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HEALTH, SAFETY AND WELL-BEING POLICY

The purpose of this document: to ensure that health, safety and wellbeing are an integral part of our business and that of our contractors.

December 2021
Updated January 2024

Scope

This policy applies to Hampshire Broadband Ltd trading as Hampshire Community Broadband (herein referred to as HCB, The Company or we/us). We encourage customers, suppliers and contractors to follow this policy.

Aims

In line with our business principles, HCB:

- Is committed to the health, safety and well-being of our customers, volunteers, contractors and the community in which we operate:
- Will disclose any information that comes to our knowledge, which clearly demonstrates that any of our products or services breach internationally accepted safety standards or guidelines.

Guiding Principles

To ensure our policy is relevant, progressive, and regularly updated, the Board of HCB promulgates and reviews the performance of our Health, Safety and Well-being Policy on an on-going basis.

Health, Safety and Well-being Commitment

- Support our policy's vision and principles by displaying leadership behaviours that visibly demonstrate our belief that this is a priority issue and integral to our business.
- Establish a robust and durable Health, Safety and Well-being culture, by ensuring compliance with relevant statutory obligations, codes of practice and industry standards, adopting a risk management approach to ensure improvement, and application of HCB's policy standards.
- Empower our people by providing information, instruction, training and supervision to enable them to perform their roles safely and help drive HCB's performance.
- Involve employees, customers, contractors and suppliers in health, safety and well-being matters, and consult with them on ways to reduce workplace hazards and improve management systems.
- Commit resources to develop, maintain and communicate health, safety and well-being objectives and targets
- Commit resources to deliver consistent and effective communications, including reporting internally and externally HCB's health, safety and well-being performance.