



QUALITY AND HEALTH & SAFETY POLICY STATEMENT

Soliton Telmec Limited is committed to achieving and sustaining exceptional service and safety excellence in the provision of services for the telecommunications industry including equipment installation and maintenance across the East Africa Region. We are particularly committed to implementing and continually improving Integrated Management System that fosters sustainability in environmental and safety management and performance through engagement with relevant interested parties and by supporting public and governmental efforts across all countries where we operate.

In fulfilling this commitment, the management of Soliton Telmec pledges to do the following:

1. Implement Quality and Health & Safety Management System that complies with requirements of the ISO 9001:2015 and ISO 45001:2018 Standards, customer requirements, industry standards and our own requirements.
2. Understand customer requirements, identifying their challenges & designing solutions that meet and where possible exceed their expectations
3. Continually improve our services and processes by continuously measuring, monitoring and analyzing to optimize the processes
4. Maintain communications with customers so that service levels are measured and improved, where possible.
5. Be accountable for preventing workplace injuries and illnesses. Management will consider all employee suggestions aimed at achieving a safer, healthier workplace.
6. Comply with applicable laws and regulations of the countries where we operate, including any voluntary compliance obligations to which we subscribe and the quality and safety standards of our business

associates,

7. Strive to achieve the goal of zero accidents and injuries. Investigate accidents to determine the cause and prevent similar accidents.
8. Provide mechanical and physical safeguards wherever they are required to prevent injuries.
9. Conduct routine safety and health inspections in projects to find and eliminate unsafe working conditions, control health hazards, and comply with all applicable safety and health requirements.
10. Ensure all employees are aware of the importance of their activities and how they relate to the overall achievement of the company's vision by training them on procedure requirements and safe work practices and procedures.
11. Provide employees with necessary personal protective equipment and train them to use and care for it properly.
12. Enforce company safety and health rules and require employees to follow the rules as a condition of employment.

This statement will be communicated to all employees within the organization and other relevant interested parties. The policy will be reviewed at least once annually to take into account changing quality & safety management systems and practices for continued suitability and effectiveness.