

POL-03 : Occupational Health & Safety

Telehouse are committed to continuous improvement in Occupational Health & Safety (OH&S) performance to best practice levels. Consistent with this aim is compliance with all legal and other requirements as well as meeting the expectations of customers in this important area. This aim is entirely consistent with our business aims of total customer satisfaction, quality and efficiency.

In order to achieve continuous improvement in OH&S performance, Telehouse is committed to...

- providing management systems to ensure that the OH&S Policy is put into action.
- organizing, implementing, monitoring, auditing and reviewing of these systems to ensure that the OH&S standards are maintained at all times.
- conducting and acting upon risk assessments in all areas of the business to eliminate where possible or minimise and or reduce OH&S hazards and risks.
- eliminating injuries and occupational ill health to workers, contractors, visitors, temporary- workers, any other interested parties and any members of the public who might be affected by Telehouse operations. By conducting our operations in a safe manner by all and accepting that no one should come to work to get hurt and protecting their wellness and wellbeing.
- developing a culture where all workers, contractors, visitors, temporary workers, any other interested parties and members of the public take ownership for creating and maintaining a safe working environment.
- objectives are set and reviewed annually to ensure Occupational Health & Safety is core to our business operations and achieved in a timely manner.
- providing finances and resources reasonable to implement this policy statement.
- consultation and participation of its workers.

Each Director, Head of Department and Manager is expected to ensure their operations fully comply and follow all legal and other requirements, this policy statement, all risk assessments, procedures and safe systems of work.

Every worker will be given information, instruction and training necessary to enable safe working.

It is a legal duty of every worker, contractor, visitor, temporary-worker, any other interested party and member of the public to take reasonable care for their own Health & Safety and for others who may be affected by their activities whilst on Telehouse premises. This policy statement must be adhered to at all times. All significant work-related injuries, incidents, accidents, hazards and near misses will be reported, recorded and investigated, where root cause and corrective actions are highlighted for addressing to stop reoccurrence.

Working safely is a condition of employment and whilst on Telehouse premises.

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| Date of Issue: 31 st August 2024 | Approved: <i>on behalf of</i> Telehouse International Corporation of Europe Limited |
| Date of Next Review: <u>August 2025</u> <i>No later than date shown.</i> <i>Or as required, subject to operational amendments</i> | <i>It is the responsibility of ALL members of staff to abide by this policy.</i> <i>Non-adherence to this Policy may lead to action under TIE's disciplinary process.</i> |