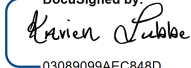
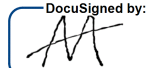


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|--|--------------|--|--|-----------------------------------|
| Document Title   |              | <b>Occupational Health and Safety Corporate Policy</b> |  |                                   |
| Applicable Company/Group/Division<br><b>ATC South Africa</b> |              | Document Number<br><b>HSE-POL-0001</b>                 | Revision<br><b>8</b>   | ISO 45001 Reference<br><b>5.2</b> |
| <b>Approval</b>  | <b>Name</b>  | <b>Designation</b>                                     | <b>Signature</b>   | <b>Date</b>                       |
| Document Owner   | Karien Lubbe | Head of Compliance                                     | DocuSigned by:<br><br>03089099AEC848D | 2023/11/29                        |
| Approved by  | Anne McLaren | Chief Executive Officer                                | DocuSigned by:<br><br>45394E4E8A674CB |                                   |

## 1. Policy

ATC South Africa is a leading owner and operator of communications sites for the wireless telecommunication industry. The business success of ATC South Africa depends on our ability to deliver the highest level of customer service while providing safe, compliant, and quality tower sites.

ATC SA OHS Management System's scope includes the provision of wireless communication infrastructure and support functions within the borders of South Africa. The scope includes all permanent and contracting employees to the ATC South Africa Services entity.

ATC South Africa is committed to achieve and maintain excellence in occupational health and safety (OHS) management. Elements of environmental management have also been included in the policy.

## 2. We commit to:

- Provide safe and healthy work conditions for our employees through the prevention of injuries and ill health. Ensure that our communication sites are safe for our contractors, customers, and the communities in which we operate.
- Establish and conform with an OHS management system that is particular to ATC South Africa to eliminate hazards, minimize OHS and other risks and to proactively improve OHS performance.
- Minimize ATC South Africa's impact on the environment through our shared infrastructure model and to advance our sustainability program and accelerate our contribution to climate protection through the adoption of science-based targets.
- Establish and monitor SMART OHS objectives for ATC South Africa that achieve specific results consistent with the OHS policy. ATC will set objectives based on the evaluation and analysis of our system's performance to achieve an improvement in its OHS performance or to maintain a certain level of performance critical to achieve the intended outcome of the OHS management system. Members of top management are responsible for setting OHS objectives after reviewing feedback obtained during Management Reviews.
- Comply with all applicable national and local legislation, applicable industry standards and other identified requirements, including the Occupational Health and Safety Act 85 of 1993.
- Ensure continuous elimination of OHS hazards and the reduction, monitoring and evaluation of OHS risks to proactively prevent incidents leading to injury or ill health and to ensure continual improvement of ATC South Africa's OHS performance.
- Empower employees to manage health and safety issues as an integral part of the job and to establish systems that allow for employee participation, consultation, training, and development enabling clear accountability for OHS performance.

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- To monitor and measure compliance at regular intervals and to report and communicate ATC South Africa’s OHS performance to all relevant interested parties.
- Open and transparent communication with employees, contractors, customers, government and other interested and affected parties regarding any relevant OHS matters associated with ATC South Africa operations.

ATC South Africa will pursue this policy through visible leadership commitment and by ensuring that the resources needed to establish, implement, maintain, and improve the OHS management system are available. Top management will develop, lead, and promote a culture in the organization that supports the intended outcomes of the system.

This policy shall be made available and communicated to all employees and other interested and affected parties.

This policy shall be reviewed annually by ATC South Africa’s top management.

### 3. Applicable / Referenced Documents

- ISO 45001:2018 Occupational Health and Safety Management System
- Occupational Health and Safety Act 85 of 1993
- Compensation for Occupational Injuries and Diseases Act, 1993
- National Environmental Management Act, 107 of 1998
- ATC South Africa OHS Objectives

| Document History |            |                    |
|------------------|------------|--------------------|
| Revision         | Date       | Paragraphs Amended |
| 1                | 2019/09/05 | New                |
| 2                | 2019/10/02 | 1                  |
| 3                | 2019/11/26 | 2                  |
| 4                | 2020/11/23 | No changes         |
| 5                | 2021/11/22 | 2                  |
| 6                | 2022/11/22 | 2                  |
| 7                | 2023/06/29 | 1                  |
| 8                | 2023/11/29 | 1                  |