

HEALTH & SAFETY POLICY STATEMENT

LEC Communications' (LECC) Mission is to provide reliable optic fibre and other communications infrastructure, maintaining value adding relationships with our stakeholders and achieve the country's ICT developmental agenda.

LEC Communications (PTY) Ltd aims to ensure that the highest standards of Public & Occupational Health and Safety (POHS), that are reasonably practicable to attain, are achieved in all our activities.

LEC Communications (PTY) Ltd also aims to uphold the highest standards of environmental sustainability while ensuring that the communities in which we operate are not negatively affected by our operations. This includes fostering inclusive development that benefits all, regardless of gender.

This policy outlines LECC's commitment to:

1. **Commitments:** The policy sets minimum requirements for managing Health and Safety risks associated with our projects including those financed by external sources.
2. **Assessment and Monitoring:** It describes how LECC will assess and monitor the Health and Safety risks and hazards its projects and operations.
3. **Sustainability:** The Health and Safety Policy is a key document guiding the LECC's commitment to promoting environmentally sound and sustainable development.
4. **Enhanced Measures:** The Health Safety Policy defines LECC measures to mitigate Health and Safety risks and hazards.

Scope This policy applies to all employees, contractors, and operations across all locations.

Health & Safety Policy Statement

We commit to:

Ensure that the highest standards of health and safety are applied across all our operations and projects, protecting the health and safety of our employees, contractors, visitors and our neighbours. Prevent and reduce accidents by enabling a culture where everyone takes responsibility for safety, and accidents, incidents and high potential near-misses are promptly reported and investigated and the lessons learned are shared and acted upon.

We are committed to:

- **Risk Assessment and Management:** Hazards will be identified, risks assessed, and appropriate control measures implemented to eliminate or minimize potential harm
- **Promoting Safety Culture:** Integrating Health and Safety into our operations, decision-making, and planning processes
- **Accidents Prevention:** Prevent and reduce Occupational and Public Health accident rates within all our operations
- **Compliance:** Meeting or exceeding all applicable Health & Safety laws, regulations, and standards
- **Continuous Improvement:** Regularly assessing our Health & Safety performance and seeking opportunities for improvement
- **Awareness and Training:** Educating employees and stakeholders about Health & Safety risks and responsibilities and promoting safety culture within our operations

- **Well-being and Mental Health:** Promote not only physical safety but also the psychological well-being of all employees
- **Emergency Preparedness:** Adequate plans and procedures will be established and maintained to respond effectively to emergencies

To meet our Health & Safety policy objectives, LEC Communications shall:

- Mandate health and safety considerations into the decision-making process across all our activities
- Continually improve health and safety performance, supported by appropriate resources and visible health and safety governance
- Comply with all relevant host country health and safety legislation and align with best international industry practices
- Set health and safety performance objectives and targets and regularly monitor and report our performance to the Board and stakeholders
- Ensure systems are in place to identify, assess, manage and control all related health and safety risks
- Ensure that occupational health and safety rules and programmes are in place to protect people and workforce from hazards that may arise in our working environment
- Ensure that our activities, including those of our project contractors, avoid or minimise any adverse impact on the health and safety of the communities in which we operate
- Foster a culture where accidents, incidents and high potential near misses are promptly reported and investigated and the lessons learned are shared and corrective measures are appropriately implemented
- Maintain and regularly test contingency and emergency plans
- Undertake periodic audits, reviews and evaluations for measuring compliance with this policy.

Implementation and Accountability

This Health and Safety policy applies to all LECC employees and contractors. It shall be implemented through the LEC Environment and Social Management System. It is supported by clear objectives and measurable targets. It is communicated to all employees, contractors and external stakeholders as appropriate and is reviewed regularly to ensure its effectiveness and relevance. All LECC employees and contractors have a responsibility to understand, promote and actively assist in the implementation of this Health and Safety policy. Leadership at all levels is responsible for the implementation of this policy, and we encourage feedback and participation from our stakeholders to strengthen our commitments.

Approved By:

Name Tšeliso 'Mokela

Position Managing Director

Signature



Date 18-07-2025