

Health, Safety & Welfare Policy

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

telent believes that the health, safety 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 the requirements of the law.

This policy supports our vision of an environment in which no one is harmed.

Commitment

telent is committed to:

- Preventing injury and ill health and continually improving our performance and management of Health, Safety and Welfare;
- Managing our duties effectively and meeting or exceeding the requirements of all relevant legislation, regulations and other industry requirements;
- Establishing and monitoring objectives and targets to drive continual improvement;
- Providing adequate and appropriate resources necessary to implement this policy;
- Providing sufficient welfare facilities for both fixed premises and transient worksites;
- Maintaining and implementing behavioural safety based initiatives and risk reduction programmes, as required, with staff support and engagement;
- Working in partnership with our employees, contractors, subcontractors, customers and stakeholders to develop and maintain a positive safety culture in the workplace;
- Providing appropriate information, instruction and training to our employees and contractors to ensure safe working practices and competency at all levels of responsibility;
- Consulting and involving employees' safety representatives and others who may be affected by our activities;
- Providing competent professional advice and ensuring guidance is available to all parts of telent;
- Ensuring effective communication of this policy to all employees, contractors, customers and all other relevant parties;
- Supporting a "Don't Walk By" culture to encourage employees and contractors to report and sort any unsafe acts or conditions; and
- Upholding an individual's right to refuse to work if they believe their own or any other person's health and safety is at risk.

Implementation

The Chief Executive Officer, with support from the telent Senior Management Team, has overall accountability to ensure that this policy is effectively implemented and delivered throughout the telent business.

To support this policy, detailed procedures are published separately and updated in response to changes in both legislation and working practices.

These procedures are developed, managed and maintained as part of structured management system arrangements in accordance with the best practice contained within OHSAS 18001:2007.

Health, Safety and Welfare is treated as an integral part of line management activities and will be pursued in the same manner and with the same vigour as other managerial objectives. The management team are responsible for managing Health, Safety and Welfare within their respective areas and will ensure line management responsibility for Health and Safety performance.

Everyone has a legal and moral responsibility to ensure that they do nothing to endanger themselves or others whilst at work. They must co-operate to ensure telent fulfils its statutory duties and not interfere with or misuse anything provided for Health, Safety or Welfare purposes.

Whilst at work, employees and contractors must follow instructions, safe working procedures and use correctly, anything provided for Health and Safety. They must also report any Health and Safety accidents and incidents, including injuries, near misses or any other area of concern.

Contractors and subcontractors will also be required to comply with the requirements of this policy.

Review

As a minimum this policy, and our performance in meeting its requirements, will be monitored and reviewed annually by the telent Senior Management Team.

Mark Plato

Chief Executive Officer

