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HEALTH, SAFETY & WELLBEING POLICY STATEMENT

Indigo Telecom Group Limited is committed to ensuring the Health, Safety and Well-being of their employees and any other person who may be affected by their operations. The Company recognises and accepts its responsibilities to provide a safe working environment, which has no adverse effect on the health of any person working for the Company. We recognise and appreciate that a strong commitment to health, safety and wellbeing will benefit all aspects of the organisation.

Compliance with current Health and Safety legislation is essential to daily operations and we maintain and continually improve our Management System to meet the requirements of ISO 45001.

This Health, Safety and Well-being Policy Statement provides the overarching structure to the processes and procedures communicated via the Business Management System (BMS). The company also embraces a well-being philosophy ensuring our people are continually supported to make choices that deliver a healthy and self-supporting environment to work in.

The main elements of this Policy Statement are:

- Full compliance with all relevant Health and Safety legislation and keep abreast of any updates or future changes that will affect us in all the countries we operate in including but not limited to:-
- The Health and Safety at Work Act 1974.
- The Safety, Health and Welfare at Work Act 2005
- To ensure Health, Safety and Well-being is the priority consideration in everything we do and is owned by all employees throughout the company.
- To allocate financial and other resources to deliver a work environment where physical and mental risks are reduced and controlled to ensure the optimum safety and wellbeing of our employees.
- To ensure that Health and Safety factors are considered in the purchasing, operation and maintenance of plant, machinery, tools and equipment, and activities carried out by the Company.
- To ensure that adequate and relevant information, instruction, and training is provided to all staff.
- To ensure that all staff understand and comply with Health and Safety instructions and requirements.
- To ensure communication is key whilst working under the control of the organisation.
- To ensure that suitable and sufficient systems and procedures are put into place for the safety of all persons involved in the company's activities in the event of an emergency.
- To promote a positive Health and Safety culture and consultation with employees on Health and Safety and well-being matters.

Targets and Objectives are set annually and reviewed bi-annually at the Business Management Review meetings supported by all directors.

This Health, Safety and Well-being Policy are communicated to all staff on induction, published on the BMS system and on SHEQ notice boards and made available to interested parties.

Indigo Telecom Group Ltd has zero tolerance against all forms of abuse and exploitation and remains committed to acting ethically and with integrity to safeguards all staff and the people we serve in general as well as children and adults at risk of harm in particular. We are committed to the spirit and the letter of law of the countries we work in and to take appropriate actions over concerns about potentially criminal behaviour.

These principles are embedded within our Group's values. Our Group policies contain our commitment, measures and controls including our ethics on Equality and Diversity; Harassment and Bullying; Health and Safety; Slavery and Human Trafficking; and Social Responsibility policies.

The policy will be reviewed following significant legislative changes, where accident investigation identifies the need and annually as a minimum.

Signed

Michel Robert

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Group CEO

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