 (Quality Management Systems) and ISO 45001:2018 (Occupational Health & Safety Management Systems), supporting our goal of operational excellence and continual improvement.

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## 2. Objectives

Our integrated HSE and Quality objectives are to:

- Consistently meet customer requirements and enhance customer satisfaction
  - Provide a safe and healthy workplace to prevent work-related injury and ill health
  - Identify hazards, eliminate risks, and reduce OH&S risks
  - Comply with all applicable legal, regulatory, and other requirements
  - Improve operational efficiency and service quality
  - Continually improve our management systems and performance
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## 3. Scope

This policy applies to all activities, employees, contractors, and stakeholders involved in AC-Tech Ltd operations.

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## 4. Leadership & Commitment

Top management demonstrates leadership and commitment by:

- Ensuring integration of HSE and quality requirements into business processes
- Providing necessary resources to achieve objectives and ensure a safe and healthy working environment
- Promoting a culture of quality, safety, and accountability

- Supporting consultation and participation of workers in OH&S matters
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## 5. Roles & Responsibilities

### Management

- Set the example by excellence in health safety and environmental practices
- Ensure implementation and maintenance of the management system
- Set measurable objectives and monitor performance
- Ensure compliance with ISO 9001 and ISO 45001 requirements
- Ensure compliance with this policy and all relevant legal requirements

### Employees

- Comply with all company policies
- Follow procedures and work instructions
- Take reasonable care of their own health and safety and that of others
- Report hazards, incidents, and nonconformities

### Contractors & Visitors

- Comply with company policies and site-specific requirements
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## 6. Risk-Based Thinking & Hazard Management

AC-Tech Ltd applies risk-based thinking by:

- Identifying risks affecting quality and OH&S and Environment
  - Conducting risk assessments and implementing controls
  - Eliminating hazards and reducing risks
  - Analyzing, documenting and communicating incidents and their effect to prevent reoccurrence
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## 7. Operational Control

We ensure that operations are planned and carried out under controlled conditions to:

- Maintain service quality
  - Ensure safe working practices
  - Prevent incidents, injuries, and environmental harm
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## 8. Training & Competence

We ensure that employees are:

- Competent based on education, training, and experience
- Aware of relevant policies, risks, and responsibilities
- Continuously developing through training programs

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## 9. Communication & Consultation

We promote:

- Open communication on quality and OH&S and environmental matters
  - Worker participation and consultation in safety decisions
  - Transparency with customers and stakeholders
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## 10. Performance Evaluation & Improvement

We will:

- Monitor, measure, and evaluate performance
  - Conduct internal audits and management reviews
  - Investigate incidents, nonconformities, and implement corrective actions
  - Continually improve the effectiveness of the management system
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## 11. Environmental Commitment

Although primarily aligned with ISO 9001 and ISO 45001, AC-Tech Ltd is committed to:

- Reducing environmental impact
  - Promoting sustainable use of resources
  - Preventing pollution where possible
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## 12. Policy Review

This policy is reviewed periodically to ensure it remains relevant, appropriate, and aligned with company objectives and ISO standards.

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## 13. Approval

This policy is approved today 30/04/2026 by the management and is communicated to all relevant stakeholders.



**Petros Hadjigeorgis**

**Managing Director**