

# Workplace Health & Safety Policy

October 2024

As a global player in the telecom and energy transition markets, Circet offers its service provider, local authority and key account customers an integrated package of turnkey infrastructure services across all technologies.

Circet's optimized management system allows the company to meet the most stringent health and safety standards.

## SAFETY CULTURE

Circet views health and safety as its top priority and an integral part of a model that combines performance, innovation, sustainability and accountability.

Everywhere Circet operates, a framework is in place to ensure that all our stakeholders are protected: employees, temporary staff, service providers, subcontractors, visitors and anyone who may be impacted by our operations.

Circet's safety culture ensures that everyone makes safe choices – every day, at every work site – to preserve their own safety and that of everyone else, contributing to the company's outstanding and sustainable performance.

Circet is committed to ensuring that risks are identified, controlled and managed responsibly. This commitment extends to all our activities and sites, in all the countries where we operate.

***"We firmly believe that all accidents can be avoided and that all work can be done in complete safety."***

**Working in partnership with our stakeholders to achieve the shared goal of workplace health and safety, Circet is committed to focusing its efforts on the six priorities set out below.**

### 1 Manage health and safety efficiently

- Ensure that this policy is documented, implemented and made available to all interested parties, internally and externally.
- Review the health and safety policy and management system periodically to ensure they are still in line with the regulations in each country and the nature and scale of the organization.
- Make health and safety an integral part of all aspects of our work.
- Clearly define and implement all health and safety responsibilities and obligations.

### 2 Monitor health and safety performance

- Set and monitor key performance indicators: number of training hours, safety investments, frequency and severity rate of workplace accidents.
- Reduce the severity rate of accidents by 5% each year.
- Regularly monitor and audit our operations.
- Constantly improve performance based on action plans.

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### Improve health and safety risk management for workers

- Raise awareness of workplace health and safety.
- Provide appropriate and sufficient information, instructions and training.
- Ensure workers are competent to do their work in complete safety, with no risk to their or others' health.
- Allocate the appropriate resources to health and safety to create a safe and healthy workplace and prevent workplace accidents and occupational diseases.
- Raise awareness of near miss reporting.
- Analyse near misses.

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### Involve workers in improving the safety management system

- Discuss with employee representatives on topics affecting employee health and safety.
- Involve employees in continuous safety improvements.

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### Involve the whole supply chain in our health and safety management system

- Require subcontractors to engage on health and safety matters.
- Map supplier health and safety risks so that those with the greatest risks improve safety.
- Encourage suppliers to meet health and safety requirements.
- Monitor suppliers on health and safety issues.
- Involve suppliers in awareness raising activities.

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### Improve compliance with statutory and regulatory requirements

- Keep abreast of legal and regulatory changes.
- Comply with applicable national and international requirements.
- Keep records of compliance with these requirements.

Circet firmly believes that health and safety concerns are central to increasing professionalism and achieving excellence at work sites. The company wants its safety culture to be a differentiating factor in the market.

*“Everyone, through their behavior and motivation, contributes to our shared ambition of continuous improvement when it comes to health and safety. We are counting on everyone to make this commitment a daily reality.”*



**Philippe Lamazou**  
Circet Group President

