

# HEALTH, SAFETY AND ENVIRONMENTAL POLICY

Melita Limited affirms its commitment and dedication to achieve the highest standards of health and safety in the provision of communication products and services to residential and business customers. The company is committed to the prevention of injury and ill health and to safeguarding the environment.

In managing our impact on the environment, we consider the direct impact, the efficiency of our business operations and the full lifecycle of our services and products. We have identified our sustainability challenges and our goal is to strengthen our position as the leader in innovation and sustainability.

## Our principles

In order to meet our HSE commitment, we shall abide by the following principles:

- ✓ Comply with all relevant HSE Regulations and requirements;
- ✓ Set out systems and processes to ensure that HSE risks are managed consistently;
- ✓ Encourage discussion and consultation between management and employees on HSE matters;
- ✓ Protect the environment and prevent pollution by minimizing our environmental impact and resource consumption;
- ✓ Strive to continually improve Melita's HSE Management systems through the definition and monitoring of objectives and targets that aim to minimize significant risks and environmental aspects;
- ✓ Promote our HSE policies and continuous improvement principles amongst our employees, interested parties and service providers;
- ✓ Maintain an HSE management system in line with the requirements of ISO 45001 and ISO 14001 and continuously improve HSE performance.

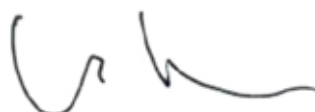
This policy will be communicated throughout the company and will be reviewed annually or earlier to ensure it remains relevant and appropriate.

All employees and contractors involved in our operations are encouraged to embrace and fully support our HSE Policy.

Endorsed by:

Harald Roesch

Chief Executive Officer



Signature

10<sup>th</sup> June 2020

Date