

Tait Communications has a company culture committed to the health and safety of our employees, contractors and visitors, and we aim to continually improve on it by proactively identifying and actively managing risks.

Our people are the company's most important asset and key to our success. To guarantee productive working environments for our teams across the world, a primary responsibility is to providing healthy and safe workplaces. This policy outlines the guiding health and safety principles for Tait Communications' global operations.

Tait Communications provides healthy and safe working conditions for its employees and contractors. We believe these conditions set the foundation for a working environment that promotes safe workplaces, safe practices, efficiency and productivity among our global teams.

At Tait Communications, from the Board to the office and shop floor, we focus on managing risks and ensuring compliance with all relevant local occupational safety and health (OSH) laws and regulations across our global operations. While policies and guidelines are in place, we also expect employees and contractors to take a personal interest in and responsibility for health and safety in their workspaces. All managers and individuals are encouraged to contribute positively to consultation opportunities and include health and safety principles in their planning and day-to-day activities.

The Tait Communications Board, as governor of the business, sets health and safety expectations and strategy. The Health and Safety Board Charter defines these, demonstrates the Board's legislative due diligence obligations and identifies how OSH is managed within the company.

In accordance with good-practice guidelines, the company is committed to continual improvement in:

- Hazard and risk management
- Incident and injury management
- Emergency management
- Employee participation and consultation processes.

Our key risks include employee travel; injury related to repetitive physical work activities; hazards associated with designing, manufacturing and servicing of products; and the deployment of products across global sites. We set and continually review health and safety objectives and targets to aid the continuous improvement of our management of health and safety.

In our commitment to good-practice health and safety procedures, we maintain accurate records of all incidents, near misses and hazards. We encourage our people, suppliers and customers to aspire to creating zero-harm workplaces through improved health and safety performance. To help employees transition back to work after illness or injury, we actively participate in early return to work and rehabilitation plans. We use both in-house and external expertise to communicate, educate and train our people to improve health and safety awareness and performance.

Our business operations frequently take employees off-site to work with clients and commercial partners. These may be high-risk environments and we have strict procedures to ensure our employees comply with the on-site occupational health and safety policies stipulated by the client or partner organization or, where these are considered inadequate by the employee, with good practice.



Garry Diack  
Chief Executive Officer

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