

## Health & Safety Policy

At Convergence (Group Networks) Limited we are committed to eliminating hazards and reducing OH&S Risks in order to ensure the health, safety, and wellbeing of our employees and of others who may be affected by our activities. We shall take all reasonably practicable steps to achieve this commitment, to comply with our statutory and other obligations and promote a positive health and safety culture throughout our organisation with the objective of preventing injury or ill-health. We are committed to the reduction of hazards and other OH&S risks and have confidence that our OH&S management system and its processes enables us to achieve this.

Health and safety is an integral part of our activities and whilst the Executive Chairman takes overall responsibility, all Employees are responsible for ensuring their actions conform to the commitments set out in this policy.

We will pay particular attention to:

- undertaking risk assessments in order to review the health and safety of our activities and premises and implementing control measures as a result
- maintaining the workplace in a safe condition, including safe access & egress and providing adequate facilities and arrangements for welfare at work
- minimising the use of hazardous and dangerous substances and where their use cannot be eliminated, implementing suitable controls regarding the use, handling, storage and transport of such substances
- providing appropriate health and safety training to employees
- maintaining suitable arrangements for emergency response including fire and medical emergencies
- investigating all incidents of injury and work-related ill-health
- consultation and participation of workers on health and safety matters
- ensuring that the company has access to health and safety advice from a competent advisor

This policy will be drawn to the attention of all workers as part of their induction. It is the duty of each worker to take reasonable care of their own and other people's health, safety and wellbeing, to familiarise themselves with and implement company procedures and to report any suspected or identified shortfalls.

As a business, we are committed to the continual improvement of our OH&S Management System and have established and documented objectives in our Compliance Plan. Performance against these objectives is reviewed regularly as part of our ongoing management review process.

Signed:



Neal Harrison  
**Executive Chairman**

Date:

05/01/2026