



ATS' Human Rights Statement

ATS is committed to conducting our business ethically and with integrity. We respect human rights primarily by providing a safe and healthy workplace and ensuring non-discrimination in personnel practices. We support and respect all international human rights standards, including the Universal Declaration of Human Rights. When possible and where we have direct influence, we encourage the adoption of these standards among our vendors and suppliers.

We comply with all laws governing our businesses in the geographic areas in which we operate. We encourage our employees to exhibit our corporate values in every community in which we operate, which includes the application of our human rights policy set forth below.

ATS' Human Rights Policy

Child Labor

We abide by all local and national minimum age laws and do not support the employment of child labor.

Compliance with National Laws

We adhere strictly to labor laws in the geographies where we are present. If any deviation is discovered, we pledge to quickly take the necessary steps to rectify the infraction.

Freedom of Engagement

We believe that people should work because they want or need to, not because they are forced to do so. We prohibit the use of prison labor, forcibly indentured labor, bonded labor, slavery, or servitude.

Non-Discriminatory Treatment

We do not discriminate against any person on the basis of race, color, creed, religion, sex, national origin, disability, age, veteran/military status, pregnancy, genetic information, marital status or any other characteristic or status protected under all applicable federal, state, or local law. This non-discrimination policy extends to all terms, conditions and privileges of employment as well as the use of all company facilities, participation in all company-sponsored activities, and all employment actions such as hiring, training, promotions, compensation, benefits, and termination of employment.

Non-Harassment

It is ATS' policy to prohibit intentional and unintentional harassment of any individual by another person on the basis of any protected classification including, but not limited to, age, color, sex, gender identification, disability, gender, national origin, race, religion, or sexual orientation. The purpose of this policy is not to regulate our employees' personal morality, but to ensure that in the workplace, no one harasses another individual. Any form of threats, punishment or mental/physical coercion is strictly prohibited.

Compensation

We ensure that compensation meets or exceeds the legal minimums and is competitive with industry standards. Our compensation philosophy is clearly communicated to employees and is in full compliance with all applicable laws.

Freedom of Association

We respect the right of our employees to freely join, or refrain from joining, legally authorized associations or organizations.

Compliance Measures

Communication of Policy

Our Human Rights Policy is available on our external website, DLE, and internal servers. These are the primary means within the company to find information about ATS and our policies.

By publicly posting our policy, employees and non-employees can alert us to potential issues regarding this policy. We also have internal mechanisms that permit employees to report alleged violations of law and policy.

Health and Safety Policy and Principles

ATS' Health and Safety Policy

It is policy of ATS to operate in a safe, responsible manner which respects the environment and the health of our employees, our clients and the communities where we operate and to abide by all laws and regulations governing our industry. To accomplish this, we must rely upon all ATS employees to ensure that work areas are kept safe and free of hazardous conditions. Employees are required to be conscientious about workplace safety, including proper operating methods, and recognize dangerous conditions or hazards. Any unsafe conditions or potential hazards should be reported to management immediately, even if the problem appears to be corrected. Any suspicion of a concealed danger present on ATS' premises, or in a product, facility, piece of equipment, process or business practice for which ATS is responsible should be brought to the attention of management immediately. We will not compromise environmental, health or safety values for profit or production.

ATS' Health and Safety Principles

- We value human life above all else and manage risks accordingly.
- We persistently pursue and continually improve health and safety processes to achieve an incident-free workplace.
- We do not compromise our health or safety values for profit or production.
- We comply with all laws and set higher standards for ourselves where unacceptable risks are identified.
- We support pollution prevention and sustainable development by incorporating social responsibility, economic success and environmental excellence into our decision making process.
- We supply and use safe and reliable products and services.
- We use our knowledge to enhance the safety and well-being of our communities.
- We are all accountable for conforming with and deploying our health and safety values and principles.

Compliance Measures

Our Health and Safety policy is available on our external website, DLE, and internal servers. These are the primary means within the company to find information about ATS and our policies.

Health and Safety Training

All ATS employees receive health and safety training as part of their new hire on-boarding process. Continuous training is mandatory for all employees throughout their employment at ATS. Training is done using various mediums, and includes a weekly required short-course delivered on our web based DLE.

Environmental Policy Statement

ATS management is committed to protecting human health and natural resources, encouraging environmental stewardship, and implementing innovative environmental practices. Through management leadership and employee engagement, ATS is committed to:

- Developing environmental management plans with objectives and targets to minimize adverse environmental impacts and measure our progress toward these goals;
- Complying with all applicable laws, regulations, and other requirements;
- Employing effective pollution prevention and waste minimization programs to reduce, reuse, and recycle materials;
- Ensuring that energy and water are used responsibly and conserved through innovative practices and procedures;
- Providing all ATS staff with the knowledge and tools needed to prevent negative environmental impacts; and
- Responding to all incidents immediately to minimize any environmental impacts.

This commitment demands that:

- We each take personal responsibility to protect the environment as we conduct our work.
 - We ensure that we have the knowledge, skills, and equipment to conduct our work in a safe and environmentally responsible manner.
 - We are aware of and use care to minimize the negative environmental consequences of our activities.
- We each take personal responsibility to use resources wisely.
 - We use only what we need and look for opportunities to minimize waste.
 - We challenge each other to be efficient in the use of natural resources.
- We each take personal responsibility to protect and enhance our local communities.
 - We promptly report all incidents and unsafe conditions to our National Safety Director.
 - We encourage all ATS employees to be proactive in their environmental efforts onsite and within our local communities to ensure that we are a positive influence where we work and live.

Environmental stewardship is and must be an integral part of every ATS business practice, operation, job, and task. It is necessary for each of us to consider our own roles and responsibilities and to help fulfill the commitments presented in this statement.