

## HEALTH AND SAFETY POLICY

BAI Communications and its companies have a combined workforce of approximately 600 people and have responsibility for designing, building, operating and maintaining communications networks – broadcast, radio, cellular, Wi-Fi, digital – for our customers across the globe.

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

BAI Communications Board and Senior Management are committed to maintaining a Health and Safety Management System that conforms to Australian Standard AS/NZS 4801 and the Federal Safety Commissioner's Building and Construction Safety Accreditation Scheme.

BAI Communications commits to:

- Maintain and review compliance to the Safety, Wellbeing & Sustainability (SWS) Framework.
- Communicate and consult with workers 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.
- 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.

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 Group 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 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.

BAI Communications 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 BAI Comms.

This policy shall be prominently displayed at all staffed work locations and available on the BAI Communications intranet. It is also available for public viewing on the web at [www.baicommunications.com](http://www.baicommunications.com)

Effective: 3<sup>rd</sup> day of July 2020



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BAI Communications comprises:  
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