

FINE TUBES LIMITED

BUSINESS MANAGEMENT SYSTEM POLICY

Fine Tubes Ltd is committed to safely and responsibly meeting, or exceeding the expectations of our customers, our community, all legal and regulatory authorities, and other stakeholders in all we do, in line with our Core Values and the requirements of AS/EN9100/ISO9001, ISO 14001 & ISO 45001

The Core Values are:

- Ethics and integrity - Acting with the highest ethical standards is core to who we are. Reliably partnering with suppliers, providing growth opportunities for colleagues, delivering outstanding returns for shareholders, and supporting our communities through charitable donations and volunteerism.
- Respect for the individual – At Fine Tube Ltd we provide a safe work environment, creating a culture where employees feel comfortable sharing their ideas and perspectives. We are constantly looking for ways to further enhance our employees' experience by offering advancement and development opportunities.
- Diversity and Inclusion - We believe the best ideas come from diverse groups of people working together in an inclusive workplace. Our approach to these essential criteria spans the entire employment lifecycle, which includes talent acquisition, learning and development, and retention and engagement.
- Teamwork - Our success is born from our collaborative spirit. Together, our teams deliver market-leading products through collaboration and sharing the best practices and ideas. Our high-performance teams provide a competitive edge that allows us to succeed in the markets we serve.
- Social Responsibility - As a global organisation, we recognize the positive impact we can make on society. We provide solutions that support our sustainability initiatives by reducing emissions, energy use and waste. Also, through the AMETEK Foundation, we support local charitable organisations.

This will be done through:

- Our Leadership Team's commitment and accountability to the management of processes covering Safety, Health, Environmental and Quality (SHEQ). This will be referred to as the Business Management System (BMS).

Fine Tubes is also committed to:

- Protect all employees, visitors, and other stakeholders.
- Provide safe products and services.
- Remain a responsible member of the community.
- Minimise or eliminate environmental impacts and occupational ill health.
- Applying sound health, safety, and environmental principles for the benefit of all.
- Providing a safe and healthy workplace appropriate to the purpose, size and context of the organisation, as well as to the specific nature of our risks and opportunities.
- Providing a framework for setting, reviewing, and managing BMS and performance objectives for the business.
- Encouraging a culture for reviewing and continually improving BMS management systems and processes to improve the safety, quality and performance of our products and service.
- Ensure adequate provision of resources,
- Maintain effective communication of information and consultation with relevant internal and external stakeholders.
- Eliminating occupational health and safety hazards and reducing risks to an acceptable level, in consultation and participation of the workers and workers representatives.
- Human factors, which promotes open reporting and continually improving the maturity of Human Factor deployment within the organisation.

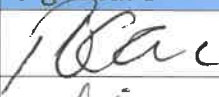







All our staff at Fine Tubes agree to:

BMS002 Rev 01
ECF 005009

- Follow the established Business Management System processes and procedures identified in the BMS Manual.
- Work in, and encourage, a culture of Continual Improvement to enhance product and process quality and safety
- Endeavour to prevent negative environmental impacts.

This policy will be communicated to all employees and will be made available to all interested parties.

Senior Management Team Commitment

Position	Print Name	Signature	Date
Director of Operations	Paul O'Gara		31/7/23
Director of Quality and Technical	Thomas Vilaro		07/08/23
Director of Engineering and Technology	John Rooney		31/7/23
Director of Commercial	Martin Brear		09/08/23
EHS Manager	Mathew Davies		31.07.23
HR Manager	Claire Baker		1/8/23
Production Manager	Craig Hart		31.07.23
Key Equipment & Facilities Manager	Peter Brown		2/8/23
Supply Chain Manager	Philip Gimingham		31.07.23.
Planning/Sales Interface Manager	Mark Ayers		1/8/23.
CI Manager	Dan Riden		31.07.23
Financial Controller	Lee Johns		31/7/23