Health and Safety Policy Statement

Boldyn Networks have a combined workforce of over 1,100 people and have responsibility for designing, building, operating and maintaining highly available communications network solutions – across Cities and Communities, Enterprises and Venues, and Transit – for existing and new customers across the globe.

The object of this policy is to outline the commitment to do everything reasonably practicable to ensure a safe and healthy environment for all staff, visitors, contractors, clients, and the public, while working at or visiting Boldyn Networks.

Boldyn Networks Board and Senior Management are committed to maintaining a Health and Safety Management System that conforms to ISO 45001, whilst also striving to continually improve our health and safety performance and associated management systems.

Boldyn Networks commits to:

- Maintain and review compliance to the Safety, Wellbeing & Sustainability (SWS) Framework.
- Communicate and consult with workers and/or worker representatives on all matters of health and safety that may affect them.
- Aim to eliminate work related illness and injury.
- Cooperate with other organisations or groups on health and safety issues.
- Provide appropriate training to facilitate improved safety performance.
- Monitor and comply with all relevant legislative requirements, with an aim to go beyond minimum legal compliance.
- Identify hazards, eliminate them wherever reasonably practicable, or reduce the associated risks to as low as reasonably practicable.
- Maintain and practice emergency preparedness and response systems.
- Maintain an effective return to work and injury management system.
- Establish and track health and safety objectives and targets for each functional area and management level.
- Measure, evaluate and continually improve health and safety performance.
- Maintain appropriate health surveillance of workers.
- Record, report and analyse injury and 'near miss' incident data.
- Investigate incidents to identify ways to learn from them and eliminate work related illness and injury.
- Promote a safe environment by proactively managing mental health risks and providing support services.

Our approach in achieving these objectives is to improve systems and processes and to continually improve the way we manage our business and deliver services to our customers. One way in which this is achieved is through the company-wide Risk Management Framework which allows the business to present for management review, the threats and opportunities that have been assessed against the risk matrices. This allows the leadership team (including the Audit and Risk Committee and the Board) to review and ensure the risk profile of the business is accurate and is focused on the correct mitigations to risks to appropriately support strategic directions.

Boldyn Networks workers, working under contract to a client shall also comply with relevant safety processes and work instructions of the client. This policy applies to all staff, managers, visitors and contractors of Boldyn Networks.

This policy shall be readily available and communicated to all interested parties. It shall also be available for public viewing on the Boldyn Networks website.

Effective: 01st day of July 2024

Igor Leprince
Group Chief Executive Officer, Boldyn Networks