

HEALTH & SAFETY POLICY STATEMENT

Synergy Professionals Africa Limited is a leading Telecom Infrastructure Engineering and Fiber Network Access provider. Our Occupational Health and Safety Policy applies to all operations both at the regional head office, overseas operations and on transient work sites. The intended outcome of our OH&S management system is to prevent work related injury and ill-health, to improve and enhance the safety and health of its workers and other persons under SPA's control.

To achieve this, SPA shall:

- Establish and maintain an Occupational Health and Safety Management System which satisfies the requirements of ISO 45001:2018 standard, and fulfil legal requirements and other requirements, applicable statutory and regulatory requirements.
- Provide safe and healthy working conditions for the prevention of work-related injury and ill health, that is appropriate to the purpose, size and context of SPG and to the specific nature of our OH&S risks and OH&S opportunities.
- Ensure adequate consultation and participation of all workers, non-managerial staff and worker's representatives on issues relating to occupational health and safety.
- Promote and encourage a positive health and safety culture throughout the organization through the provision of information, training, instruction and supervision.
- Provide sufficient information, instruction, training and supervision as a commitment to eliminate hazards and reduce OH&S risks.
- Make the OH&S Policy available as documented information, thoroughly communicated within SPG and be available to all interested parties, as relevant and appropriate.
- To ensure all employees are aware of their individual occupational Health and Safety obligations, management shall seek the support and co-operation of employees with respect to occupational health and safety.
- To ensure sufficient financial and physical resources are available to meet the objectives of the Occupational Health and Safety Management System, as well as all applicable statutory and regulatory requirements. As the Policy provides a framework for setting OH&S objectives.

SPG shall continually improve its OH&S performance by:

- developing and implementing an OH&S policy and SMART OH&S objectives;
- establishing systematic processes which consider its "context" and which take into account its risks and its opportunities, its legal requirements and the other requirements to which it subscribes;
- determining the hazards and OH&S risks associated with its activities; seeking to eliminate them, or putting in controls to minimize their potential effects;
- establishing operational controls to manage its OH&S risks, and to comply with its applicable legal and the other requirements;
- increasing awareness of its OH&S risks;
- evaluating its OH&S performance and seeking to improve it;
- establishing the necessary competencies;
- developing a positive health and safety culture in the organization;
- ensuring the consultation and participation of the workers.



Mr. Vincent Amedodzi
Managing Director
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