

# HEALTH, SAFETY & WELLBEING POLICY



BAI Communications Australia design, build, operate, and maintain communications networks – broadcast, public safety radio networks, cellular, Wi-Fi, digital – for our customers across Australia. We do this through a devoted internal workforce and an extended group of contractors and first-in maintainers who operate nationally.

Our goal is to be recognised by our people, partners, and our customers as a Health, Safety and Wellbeing (HS&W) leader in the Broadcast and Telecommunications Industry. Our team are dedicated to ensuring the communications services we provide Australian communities remain operational, even in extreme conditions. We also recognise there is nothing more important than the health, safety, and wellbeing of our people and those impacted by the way we conduct our operations.

This policy outlines Senior Management's commitment to do everything reasonably practicable to ensure the safety and wellbeing of our employees, visitors, contractors, customers, and the public while working for or visiting BAI Communications facilities and assets.

To fulfil this commitment, BAI Communications will:

- Integrate the **identification and management of HS&W risks** into all areas of BAI operations, including business planning, project delivery, transformation, and field operations.
- Monitor and comply with relevant **HS&W legislation** and customer requirements, and provide a **user-friendly Management System** (including IT platforms) certificated to ISO 45001 and the Federal Safety Commission Accreditation Scheme;
- Measure, evaluate and continually review health and safety performance by setting and tracking meaningful **performance metrics and targets**;
- Identify the **critical HS&W risks** relevant to our operations, and implement a Risk Control framework that eliminates risk where practical and emphasises the need for high reliability controls;
- Maintain a **network safety framework** and **reinvestment strategy** that ensures our sites and equipment are designed, constructed, and maintained 'safe', and that 3<sup>rd</sup> party operations on our sites are conducted safely;
- **Communicate, consult, and cooperate** with workers and other organisations on HS&W matters as appropriate;
- Maintain effective **HS&W reporting and governance structures** involving Senior and Executive leadership groups;
- Maintain a **robust assurance and audit program** to monitor HS&W performance;
- **Engage and manage partners** who are capable, and culturally aligned with BAI HS&W values;
- Maintain a learning and continual improvement culture through the effective reporting and **investigation of hazards and incidents**, and the actioning of system deficiencies;
- Promote a **psychosocially safe environment** by proactively managing psychosocial risks and providing support services;
- Maintain an **effective compensation, injury management and return-to-work program** to ensure persons impacted by a workplace injury return to work in a safe and timely manner; &
- Offer **wellbeing initiatives** that support our employees, and their families maintain a healthy body and mind.

**Key enablers** to BAI and our partners delivering on this commitment are:

- **Resources** | Providing our leaders and people with appropriate resources, information, supervision, training, tools, and systems to deliver on our HS&W Strategy and goals, and performs tasks safely;
- **Clear responsibilities** | Everyone in a workplace is aware of their respective HS&W responsibilities, and are expected to carry out their duties in the appropriate manner;
- **Leadership** | Capable leaders who practice visible, authentic HS&W leadership;
- **Deference to expertise** | We seek and defer to the expertise of people within our business;
- **Restless & Innovative** | Being restless in our desire to improve, encouraging continuous improvement and celebrating the innovative spirit of our people;
- **Communication** | The effective communication and sharing of this policy and related HS&W information both internally and externally as appropriate;
- **Empowerment** | Personnel are encouraged to stop work where they believe a situation is inherently unsafe and escalate the issue to their manager to develop a safe way forward; &
- **Resilience** | Building resilience in our operations, and the capacity to adapt when facing complex and/or extreme changes

This policy applies to all employees, managers, contractors of BAI Communications and visitors when entering BAI facilities.

A handwritten signature in black ink, appearing to read "Peter Lambourne".

Peter Lambourne  
Chief Executive Officer, BAI Communications Australia

Effective: 1<sup>st</sup> August 2022