

## Health and Safety Policy

CBO Telecommunications (CBO) recognises its moral and legal responsibility for health and safety and for provision of a safe and healthy work environment for employees, contractors, clients and visitors. As part of this commitment we aim to ensure that the organisation's operations do not place the local community at risk of injury, illness or property damage.

Accordingly, business activities will be planned and conducted to minimise, and where possible avoid adverse effects on occupational health and safety for the benefit of all of our stakeholders.

In implementing this policy CBO will:

- Maintain compliance with all applicable laws, regulations and industry standards
- Ensure Health and Safety Management is incorporated within our Integrated Management System
- Provide safe and healthy working conditions for the prevention of work related injury and ill health
- Develop, implement and maintain our Risk Management process as well as hazard identification and control process
- Consult with employee and contractors where relevant to enhance the effectiveness of our Health and Safety within our Management System and related procedures, SWMS and checklists
- Enforce that working safely is a condition of employment
- Commit to the elimination of hazards and reduce health and safety risks
- Promote continuous improvement of health and safety practices

This policy applies to all business operations and functions.

Health and Safety leadership and adherence to the CBO Health and Safety Policy is the responsibility of all CBO employees, its contractors, and external providers.

We will maintain organisational excellence by reviewing and improving the Health and Safety Policy regularly via assurance processes and in response to an event or a change in circumstances.



**Mark McGregor**  
**Managing Director**  
**29<sup>th</sup> May 2018**