



Environmental Management System (EMS) Policy

ETC COMMS Limited is a telecommunications digital infrastructure build service provider that offers Fibre GPON & XGPON installations to a wide range of customers. The company activities involves, Cabling Fibre subducts in the underground network infrastructure, Blowing fibre cables in subducts using Compressed Air and Petrol-powered hydraulic Generators, Overhead cabling using Ladders and Hoist(Mewp) and Testing of fibre network using light transmitting devices.

As a company we aim to protect the environment, prevent pollution, provide a safe workplace, and maintain or improve the health of employees and Sub-contractors while providing quality goods and services. We are committed to achieving this through the implementation of an Environmental Management System (EMS) based on ISO 14001:2015 and also keeping other ISO standards such as ISO 9001:2015 and ISO 45001:2018. We will continually improve our operations through :

- Compliance with applicable customer, legal and other requirements
- Provision of resources to meet performance objectives
- Management of risks and opportunities
- Promoting open channels of communication, consultation and participation of interested parties
- Empowerment of employees and contractors and to take charge of their safety, health and protection of the environment

This policy shall be communicated to all employees, contractors and made available to relevant stakeholders. It shall be reviewed every three years or whenever necessary to ensure relevance and appropriateness.

A handwritten signature in black ink, appearing to read "Edward Chawira", written over a horizontal line.

EDWARD CHAWIRA

Managing Director

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