

# Safety Policy

## Commitment

Optimised Network Equipment is responsible for, and committed to, the health, safety and welfare of its employees and anyone else that may be affected through its organisational activities. This commitment extends to controlling the hazards and risks that have the potential to harm people, equipment and the environment.

Through the development of a culture that promotes safety, we will not knowingly permit unsafe conditions to exist, nor will we permit project participants to compromise safety.

## Objectives

Our safety objectives include:

1. compliance with:
  - a) ISO 45001:2018 Occupational Health and Safety Systems;
  - b) all relevant statutory and regulatory requirements and codes of practice;
2. establishment and implementation of a risk management framework;
3. systematic Hazard Identification, Risk Assessment and application of Controls (HIRAC) according to the risk management framework;
4. promoting open, honest, effective and timely safety communication, consultation and coordination with project stakeholders;
5. defining and communicating roles and responsibilities for safety;
6. providing ongoing safety education and training to our employees;
7. ensuring employees are competent and sufficiently knowledgeable to safely perform the work activities they are engaged to perform;
8. reporting and investigating incidents to ensure lessons are learnt within the organisation;
9. distributing work health and safety information, including this policy, to all employees and interested parties;
10. providing adequate resources to ensure work health and safety is a central part of the organisation;
11. providing effective injury management and rehabilitation to employees;
12. establishing safety performance targets in order to measure effectiveness of the safety system; and
13. continually improving the safety system.



Marius Jansen — Director