

## **SAFETY AND HEALTH POLICY AT WORK SERVICIOS CELLNETCA S.A.S.**

**SERVICIOS CELLNETCA S.A.S**, in its function, offers implementation of technological solutions for various sectors of the telecommunications industry; considers the implementation of the occupational safety and health management system (SGSST) of great importance.

To fulfill this purpose, the company **SERVICIOS CELLNETCA S.A.S** establishes the following objectives:

- Provide legal compliance with occupational safety and health
- Evaluate and elaborate the hazard matrix
- Periodically train all internal and external personnel linked to the company in matters of occupational safety and health.
- Maintain continuous management in the identification, evaluation and control of risks

## **ROAD SAFETY POLICY SERVICIOS CELLNETCA S.A.S**

For the company **SERVICIOS CELLNETCA S.A.S**, health and safety are part of the very nature of the work and, therefore, are inherent concepts to all operational processes including the transportation of products and services.

To this end, senior management is committed to comply with legal requirements, establishing promotion and prevention activities that allow continuous improvement in the reduction of road accidents. Therefore, all personnel linked to **SERVICIOS CELLNETCA SAS**, who provide their services directly or indirectly, are responsible for the participation of activities that are developed and programmed to mitigate the risks that may arise in the operation and that affect people, equipment, facilities or the environment.

To fulfill this purpose, the company **SERVICIOS CELLNETCA S.A.S** is based on the following measures:

- Comply with the regulations established in the National Highway Traffic Code according to law 769 of 2002, which is framed in safety, quality,

- **SERVICES CELLNETCA S.A.S**, will monitor the responsibility of the collaborators in preventive and corrective maintenance, in order to maintain optimal performance of their vehicles, establishing control measures to prevent the occurrence of accidents that may cause harm to the individual or to third parties
- Establish awareness strategies for officials through training in traffic accident prevention and respect for vehicular traffic signals, which allow the adoption of proactive behaviors against defensive driving
- Top management will allocate the necessary financial, human and technical resources to comply with this policy.

### **POLICY OF NO ALCOHOL, DRUGS AND TOBACCO CONSUMPTION SERVICES CELLNETCA S.A.S**

In its commitment to maintain a healthy work environment, it is established:

- Do not allow the consumption of tobacco during working hours.
- Do not allow consumption, possession or presentation under the effects of psychoactive substances and / or alcoholic beverages during working hours
- To prevent and control the consumption of these substances, training programs and campaigns will be maintained through publications with material on the subject.

**SERVICES CELLNETCA S.A.S** aware of the possible risks, will train its workers about the illnesses caused by the consumption of alcohol, drugs and tobacco, looking for awareness of the damage it can cause to their personal integrity, their family and the people around them.

## **ENVIRONMENTAL POLICY SERVICES CELLNETCA S.A.S**

**SERVICES CELLNETCA S.A.S** contributing in the conservation of favorable working conditions, in the reduction and use of natural, hydric and energy resources in each of our stages of the process, integrating the need for economic performance.

We establish environmental management activities:

1. Comply with current legislation, regulations and other legal requirements that apply.
2. Minimize the consumption of natural resources, promoting recycling and conservation of the environment in its different areas and situations.
3. Promote the necessary resources that are required for their promotion, knowledge and training to the entire working population.