



## Health, Safety and Wellbeing Policy

---

### Our Commitment

The Board and management of WEL Networks Ltd (WEL) are committed to ensuring the health, safety and wellbeing of all employees, contractors we engage, visitors to WEL sites and also members of the public around our network equipment.

WEL aspires to achieve positive safety outcomes as part of “Good Work”.

### Our Responsibilities

Everyone at WEL is responsible for ensuring health, safety and wellbeing of our employees, colleagues, contractors and visitors to our sites.

### Our Policy

#### We will:

- Implement a health and safety strategy and supporting business plans to enable us to protect our people and continuously improve our capacity to deliver safe outcomes from “Good Work”
- Ensure critical controls are in place for identified critical risks
- Ensure routine controls, proportionate to risk of harm, are in place
- Provide necessary resources, materials, equipment and training to maintain safe and healthy work environments
- Administer a system for learning from health and safety related events which, in relation to the worst credible outcome of the event, drives prioritised and practicable actions
- Capitalise on all worker engagement opportunities so that workers participate in company health, safety and wellbeing activities and in the development and review of health and safety policies, procedures and processes. This includes a WEL Health and Safety Committee and a Service Partners’ Forum
- Provide an employee health and wellbeing programme that provides resources and initiatives to maintain and enhance quality of life at work and outside of the workplace
- Comply with statutes, regulations, standards, codes and appropriate guides as a minimum requirement
- Support the safe and early return to work of staff harmed at or outside of work
- Authorise and support every worker to stop work activities or use a ‘Stop Work Action’ card where those activities are considered unsafe.

A blue ink signature of Garth Dibley.

Garth Dibley  
Chief Executive  
August 2024

