

Spectrum Telecom Installations Ltd. are aware of its duties under legal statutes and recognises that to be a successful company it needs to place health preservation and the safety of its employees, contractors, clients, public and others, at the forefront of its operational thinking and planning. This policy statement mandates corporate arrangements for Health, Safety and Welfare of our employees that will be rigorously applied across Spectrum Telecom Installations.

The requirements and duties of Spectrum Telecom Installations and its employees are documented throughout the Health & Safety Management System, therefore the company will:

- Comply with the requirements of Health and Safety legislation and associated legal requirements insofar as is reasonably practicable for the health, safety and welfare for employees, contractors, clients, members of the public and others that may be affected by our undertakings
- Set robust and relevant health & safety objectives & targets annually to ensure continual improvement for health & safety
- Seek to improve behaviours of our people, contractors and others where relevant, making the right choices for themselves, their families, clients and the Spectrum Telecom Installations
- Seek to ensure that safe and healthy working conditions for the prevention of work-related injury or ill health exist across all our business operations.
- Identify, plan, reduce, control and monitor risks arising from our undertakings, creating a safe well planned, controlled and healthy environment
- Seek to develop best practice throughout the company, developing and implementing good operational practices, engaging with providing and improving our health & safety standards
- Provide the necessary resources, including time and finances to ensure the continued successful use of the HSEQ Management System throughout the business and so continually improving and maintaining accreditation to current International, ROI and Industry standards
- Consult and communicate our undertakings with employees, contractors and clients where required
- Embed our health and safety Principles throughout the company, developing and implementing best practice where practicable working with both our internal and external stakeholders
- Inform, supervise, instruct and train employees and where required contractors as to their duties and responsibilities, enhancing their requisite competencies and health & safety awareness both for themselves and others
- Empower employees and contractors to stop or refuse works where they feel it is unsafe and/or activities that may cause adverse effects to their health
- Provide, implement and monitor occupational health and wellbeing to ensure that their health is not adversely affected by our undertakings
- Inspect, investigate, remedy and learn from any incidents, dangerous occurrences, near miss and good catches and promote the reporting of all incidents

The company acknowledges its responsibility to continually improve its safety & health performance and review the fundamental statements set out above. All employees are actively encouraged to contribute to improvements. Adherence to this Policy is a condition of employment and contractual arrangements.



Tom Staunton
Managing Director, Spectrum Telecom Installations Ltd
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