

June 2023

# A1 Health, Safety & Well-being Policy



Promoting Health by **upholding standards**

Fostering Safety by **minimizing risks**

Keep up Well-being by **caring** for our employees

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## Foreword

A1 Telekom Austria Group (means Telekom Austria Group and all its subsidiaries, from here on „A1“) aims to promote and preserve the health, safety and well-being of all its employees, its contractors and customers.

A1 is a large supplier of telecommunication services in several European countries. As such, we also assume the role as an enabler of digitalization in these countries. In a constantly growing field, digitalization influences more and more areas of human society, including public services, education, job search, acquisition of knowledge and even fostering personal relationships.

Our customers and business partners rely on us to provide the best quality possible. All of our services are created, developed and maintained by our employees. Thus, we aim to offer the highest health, safety and well-being standards within the organization. This includes safety risks at our construction sites, health risks in the offices, as well as well-being related factors. Our goal is to create a favorable work environment where employees feel safe, can be productive and provide products and services to colleagues, customers and partners while staying healthy, safe and well.

The A1 Health, Safety and Well-Being Policy is a living and ever-evolving document. We constantly keep track of any development regarding changes and acquisition of knowledge around the mentioned topics and will update this policy and adapt our related processes accordingly.

### Signed by Group Board



Thomas Arnoldner, CEO



Alejandro Plater, COO



Siegfried Mayrhofer, CFO

## **1.Scope**

The A1 Health, Safety and Well-Being Policy aims to ensure good practices in regards to health, safety and well-being within all A1 Group subsidiaries. Because of the different sizes and fields of operations, the requirements to health, safety and well-being measures vary from country to country, also due to different legal requirements. Thus, each subsidiary undertakes their own health, safety and well-being management, which is responsible for setting specific measures.

However, the A1 Health, Safety and Well-Being Policy outlines our guiding principles and guidelines to ensure good health, safety and well-being practices and thus sets the standard that all health, safety and well-being managements adhere to.

## **2.Objective**

A1 seeks to guarantee a positive work environment in which health, safety and well-being is fostered and protected. This policy establishes the principles and guidelines that are a fundamental part of our health, safety and well-being culture. These guidelines shall enable the health, safety and well-being management systems, which are present in all our entities, to manage latent, potential, and inherent risks. This shall happen in compliance with applicable local laws and regulations.

### 3. Our Commitments

A1 and all its subsidiaries are committed to the following, company-wide principles that promote **health, safety and well-being** at work, as well as prevent respective risks.

#### 3.1. ISO 45001

ISO 45001 is an International Standard that specifies requirements for an occupational health and safety (OH&S) management system, with guidance for its use, to enable an organization to proactively improve its OH&S performance in preventing injury and ill-health. ISO 45001 is intended to be applicable to any organization regardless of its size, type and nature. All of its requirements are intended to be integrated into an organization's own management processes. ISO 45001 enables an organization, through its OH&S management system, to integrate other aspects of health and safety, such as worker wellness/wellbeing. (Source: ISO 2015, "ISO 45001 Briefing notes", [iso 45001 briefing note.pdf](#))

A1 is ISO 45001 committed and has ISO 45001 certificates in all its operating countries.

#### 3.2. General

A1 **continuously improves** its health, safety and well-being practices through assessment and internal audits. A1 commits to **promote compliance** with our health, safety and well-being procedures as well as a **culture of prevention** of risks within our fields of operation. Our main levers to fulfill these goals are regular communication to create **awareness** for all our employees as well as **the provision of regular training** on health, safety and well-being matters. This also includes specialized health, safety and well-being **training** wherever it is relevant for employees who are regularly exposed to higher risks.

We conduct **regular reviews** to maintain the highest standards in regards to health, safety and well-being, further confirming them by ISO 45001 certificates. We **set targets** to foster constant improvements to reduce health and safety incidents and regularly **report and track KPIs** on our

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group-wide health and safety performance for our management and for our annual report.

A1 also promotes the same health, safety and well-being principles **for our subcontractors** working at our premises.

### **3.3. Health**

A1 is committed to set the highest possible standards when it comes to ensuring and fostering long-term health of its employees. We provide a **healthy work environment** and pursue implementation of **health checkups** for all employees. Activities also include regular **inspection and assessment of protective equipment** for our employees that work in more dangerous environments as well as **provision of ergonomic office equipment**.

### **3.4. Safety**

We constantly work on **identifying and monitoring** health, safety and well-being risks, such as regular exposure to risky working situations or the handling of hazardous substances in all relevant areas. This leads to the implementation of procedures that **minimize identified risks**.

Wherever relevant, we implement guidelines for the handling of **hazardous materials**. In order to keep our employees, customers and subcontractors safe at all times, we are always prepared for emergencies at all of our sites.

### **3.5. Well-being**

We are committed to ensure our employees well-being in any way we can and provide **support** for all our employees. We care for and take actions that our employees feel safe, comfortable and at ease at work. Thus, our respective health and safety experts function as contacts for all our employees for any respective matters. We strive to **promote a culture of prevention** of health, safety and well-being risks. Furthermore, active **prevention of stress** wherever possible as well as **fostering resilience** are important topics for us. A1 activities such as coaching, counselling and

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mental health offerings enrich our employees' self-care. A1 firmly believes that people flourish best when they feel well and safe.

At A1, we consider our employees' feeling of **belonging and their inclusion in the workplace** as a crucial part of their well-being. The respective commitments can be found in the **A1 Diversity, Equity & Inclusion Policy**.

## **4. Implementation**

A1 Telekom Austria Group is a multinational enterprise and thus has to consider different country-specific legislations and requirements. This policy is outlining our key commitments and desired standards. The concrete implementation is done by each subsidiary individually. By doing so we ensure that local legal requirements and other local specifics are met in the best possible way. Nevertheless, all A1 subsidiaries and countries are in constant exchange to share best practices across all countries in order to uphold an environment of learning and improvement.

A1 Group always keeps all subsidiaries' needs in mind when implementing companywide guidelines and principles. This also accounts for health, safety and well-being measures. Keeping everyone at A1 safe and healthy, may it be customers, employees or subcontractors alike, constitutes a guiding principle of our enterprise.