



Occupational Health & Safety Policy

The Occupational Health & Safety Policy has been established by the Manx Telecom Group's management to support the strategic objectives of the business and a commitment to continual improvement of the Occupational Health & Safety Management System.

Health and safety will always be a top priority for the Manx Telecom Group. Our primary goals are to prevent work related injuries & ill-health, eliminate hazards, minimise Health & Safety risks to employees, customers, contractors and interested parties.

We aim to conduct our business in accordance with the Health & Safety at Work Act 1974, ISO 45001 Occupational Health & Safety Management Systems standard and supporting legislation & regulations.

The Occupational Health & Safety Policy ensures:

- A framework for setting Health & Safety objectives
- Minimising Health & Safety risks through a hazard identification & control process
- Risk assessments will be completed for all activities
- Safe systems of work will be put in place
- Safe arrangements for using, handling, storing and transporting equipment & substances
- Information, supervision, instruction and training will be available to all members of staff and contractors
- A Safe place of work, including safe access and egress
- A Safe and Healthy working environment with adequate welfare facilities
- Legislative and regulatory requirements will be met
- All Health & Safety accidents, incidents or near-misses will be reported, thoroughly investigated and opportunities for improvement identified and acted upon
- The Health, Safety & Environmental Committee will meet regularly to review and approve the Occupational Health & Safety Management System
- Consultation and participation of workers and worker representatives
- Availability of this policy statement to all interested parties; internally and externally

Responsibilities

- Compliance with the Occupational Health & Safety Policy is mandatory for all Manx Telecom employees & third-party contractors
- The Compliance Manager is responsible for maintaining the policy with support from the Health, Safety & Environmental Committee
- The CEO is responsible for approving the policy
- The Policy must be reviewed annually or sooner if there are any significant changes to ensure it remains suitable, adequate & effective

This policy applies to all Manx Telecom Group procedures, projects, products, services & infrastructure.

Review & Approval

| Issue | Date | Approved by | Title |
|-------|----------|-------------|-------|
| 2.3 | 19/12/21 | Gary Lamb | CEO |