

# Health, Safety & Welfare Policy

This statement sets out telent's strategic commitment to the Safety, Health, Wellbeing & Welfare of its employees and all other persons that may be affected by its activities



**telent is a provider of technology, network services and innovation on many of the UK and Ireland's largest and mission-critical operational systems: from Public Safety and Defence to Transport and Service Providers. Our aim is to provide high-quality, dependable and ever advancing solutions and services as the trusted partner of choice to our customers in the UK and Ireland.**

## Commitment

telent is committed to providing safe and healthy working conditions for the prevention of work-related injury and ill-health. We encourage our workforce and contractors to report and sort any unsafe acts or conditions in line with our "Don't Walk By" culture. We uphold our Worksafe processes, enabling an individual's right to refuse to work if they believe their own or any other person's safety, health, wellbeing or welfare is at risk.

telent believes that the health, safety, wellbeing and welfare of our employees, those that work for us and everyone else affected by our activities are fundamental to the success of our business. Nothing is so important that it cannot be done safely and within legal and other industry requirements.

## Our Health, Safety and Welfare Objectives

- Everyone goes home safe and well every day.
- We drive a positive safety culture through the participation and consultation of our workforce.
- We endeavour to eliminate hazards using the hierarchy of controls where possible.
- We reduce safety, occupational health, wellbeing and welfare risks to the absolute practicable minimum.
- We continually improving our performance by identifying opportunities to improve the safety, health, wellbeing and welfare of our workforce.
- We maintain an effective occupational health and safety management system and suitable programmes for wellbeing and awareness, in accordance with the best practice contained with ISO45001:2018.

## Governance

Detailed sub-policies and procedures to support this policy are published separately and updated for changes in legislation or working practices.

Roles and responsibilities are clearly defined to deliver assurance and continual improvement of the management system and our performance.

The Chief Executive Officer, supported by the Senior Management Team, has overall responsibility to ensure that this policy is effectively implemented and delivered. This is cascaded to Business Units to:

- Deploy and integrate the Health, Safety and Welfare Policy into their activities;
- Identify activities that could negatively impact on safety, occupational health, wellbeing and welfare, and mitigate risk through appropriate controls;
- Implement and monitor successful safety, occupational health, and wellbeing programmes to support our corporate objectives and targets;
- Consult with our people through forums and groups for engagement, communication and feedback; and
- Train and inform our people and develop behaviours and knowledge needed for working safely.

Employees and contractors working on our behalf are required to comply with this policy and associated procedures. telent will partner with organisations and a supply chain that practices safe working behaviours.

As a minimum this policy, and our performance in meeting its requirements, will be monitored and reviewed annually.

**Joanne Gretton**  
Chief Executive Officer

