



Health and Safety Policy

Beam Communications Holdings Limited Policy No. 12

**Date of Adoption: 28 May 2015,
amended 26 August 2016,
amended 22 November 2018 (company name change).**

Beam Communications Holdings Limited

Health and Safety Policy

1. Objective

1.1 Commitment

Beam Communications Holdings Limited (**Company**) is committed to zero harm to all people involved in the Company's activities. We will provide a safe and healthy work environment.

1.2 Safety is Paramount

- (a) This policy:
 - (i) shows the commitment of the Company's management and workers to health and safety
 - (ii) aims to remove or reduce the risks to the health, safety and welfare of all workers, contractors and visitors, and anyone else who may be affected by our business operations
 - (iii) aims to ensure all work activities are done safely.

1.3 Scope

This policy applies to all the activities and operations of the Company and its subsidiaries.

2. Safety Must be our First Priority

- (a) All workplace injuries and workplace related illnesses are preventable.
- (b) We will:
 - (i) Foster a culture of zero harm through consistent and effective leadership.
 - (ii) Look after each other, ourselves and our surroundings.
 - (iii) Identify hazards and eliminate or effectively manage workplace risk.
 - (iv) Implement and validate an effective documented health and safety management system.
 - (v) Conduct an annual occupational health and safety audit to ensure best practice.
 - (vi) Support outcomes that meet or exceed health and safety legislative and regulatory requirements.
 - (vii) Provide the resources and training to our employees necessary to achieve our objectives.

- (viii) Report incidents and determine root causes and contributing factors. We will share and implement our learnings.
- (ix) Foster positive relationships with regulatory agencies and industry representative bodies.
- (x) Consult, coordinate and communicate with all stakeholders.
- (xi) Be accountable for our actions.

3. Employees and Contractors

- (a) The Company asks and expects all its employees and contractors to:
 - (i) comply with safe work practices, with the intent of avoiding injury to themselves and others and damage to plant and equipment;
 - (ii) take reasonable care of the health and safety of themselves and others;
 - (iii) wear personal protective equipment and clothing where necessary;
 - (iv) comply with any direction given by management for health and safety;
 - (v) not misuse or interfere with anything provided for health and safety;
 - (vi) report all accidents and incidents on the job immediately, no matter how trivial;
 - (vii) ensure that they are not under the influence of alcohol or illegal drugs when working;
 - (viii) report all known or observed hazards to their supervisor or manager.
- (b) We seek the co-operation of all workers, customers and other persons. We encourage suggestions for realising our health and safety objectives to create a safe working environment with a zero accident rate.
- (c) This policy applies to all business operations and functions, including those situations where workers are required to work off-site.