HSEQ POLICY

Work Health & Safety Policy

Our commitment to safe work, effective risk control and the prevention of work-related injury and illness.

Policy statement

Hawk-Eyes is committed to providing and maintaining, so far as is reasonably practicable, a safe and healthy working environment for workers and other people who may be affected by our activities. Safety is a shared responsibility and is integral to the planning and delivery of telecommunications and infrastructure work.

1. Scope

- This policy applies to work undertaken or controlled by Hawk-Eyes, including telecommunications construction, tower and rooftop activities, rigging, equipment installation and removal, civil works, site surveys, maintenance, vehicle use, remote work and activities performed by subcontractors engaged by the company.

2. Our commitments

- Identify hazards, assess risks and implement controls before work starts, applying the hierarchy of controls.
- Consult, cooperate and coordinate with workers, clients, principal contractors, other duty holders and subcontractors on health and safety matters.
- Provide and maintain safe systems of work, suitable tools and equipment, appropriate supervision and information, instruction and training.
- Plan high-risk work and ensure relevant SWMS, permits, site rules and client requirements are understood and followed.
- Provide suitable personal protective equipment (PPE) where required and ensure workers know how to use, maintain and store it.
- Report, investigate and learn from incidents, injuries, hazards and near misses; implement and verify corrective actions.
- Maintain emergency arrangements appropriate to the work, including rescue and response planning for work at height and remote locations.

3. Telecommunications work risk controls

- Work at height: use competent personnel, approved access systems, fall prevention or restraint controls where practicable, inspected equipment and a task-specific rescue plan.
- Rigging and lifting: plan lifts, confirm load information and lifting points, use suitable inspected equipment, establish exclusion zones and ensure workers are appropriately licensed or competent for their tasks.
- Electrical and RF hazards: identify electrical services and RF sources, follow client isolation and permit requirements, verify controls before work and do not interfere with live systems without authorisation.
- Vehicles, EWPs and remote work: complete required pre-start checks, manage traffic and access hazards, confirm communications and welfare arrangements, and plan for fatigue, weather and emergency response.

4. Responsibilities

- Company management: provide leadership, resources and oversight; ensure risks are managed and this policy is implemented and reviewed.
- Supervisors and project leads: plan work, verify competencies and controls, consult workers, monitor site conditions and stop work where conditions are unsafe.
- Workers: take reasonable care, follow instructions and safe work procedures, use PPE correctly, report hazards and incidents, and not undertake work beyond their competence or authority.
- Subcontractors: comply with applicable laws, site requirements, agreed safety arrangements and directions relevant to the work they perform.

5. Consultation, reporting and improvement

- Hawk-Eyes will provide appropriate opportunities for workers to raise safety concerns and contribute to decisions affecting their health and safety. Workers must promptly report incidents, injuries, hazards and near misses through the applicable company or client process. Reports will be reviewed and corrective actions tracked to completion.
- Work may be stopped where there is a reasonable concern that it cannot be performed safely. Work must not recommence until the concern has been assessed and appropriate controls are in place.

6. Implementation and review

- This policy is supported by task risk assessments, SWMS where required, safe work procedures, training and competency records, inspections, incident management and project-specific plans. Management will review the policy at planned intervals and when there are significant changes, incidents, legal changes or identified improvement needs.