

Tait is committed to ensuring the health, safety and wellbeing of anyone who is affected by our operations, including our employees, contractors, and visitors, and we aim to continually improve 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 provide healthy and safe workplaces. This policy outlines the expectations and guiding health and safety principles for Tait Communications' global operations.

Tait Communications provides healthy and safe working conditions for its workers. 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 the effective management of risks and include a commitment to fulfil legal requirements, and other requirements related to health, safety, and well-being at work, across our global operations. Tait has established an internal OH&S management system and while policies and guidelines are in place, we also expect workers to take a personal interest in and responsibility for health, safety, wellbeing, and resilience 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. We require workers to take care of their own health and safety, and ensure their actions don't cause harm to others, by complying with reasonable instructions, policies and procedures as far as they are reasonably able to. Tait empowers the right of workers to stop work if they believe it is unhealthy or unsafe.

The Tait International Limited Board, as governor of the business, sets health and safety expectations, objectives, 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 by eliminating hazards (including psychosocial hazards), and where elimination is not possible, minimising hazards to manage the risks in the workplace as far as reasonably practicable.
- Incident and injury management
- Emergency management
- Employee participation and consultation processes.
- Adequately resourcing the management of health, safety, and wellbeing

Our key risks include worker 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 regularly develop measure and monitor health and safety objectives and targets to aid continuous improvement and promote and enhance a working environment consistent with the principles of dignity, mutual respect, confidentiality, cooperation, and trust in our OH&S management system.

In our commitment to good-practice health and safety procedures, we maintain accurate records of all worker participation, engagement, inspections, and incidents, near misses and hazards. We encourage our people, suppliers, and customers to aspire to creating zero-harm workplaces through improved health, safety, and wellbeing 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, safety, and wellbeing awareness and performance.

Our business operations frequently take workers 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 organisation or, where these are considered inadequate by the employee, with good practice.

This policy is communicated to all workers so that they are aware of their rights and responsibilities and is reviewed periodically to ensure it remains relevant and appropriate for Tait Communications global operations.

Yoram Benit
Chief Executive Officer
September 2024

A handwritten signature in blue ink, appearing to read "Yoram Benit", with a stylized flourish underneath.