

ABO0015

Health and Safety Policy

document description

commtelns.com



Document Control

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Version	Approval	Revised by	Issue Date	Summary
1.0	#380	LVF	20-Sep-22	New Policy by integrating all previous policies related to Occupational Health, Safety, Environment and Quality Policies.
1.1	#482	LVF	04-Feb-25	Change the Title of Signatories (No Change in content)
1.2	EA087 #562	Loyed F	11-Nov-25	Policy name change from OHSE&Q to Health and Safety. Changes to align with Genus’s policies and procedures. Reference: POL-SHEQ-GNP-0018

Distribution

Version	Destination	Upload Date	Location
1.0	Unity	Sep-2022	Management Systems > Business Management System > Policies
1.1	Unity	Feb-2025	Management Systems > Business Management System > Policies
1.2	Unity	Nov-2025	Management Systems > Business Management System > Policies

Company Information

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CommTel Network Solutions Pty Ltd (Part of the Genus Group) exist to provide safe, trusted, and high value solutions to our stakeholders through our people, our products, our culture, and our values. Safety and health are a Group core value and is fundamental to our success.

Our objective is to ensure all workers (employees, contractors, labour hire), third-party stakeholders and visitors impacted by our works, go home safely every day. This objective is embodied in our Think Safe. Work Safe. Home Safe. message. Our core value of mateship drives us to not only look after ourselves, but our mates as well.

To achieve this objective, we will:

- Drive high performance through leadership, accountability, traceability, engagement, participation, communication, and collaboration.
- By establishing, implementing, and maintaining a documented framework that promotes and communicates our safety and health objectives, targets, and strategy.
- Promote awareness and commitment to our Think Safe. Work Safe. Home Safe. message, Safety Non-Negotiables and Stop Work Authority.
- Provide safe and healthy working conditions to prevent physical and psychological workrelated injury and illness, with a focus on critical risk management.
- Eliminate hazards or reduce risks in accordance with the hierarchy of control by embedding safety and health risk management practices into everything we do.
- Consult with, engage, and empower our workers, to encourage active participation in safety and health.
- Identify legal and other requirements, to meet and maintain our internal governance and contractual requirements, and that of other interested parties.
- Provide adequate induction, training, supervision, and resources to ensure work can be undertaken safely and competently.
- Focus on a proactive safety and health culture, that promotes positive reinforcement, and recognition of achievements to drive and encourage good safe behaviour.
- Monitor and evaluate safety and health performance, of the Genus Integrated Management System (IMS), to learn from and continuously improve our business, as outlined in ISO 45001 OHS Management Systems.

This applies to all our operations, workers, contractors, and visitors, who have a responsibility to implement this policy. Through this, we will ensure that we provide our product and services to the best of our ability, ensuring time, cost, workmanship, and quality meet or exceed our customer needs.

Reference: Genus Safety and Health Policy POL-SHEQ-GNP-0018 Rev 5 dated 08/09/2025

Alistair Tibballs

Executive General Manager
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