



HEALTH & SAFETY POLICY STATEMENT

Viberoptix is committed to achieving the highest standards of health and safety practices. Protection of employees from injury and occupational disease is a major continuing objective. In all situations, priority is given to protecting our employees, visitors, the public and contractors from illness, injury and risk, and preserving materials, assets, and the environment against the risk of fire, damage, and other losses.

Our commitments are to:

1. Put safety at the core of everything that we do. We will embed our Life Saving Rules as non-negotiable standards to ensure everyone works safely and returns home safely every day.
2. Continuously improve with the maintenance of our Integrated Management System to align with ISO 9001:2015, 14001:2015 and 45001:2018 standards.
3. Provide adequate information, instruction, training, and supervision to enable our employees to perform their work safely, efficiently and without foreseeable risk to health.
4. Set standards that comply with relevant legal requirements for the health and safety of employees and anyone else that may be affected by our activities.
5. Investigate all accidents and incidents that have the potential to cause injury or damage to health and to take appropriate preventative action.
6. Ensure when introducing new activities, substances, plant, machinery, equipment, processes, or premises; adequate information, instruction, training, and supervision is provided to establish safe systems of work and a safe and healthy environment.
7. Promote employee awareness for individual responsibility for relevant health and safety matters by encouraging proactive participation and engagement throughout the entire workforce.
8. Provide relevant information for subcontractors and establish systems for monitoring their compliance with company requirements.
9. Monitor the health and safety objectives and compliance with legal and company requirements through audit review procedures and health surveillance monitoring.

Management expects all employees, visitors, contractors, and others who carry out work on behalf of Viberoptix to share this commitment by complying with Company policies and procedures, and to understand that they too have legal and moral obligations to themselves and one another.

We will meet our shared objectives of a healthier and safer working environment by working together collaboratively alongside appropriate government agencies while giving the most careful attention to the management of health and safety,

By committing to the above, we will ensure that we go beyond minimal compliance with legislated requirements and the spirit of the internal responsibility system.

This policy shall be made known to all existing and new employees, clients, suppliers, and subcontractors, displayed within van folders and reception areas, and can be viewed on our website <https://www.viberoptix.com> by wider stakeholders and the public.

Signed & authorized by:

A handwritten signature in black ink, appearing to read 'Naomhan McCrory', written over a horizontal line.

Naomhan McCrory, Chief Executive Officer

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