

Kcell JSC Occupational Health and Safety (OHS) Policy

Description

Kcell has adopted the principles stated in this Policy in order to define our own standards for OHS. In our day-to-day operations we expect Kcell employees to follow this Policy and apply its high standards consistently as part of our way of doing business. The Policy is in line with TeliaSonera OHS Policy.

1. Main principles

The protection and improvement of the health and safety of everyone who works for or with Kcell is a guiding principle in all our operations. Accidents, incidents, injuries, work-related illnesses and unsafe acts and conditions are preventable.

Kcell aims to provide and constantly improve a safe and healthy workplace by ensuring safety in work processes, preventing and reacting to conditions of ill-health and supporting measures to promote health and wellbeing.

This policy is the framework of Kcell's expectations to lead and manage our work. It is to be communicated to all employees and monitored continuously so that the occupational health and safety work is improved, developed and sustainable. It is also to be communicated to and form part of the contractual commitments made by our suppliers and other business partners in terms of the Kcell Supplier Code of Conduct, and to be monitored accordingly.

2. Our Common Method

Kcell aims to have a common method that consists of **promoting** good health and **preventing** risks as well as rapidly **reacting** to ill-health. A systematic working method well integrated into our day-to-day activities and practically applicable instructions should form the basis of our health and safety efforts. Managers at all levels have a clearly defined responsibility to set a good example regarding health and safety efforts and to communicate how this is linked to the profitability of the business.

3. Objectives

Occupational health and safety efforts should be carried out based on this Policy and any related instructions as well as the legislation as regards physical, psychological and social health in the workplace. The objective is to make the health and safety culture a part of all Kcell employees' everyday working life and achieve what can be considered a satisfactory level of occupational health and safety in the company and, through the commitments and actions of our local suppliers, in the country as a whole.

Kcell will set basic rules and development targets to drive continuous improvement of occupational health and safety in Kcell. The risk of accidents, work-related illness and other problems are to be minimized.

Kcell's target areas are sickness absence rate, lost time injury frequency and fatalities. Our focus is on reducing the impact of our main perceived risks:

- working environment: electrical devices & static electricity, low and high voltage, being crushed between objects, being lifted or falling from height, slippery, welding and "hot work", and accidents when travelling,
- objects and materials: dropping and falling objects, lifting heavy equipment and being slashed or cut,
- temperature and ventilation (e.g. working outdoors);
- radiation (e.g. electromagnetic fields and lasers); and
- personal actions: unsafe actions and risk taking (e.g. not using seatbelts or helmets or other safety equipment)
- psychosocial and ergonomic issues.

Kcell is working towards certification to the OHSAS 18001 standard.

4. Roles and responsibilities

Kcell's CEO has overall responsibility for this policy and will:

- ensure appropriate risk assessments are carried out;
- set basic rules and improvement targets;
- drive awareness and continuous improvement and monitor the same; and
- annually review and report on the Kcell's performance.

Kcell's CEO is fully responsible for compliance with this policy and will:

- implement internal policies, instructions and guidelines in line with this Policy and related instructions, the local rules and environment and
- provide sufficient resources to ensure that the necessary activities are undertaken and to meet improvement targets and ultimate objectives.

Managers will:

- ensure that everyone who works for or with us receives the guidance, resources and training required to perform their role according to the occupational health and safety principles; and
- work continuously to promote a healthy and safe work environment.

Employees have a personal responsibility for their own health and are expected to contribute to a safe working environment.

As a part of Security Department, Health and Safety Unit is responsible for developing its governance framework, OHS policies, OHS agenda and systems, monitor and report efficiency and implementation of OHS topics.

A healthy and safe work environment is the responsibility of everybody.