SHEQ POLICY

SPA INTEGRATED MANAGEMENT SYSTEM

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1. Purpose

This SHEQ Policy establishes our commitment to delivering high-quality telecom infrastructure services while safeguarding the health and safety of our employees, contractors, and stakeholders, and minimizing environmental impacts across all operations.

2. Scope

This policy applies to all activities including:

- Site Acquisition Services
- Civil Works Construction for Telecommunication Sites
- Tower Foundation Construction & Erection
- Fence Installations
- Telecom Installation Services
- Field Maintenance of Telecom Networks
- Managed Services & RF Optimization
- Fibre Network Infrastructure Deployment
- Site Solar Installations

3. Policy Commitments — Quality (ISO 9001:2015)

- Deliver telecom infrastructure projects that consistently meet customer requirements and international standards.
- Establish measurable quality objectives, monitor performance, and drive continual improvement.
- Ensure competence, training, and awareness of employees to achieve excellence in service delivery.

Occupational Health & Safety (ISO 45001:2018)

- Provide a safe and healthy workplace, preventing work-related injury and ill health.
- Identify hazards, assess risks, and implement effective controls across all telecom infrastructure activities.
- Promote worker participation, consultation, and empowerment in SHEQ decision-making.
- Ensure emergency preparedness and response procedures are established and tested.

Environmental Management (ISO 14001:2015)

- Minimize environmental impacts of civil works, tower erections, fibre installations, and solar projects.
- Implement waste management, pollution prevention, and resource efficiency measures.
- Comply with all applicable environmental laws, regulations, and stakeholder requirements.
- Promote renewable energy solutions (e.g., solar sites) to reduce carbon footprint.

4. Leadership & Accountability

- Top Management demonstrates leadership by integrating SHEQ principles into business strategy.
- Managers and supervisors are accountable for implementing SHEQ requirements in their areas of responsibility.
- All employees and contractors are responsible for adhering to SHEQ procedures and reporting unsafe conditions.

5. Continual Improvement

- Regular audits, inspections, and performance reviews will be conducted to identify opportunities for improvement.
- Lessons learned from projects, incidents, and customer feedback will be used to strengthen SHEQ systems.
- SHEQ objectives will be reviewed annually to ensure alignment with business goals and stakeholder expectations.

6. Communication & Review

This policy has been communicated to all employees, contractors, and stakeholders and it is also available to all interested parties and reviewed annually for relevance and effectiveness.

SPA INTEGRATED MANAGEMENT SYSTEM

Quality • Occupational Health & Safety • Environmental Management

Synergy Professionals Africa (SPA)

Telecommunications Infrastructure Engineering & Managed Services

APPROVED BY Vincent Amedodzi | Signature: 