

Occupational Health and Safety Policy Statement

Occupational Health and Safety Policy Framework

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1 STATEMENT

This is the Occupational Health and Safety Policy Statement for Telkom SA SOC Limited (hereinafter referred to as “Telkom”). In support of Telkom’s vision of leading the converged ICT (Information Communication and Technology) market through deep and credible relationships and a distinctive customer experience, Telkom’s management endeavour to demonstrate its commitment to ensuring sustainable occupational health, safety and environmental considerations throughout all its operations.

2 OUR COMMITMENT

We are committed to:

- I. Comply with all applicable occupational health and safety laws and regulations.
- II. Maintain a safe and healthy workplace for all our invitees, employees, service providers and mandatories.
- III. Proactively consider occupational health, safety and environmental issues in our planning and business decisions.
- IV. Proactively manage occupational health, safety and environmental hazards that can cause accidents and injuries to the environment, our invitees, customers, employees and service providers.
- V. Encourage and motivate our employees, service providers and mandatories to adopt sound environmental and waste management strategies and processes in all operational decisions (promote circular economy waste management practises).
- VI. Build a culture of continuous safety, health and environmental (SHE) improvement, openness, transparency, and ownership.
- VII. Promote a healthy and resilient workforce.
- VIII. Lead, train and motivate our employees, service providers and mandatories to work in a safe and environmentally responsible manner.
- IX. Communicate openly with our employees, customers and the community on safety, health and environmental matters.
- X. Provide information and advice on the safe use of our products and services.
- XI. Align and sustain our safety, health and environmental performance with the existing and emerging business strategies.
- XII. Report, investigate and learn from incidents by determining the root causes and implementing corrective and preventative measures to prevent re-occurrences.
- XIII. Continually improve our health, safety and environmental performance by regularly monitoring and reviewing our safety, health and environmental Key Performance Indicators.

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- XIV. Strive towards reducing safety, health and environmental incidents while experiencing distinctive customer experience and sustaining effective productivity. Our employees support the view that 'Safety starts with me'.

3 ACCOUNTABILITY

All Telkom managers, employees, and services providers are held accountable for safety, health and environmental performance and complying with this policy statement. The content of this policy statement will be reviewed annually and be revised where necessary to keep it relevant.

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4 ANNEXURE A: LAWS & REGULATIONS

4.1 Laws and Regulations

- I. Constitution of the Republic of South Africa 1996
- II. Occupational Health and Safety Act 85 of 1993
- III. Compensation for Occupational Injuries and Diseases Act 130 of 1993