

## OCCUPATIONAL HEALTH AND SAFETY POLICY

Team Antennas PL is committed to providing a healthy and safe working environment and to protecting the life and well-being of its employees and sub-contractors, suppliers and all visitors to our National Head Office at Factory 3/141 McEwan Rd Heidelberg West, Vic 3081 and to any other workplace location where Team Antennas is the Head Supervisory body and/or is contracted to undertake works specific to its scope.

To this effect Team Antennas PL has implemented within its Management System, an Occupational Health & Safety Management plan, with all requirements in accordance with the ISO45001 standard.

The organisation has established and applied appropriate documented procedures and work instructions for its operations and facilities. Moreover, Team Antennas PL has put in place measures and controls for maintaining and improving occupational health and safety, avoiding, and minimizing risks as well as managing any factors and circumstances that may endanger any parties involved in its activities.

This OHS Policy is focused on the following principles:

1. Full compliance with all relevant and applicable Legal and Other Requirements, all contractual and other requirements, as well as standards, guidelines, and best practice.
2. Provision of all necessary resources for the protection of the health and safety of employees, sub-contractors, and other third/interested parties.
3. Planning, Set-up, maintenance, and monitoring of a safe and comfortable working environment, aligned with the requirements and best practices related to health and safety, considering the nature of the scope and work activities.
4. Risk Management and Risk Assessment processes to identify, eliminate or minimise effectively, any risks and hazards relating to the working environment and the nature of company activities, using the hierarchy of controls.
5. Participation and involvement of workers and employees in the decision-making process within the OHS framework.
6. Continuous training for its employees and sub-contractors on OHS matters.
7. Sustained measurement and evaluation of its health and safety performance.
8. Continual improvement of the OHS Management system to enhance the OHS performance by reduction or elimination of hazardous situations and.
9. A pre-emptive and periodic risk assessment and a commitment to the hierarchy of controls aimed at the Prevention of work-related incidents, injuries or accidents and ill health.
10. An established consultation and communication process for and of this policy and of its Management System to its employees, sub-contractors and related third parties including interested parties, to provide awareness on the organisation's health and safety obligations and procedures.
11. Continuously strive to improve the safe working conditions of its workforce.
12. Providing regular and suitable training to its personnel
13. The full implementation, review, and monitoring of the Management system to keep this policy and all other processes and procedures updated, current and relevant and appropriate to the company's scope, needs and operations and fully aligned with all legal and other requirements.

The Success of our health and safety management depends on:

- The commitment of the entire workforce to achieving the policy objectives. Collectively together our organisation will benefit from continual consultation and communication on HSE matters and the.
- Proper Planning of work activities with consideration given to health and safety and the hierarchy of controls

WE ARE COMMITTED TO FULFILLING THE OBJECTIVE OF THIS POLICY AND EXPECT THE SAME OF ALL EMPLOYEES AND SUB-CONTRACTORS WORKING ON OUR BEHALF.

Authorised signatory: Tania Basso - Operations Manager

POSITION:



Date: 16/10/2023