

Health & Wellbeing Policy

Telco Antennas will ensure that all work practices, the work environment and the workplace culture will value, enhance and protect the health and wellbeing of all employees.

This workplace health and safety policy outlines how Telco Antennas will support the health and wellbeing of all employees. The policy is applicable to all Telco Antennas employees and aligns with other relevant health and safety policies and guidelines.

This workplace health and wellbeing policy provides the foundation for developing activities and modifying work environments, policy and practices that support the health and wellbeing of all employees. Positive benefits are also likely to extend beyond employees to result in better health for families and the community.

Telco Antennas will enhance workplace health and wellbeing by:

- Creating and supporting a workplace health and wellbeing program.
- Consulting with employees to ensure workplace health and wellbeing strategies meet the needs of the workforce.
- Supporting employee participation in health and wellbeing activities (including allowing activities to be held on work premises outside of work hours).
- Supporting employees to adopt and maintain healthy behaviours and decrease unhealthy behaviours.

Management Team

The Telco Antennas senior executives will do all they can to enhance the health and wellbeing of employees by ensuring that the health of employees is valued, workplace environments and systems are supportive of employee health and wellbeing and employees have the opportunity to participate in health and wellbeing activities.

Telco Antennas senior executives will participate in and encourage employee participation in the health and wellbeing program and support and contribute ideas, opinions and expertise. The management team will also review, revise or develop human resource policies that ensure consistency with this policy. In addition to this management will enhance workplace health and wellbeing by assessing needs, collaboratively developing, implementing and evaluating health and wellbeing initiatives, and facilitating long term cooperation and commitment to workplace health and wellbeing.

Employees

Telco Antennas employees will work within any procedures and policies implemented to address workplace health and wellbeing, contribute ideas, opinions and expertise to the management team and participate in relevant initiatives.

Health and wellbeing activities that contribute to the achievement of this policy's aims and objectives will be outlined within the collaboratively developed health and wellbeing plan. The health and wellbeing plan identifies specific health and wellbeing initiatives and their management.

This workplace health and wellbeing policy will be reviewed annually by the management team in conjunction with employees.

Telco Antennas Pty Ltd.