

# Occupational Health & Safety Policy Statement

Eland Cables has a strong culture of Occupational Health & Safety (OH&S) and our systems and practices are designed in line with the risks and opportunities associated with our business. From a structured framework using the health & safety management systems of ISO 45001, we've added specific Eland Cables occupational health, safety and welfare standards. Together, they aim to provide and maintain a healthy and safe working environment by eliminating hazards, reducing health and safety risks, and raising awareness among employees, contractors, visitors, customers and members of the public who may be affected by our business-related activities.

Our commitment to providing a healthy and safe working environment is supported by the following principles:

- Provide an environment where work-related health and safety risks are controlled to prevent injuries and occupational ill health.
- Comply with all legal and other applicable OH&S requirements, conform with relevant standards, and integrate best practice recommendations by implementing continuous improvement programmes.
- Implement an effective OH&S management programme integral to ongoing business activities, which will:
  - Eliminate hazards and identify, assess and control OH&S risks and opportunities from known causes of occupational injuries and ill health associated with workplace processes and working environments.
  - Ensure that all employees, at every level of the organisation, understand and are committed to implementing our OH&S policies and practices.
  - Provide a mechanism for the consultation and participation of employees and/or their representatives related to OH&S activities.
  - Develop employee OH&S competency through effective training and leadership at all levels in the organisation.
  - Subject OH&S systems, procedures and performance to regular internal and external audits and validation.
  - Investigate the causes of work-related injuries and ill health – both pro-actively and reactively - and take actions to prevent recurrence.
  - Align the requirements of OH&S with all other business disciplines and ensure that they are subject to performance measurement and continuous improvement programmes.
  - Include occupational health and safety strategies in the annual business planning process to ensure the subject remains integral to operations.
  - Set annual measurable OH&S objectives for continuous improvement and compliance, and to reinforce the OH&S culture.
  - Communicate and share successful practices and lessons learned from incidents, to continually raise awareness and act preventively.

Additionally, we have a Wellbeing policy as we recognise that 'Health' is a matter of both a physical and mental wellness.

As part of our commitment to OH&S we report our performance as part of our Integrated Management Review Report and our policies and activities are subject to ongoing review and improvement. The Board have affirmed our commitment to providing the leadership and resources required to deliver these policies.

It's important that every Eland Cables employee, at every level and across every function in the business, is also committed and responsible for the successful implementation of this policy and the related programmes to deliver this culture of occupational health & safety.

Signed for and on behalf of Eland Cables



Chief Executive

Date: 15/11/2023