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Occupational Health, Safety & Wellbeing (OHSW) Policy

The health, safety, and wellbeing of our employees and everyone impacted by our activities are essential to our business. This policy outlines the measures that will be taken to eliminate accidents and incidents, to protect our workforce and members of the public, and prevent work-related injuries or illnesses. As a minimum, this policy will be reviewed annually. Our scope of work includes main laying, service laying, overhead line electrical work, reinstatement, and related repair & maintenance services for the gas, electricity, water, and telecommunications industries, as well as the construction of associated minor works and vegetation management. Network Plus are committed to work in line with all relevant Sector Schemes as detailed within the MA001 Integrated Management System Manual.

Our OHSW policy is part of an integrated management system that we will continually improve to ensure it meets our requirements, addresses risks and complies with the latest health, safety & welfare regulations, and relevant laws. Our philosophy is Be:SAFE and we expect our management system to be part of our everyday activities, so that employees, and those who act on our behalf as well as visitors to our worksites support our commitment to effective management of occupational health, safety and wellbeing.

Our Occupational Health, Safety and Wellbeing Commitments

We will:

- Provide relevant information, training, instruction, and supervision for employees and those working on our behalf, to ensure they are trained and competent to carry out their duties to a high standard.
- Communicating the importance of our OHSW management and conforming to our OHSW management system requirements.
- Ensure our working environments support healthy and safe practices including safe access and the maintenance of plant and fleet.
- Make a continuous effort to prevent accidents and cases of work-related ill-health; incorporating lessons learnt in any improvements to our safety management systems.
- Incorporating lessons learnt in any improvements to our integrated management systems.
- Provide clear roles and responsibilities at the corporate and individual level. Our CEO is responsible for establishing the health, safety and wellbeing policy and ensuring that effective arrangements to deliver this are in place. Delegated authority for ensuring compliance is discharged through our HSEQ & Support Services Director & subsequently the HSEQ Director.
- Empower employees or those working on our behalf to challenge any unsafe acts or unsafe site conditions they witness whilst undertaking work.
- Consult with employees on matters relating to their wellbeing or which impact their health and safety at work and ensure participation in development of the system and activities.
- Review our objectives and targets by measuring, monitoring, and analysing our ongoing OHSW performance.
- Assess associated health, safety & environmental risks whilst undertaking our works, and where appropriate, ensure our management system includes relevant procedures and processes for their safe mitigation and control.
- Provide occupational health support to employees via an employee assistance programme.
- Review our OHSW management system, to an agreed schedule, to ensure its continuing suitability, adequacy, and effectiveness.

Leadership
We expect visible leadership to lead by example and demonstrate our commitment to health, safety, and wellbeing.

Employees
We all have a duty to report all accidents, incidents, and hazards and to co-operate with investigations. We expect all employees and those working on our behalf, to take personal responsibility for complying with Network Plus company policies and procedures. We will engage openly with our clients and industry partners to learn from others and share best practice.

Supply Chain
We will actively promote the OHSW policy to any third-party contractors or suppliers undertaking work on our behalf. We will expect representatives from our Supply Chain to demonstrate compliance with our standards and management systems.

HSEQ Compliance
Network Plus will comply with related health and safety legislation, standards, and governing laws. We will also respect values and standards set by our clients relating to wellbeing, safety, and occupational health.

This policy will be communicated to all our employees and supply chain working on our behalf. We will ensure this policy is visible; displayed at our offices, on internal communications systems such as modular plus, Intranet applications and the Network Plus website. It will be made available to relevant third parti



Kevin Fowlie (Chief Executive Officer)