

ABO0015

Occupational Health, Safety, Environment and Quality (OHSE&Q) Policy

CommTel Networks Solution



Document Control

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1.0	#380	LVF	20-Sep-22	New Policy by integrating all previous policies related to Occupational Health, Safety, Environment and Quality Policies.

Distribution

Version	Destination	Upload Date	Location
1.0	Unity	Sep-22	Management Systems > Business Management System > Policies

Company Information

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1 Scope

The Occupational Health, Safety, Environmental and Quality (OHSE&Q) Policy covers the operations of CommTel Network Solutions under the Integrated Management System-(IMS). The IMS scope is the design, supply, engineering, integration, software development and project management services for dedicated communications networks, including the manufacture of associated infrastructure.

2 Policy

CommTel Network Solutions is committed to an operating philosophy based on openness in communication, integrity in serving our customers, fairness and concern for our employees and our responsibility to the communities within which we operate or may affect.

Our People

CommTel Network Solutions is committed to equality in employment opportunity and rewards, embracing wholeheartedly the cultural diversity within the communities we call home. Our employees’ welfare and interests are foremost throughout all aspects of our business and how we conduct our affairs.

CommTel Network Solutions is committed to:

- Creating and nurturing an environment of success based on honesty and integrity.
- support the continuous development, education and training of all our employees.
- Individual growth and equal opportunity.

Our customer

Customer needs are paramount and represent the highest priority within our business. Our obligation is to proactively seek out and define customer needs while addressing all requests expeditiously without creating false expectations. We adhere to all applicable standards and customer specific requirements and endeavour to provide processes that ensure we achieve this in order to build a robust and world class business.

Our Community and Environment

CommTel Network Solutions is committed to supporting the communities within which we operate. Our aim is to achieve compatibility between economic development and the maintenance of the environment to eliminate or minimize harm. We support the conservation of the physical environment and the prevention of pollution at our facilities and as such, our environmental commitments include:

- Assess Eco-footprint to identify environmental impacts and move towards more sustainable practices.
- Set measurable Objectives and Continually improve environmental performance.
- Conformity to environment laws and regulations.
- Improve awareness of environmental risks and mitigation among all workers.
- Protection of biodiversity and ecosystems.

Our Well Being

CommTel Network Solutions is committed to making Occupational Health and Safety (OHS) an integral part of decision making in all operations. We actively work towards the prevention and elimination of workplace related illnesses and injuries

CommTel Network Solutions is committed to:

- Compliance with legislative requirements and industry standards.
- Eliminate hazards and reduce OH&S risks.
- Providing information and adequate training, to ensure employee competence.
- Consultation with workers and other parties to improve OHS related decisions.
- Set measurable targets to ensure continual improvements are achieved and reflected in key performance indicators.

Our Quality

CommTel Network Solutions is committed to achieving excellence and providing our customers with products and services designed, produced, and maintained to meet or exceed their expectations by:

- Complies with legal and relevant industry standards and where appropriate moves beyond requirements.
- Ensuring our methods, processes and procedures employ worlds-best-practices for our industry.
- Establishing measurable objectives to streamline the process of continual improvement to meet challenging and changing needs of customers, general business and the regulatory environment



Robert Green
Chief Executive Officer



Gerald Molenkamp
Chief Technical Officer