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Airtel Africa plc

Occupational health and safety policy statement



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Occupational health and safety policy statement

Airtel Africa recognises that sustainable business leadership can only be achieved through a productive workforce, operating in a safe and healthy environment. The company devotes all necessary efforts and investments in ensuring the physical health and safety of all employees and business associates operating within any of the office locations, network sites and facilities.

Scope of the policy

This policy applies to all employees, including contract and temporary employees as well as partners, vendors and visitors of Airtel Africa's facilities/locations, whether owned or leased by Airtel Africa and its subsidiaries (the 'Group').

The policy statement explains how we manage occupational health and safety in our business – clearly delineating who does what, when and how to prevent any loss of human life or personal injury. With this policy in place, we proactively identify, assess and manage all the hazards and risks associated with our operations and enact all possible measures to ensure a safe working environment for all our employees, partners and customers within our facilities. We value the life and health of everyone with whom we work above all other considerations, and we take full responsibility for ensuring that our working environment is safe and secure.

- We strive to operate in full compliance with all legislation and international guidelines pertaining to health and safety
- We have developed and implemented policies, procedures and training to ensure the highest standards of health and safety for both our employees and contractors.

This is aligned with fundamental human rights, in particular, just and favourable conditions at work, and health.



Statement of policy commitments

Airtel Africa is committed to carrying out its operations and delivering services through the development, implementation and regular review of robust health and safety management system by:

- Operating efficiently and safely in ways that eliminate hazards and minimise risks to our employees, partners, customers and facilities.
- Proactively identifying, assessing and managing all occupational health and safety risks associated with our operations as well as taking measures to ensure zero incidents.
- Setting health and safety objectives and targets, regularly reviewing performance of the health and safety management system and reporting.
- Achieving effective health and safety solutions which are essential to the long-term sustainability of our business.
- Emphasising individual responsibility, accountability and adherence to our occupational health and safety standards and procedures.
- Enhancing health and safety awareness among employees, partners and vendors through training, consultations, proactive communication and contractual compliance.
- Implementing health and safety management system and practices that comply with relevant regulatory, statutory and non-statutory requirements.
- Establishing emergency and contingency plans to deal with identified or potential risks.
- Investigating, recording and reporting incidents, accidents or injuries at work and sharing lessons learnt with all concerned parties.
- Continuously reviewing performance of our health and safety management processes for adequacy and systems improvement.

>> For more information about our Code of Conduct, visit www.airtel.africa



How we manage occupational health and safety at Airtel Africa

Health and safety is an essential part of risk management and is given utmost priority at Airtel Africa. Our leadership team is committed to protecting the health and safety of employees or members of the public who may be affected by the company's activities.

- Strong and active leadership of all occupational health and safety initiatives.
- Prevention of accidents and occupational health-related illnesses.
- Integration of industry's best occupational health and safety management practices with business decisions.
- Engaging the workforce in the promotion and achievement of safe and healthy conditions.
- Provision of occupational health and safety training to ensure that employees understand the hazards associated with the work they are performing.
- Addressing identified occupational health and safety hazards and risks.
- Enforcing zero tolerance for non-compliance to health and safety guidelines.
- Continuously embed occupational health and safety requirements in our supplier and vendor engagements, onboarding and project implementation.



Roles and responsibilities

Roles and responsibilities

Head of facilities or designated person holds primary responsibility for ensuring the physical safety and security of all individuals and assets within the facilities.

Senior management's responsibilities include ensuring employee adherence to safety and health policies, providing guidance on strategy, overseeing compliance with legislation and reporting to stakeholders.

Mid-level management is tasked with the health and safety policy implementation, ensuring awareness of industry standards, providing a safe working environment, encouraging employee participation, and managing contractors' compliance.

Employees are responsible for their safety and that of others by following safe working practices and the company safety procedures using provided protective equipment, reporting hazards, accidents and avoiding unsafe behaviour.

Contractors, suppliers and associates must comply with safety procedures, laws and standards, provide compliance certificates, where required, and ensure adherence to contractual terms.

Occupational Health and Safety Committee oversees strategy, policy reviews, inspections, hazard identification, training, investigations, statistics compilation, emergency preparedness and reporting.

This delineation of roles and responsibilities ensures a comprehensive approach to safety and health across Airtel Africa premises, fostering a culture of awareness, compliance and continuous improvement.



Assessments and audits

We conduct regular audits and assessments of the occupational health and safety policy, procedures and guidelines across all operating companies (OpCos), office locations, facilities and offices, including partners, vendors, contractors and business associates.

- Infrastructure/facilities standard compliance
- Hazards, unsafe acts and conditions
- Fire safety systems, alarms and evacuation drills
- Health and safety marshals' certifications
- Access control
- Emergency evacuation plans
- Employee 'call trees'
- Business continuity plans shall be regularly reviewed and updated through the office of chief compliance officer (CCO)



Version control

Airtel Africa’s health and safety policy is subject to revision and change based on need or in line with industry regulations, business strategies and technology for sustained improvement. Any changes to this document will be approved by the authorised signatories and communicated to all relevant stakeholders, including employees, vendors and contractors.

Version	Approved by	Date	Policy code
1.0	Sustainability Committee of Airtel Africa plc	December 2024	AAL/HR/PO/071





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