**Occupational Health & Safety Policy**

The Occupational Health & Safety Policy has been established by Manx Telecom Trading Ltd Management to support the strategic objectives of the business and a commitment to continual improvement of the Occupational Health & Safety Management System.

Health and Safety will always be a top priority for Manx Telecom Trading Ltd. Our primary goals are to prevent work related injuries and ill-health, eliminate hazards, minimise Health & Safety risks to employees, customers, contractors and interested parties.

We aim to conduct our business in accordance with the Health & Safety at Work Act 1974, ISO 45001 Occupational Health & Safety Management Systems standard and supporting legislation & regulations.

The Occupational Health & Safety Policy ensures:

* A framework for setting Health & Safety objectives
* Minimising Health & Safety risks through a hazard identification & control process
* Risk assessments will be completed for all activities
* Safe systems of work will be put in place
* Safe arrangements for using, handling, storing and transporting equipment & substances
* Information, supervision, instruction and training will be available to all members of staff and contractors
* A Safe place of work, including safe access and egress
* A Safe and Healthy working environment with adequate welfare facilities
* Legislative and regulatory requirements will be met
* All Health & Safety accidents, incidents or near-misses will be reported, thoroughly investigated and opportunities for improvement identified and acted upon
* The Health, Safety & Environmental Committee will meet regularly to review and approve the Occupational Health & Safety Management System
* Consultation and participation of workers and worker representatives
* Availability of this policy statement to all interested parties; internally and externally

**Responsibilities**

* Compliance with the Occupational Health & Safety Policy is mandatory for all Manx Telecom employees & third-party contractors
* The Compliance Manager is responsible for maintaining the policy with support from the Health, Safety & Environmental Committee
* The CEO is responsible for approving the policy
* The Policy must be reviewed annually or sooner if there are any significant changes to ensure it remains suitable, adequate & effective

This policy applies to all Manx Telecom Trading Ltd procedures, projects, products, services & infrastructure.

**Review & Approval**

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| **Issue** | **Date** | **Approved by** | **Title** |
| 2.6 | 20/12/2023 | Gary Lamb | CEO |