

Team Antennas Pty Ltd

Health, Safety and Environmental Policy

Team Antennas PL is committed to providing a healthy and safe working environment and to protecting the life and wellbeing of its employees, subcontractor, suppliers and all visitors to all workplace locations where Team Antennas PL is the Head Supervisory Body.

The business is equally committed to providing a safe and quality service in a manner that ensures an environmentally responsible process and outcome that minimises our potential impact on the environment

To this effect, Team Antennas PL has implemented with its HSE Management system, a HSE Management Plan, with all requirements in accordance with the standards set for both Occupational Health and Safety (iso45001) and Environmental Management (iso14001).

The business has established and applied appropriate documented procedures and work instructions for its operations and facilities.

Moreover, the business has put in place measure and controls for maintaining and improving Health, Safety and Environmental Management, avoiding and minimising risks as well as managing any factors and circumstances that may endanger any parties involved in its activities.

This Health Safety and Environmental Policy is focused on the following principles as far as reasonably practicable:

- Full compliance with all relevant and applicable legal and other requirements, all contractual and other requirements as well as standards, guidelines and best practices relating to HSE matters
- Provision of all necessary resources for the protection of the health and safety of employees, subcontractors, other third parties or interested parties and to the protection and preservation of the environment in which our business works within
- Merge the consideration of all Health, Safety and Environmental concerns and impacts into all decision-making processes and activity scope and identify and manage any HSE hazards and risks
- Achieving a safe and incident free workplace with minimal impact on the environment
- HSE Planning, Set-up, maintenance and monitoring of a safe and comfortable working environment, aligned with the requirements and best practices related to Health Safety and environmental factors, considering the nature of the scope and work activities
- Risk management and risk assessment processes to identify, eliminate or minimise effectively, any risk and hazard relating to the work environment and the nature of the business' activities, using the hierarchy of controls.
- As far as is possible, purchasing products and services that do the least damage to the environment as well as promoting environmental awareness among the business, by implementing environmentally friendly policies and upgrades throughout the business wherever possible (such as recent upgrades of solar power and water saving appliances)
- Encouraging participation and involvement from our employees and subcontractors in identifying, reporting and controlling HSE hazards in the workplace, as well as in the decision-making processes within the HSE framework.
- Continuous training and enhancing the knowledge base of our workforce through programs and education that focus on Health, Safety and Environmental factors
- The sustained measurement and evaluation of the business' Health, safety and environmental performance, which includes the establishment and measurable HSE objectives and targets to ensure continued improvement
- A commitment to reducing the business' carbon footprint
- Continuous improvement of the HSE Management system to enhance the HSE performance by reduction or elimination of hazardous situations and a pre-emptive and periodic risk assessment and a commitment to the hierarchy of controls aimed at the Prevention of work-related HSE incidents, injuries or accidents and ill health
- An established consultation and communications process for and of this policy and of its HSE management to its employees, subcontractors and related third parties, including interested parties, to provide awareness of the organisations HSE obligations and processes and procedures.
- Continuously strive to improve the safe and environmentally responsible working conditions of its workforce and workplaces we are responsible for
- Providing regular and suitable HSE training to its personnel
- The full implementation, monitoring and review of the HSE Management system to keep its policy and all other processes and procedures updated, current and relevant and appropriate to the company's scope, needs and operations and fully aligned and compliance with all HSE legal and other requirements

The success of the Health Safety and Environment Management depends on:

- ✓ The commitment of the entire workforce to achieving the policy objectives
- ✓ Proper and appropriate planning of work activities and consideration given to HSE and the hierarchy of controls
- ✓ Promoting and nurturing strong lines of communication between all parties

WE ARE COMMITTED TO FULFILLING THE OBJECTIVES OF THIS POLICY AND EXPECT THE SAME OF ALL PERSONNEL INCLUDING EMPLOYEES AND SUBCONTRACTORS WORKING IN ANY CAPACITY FOR TEAM ANTENNAS PL

Authorised signatory  Tania Basso

Position Held with Team Antennas PL Operations Manager

Dated this 15th day of January 2025

