

ENVIRONMENT, HEALTH AND SAFETY POLICY

FOR A SUSTAINABLY CONNECTED FUTURE

Driven by ANDREW core values, we are committed to safeguarding the well-being of our employees, customers, suppliers, communities, and the environment. We firmly believe that embracing innovative, safe, and sustainable business practices is vital to both the health of our planet and this company's long-term success.

OUR POLICY

In striving to achieve our commitment the ANDREW leadership team is working tirelessly to:

- 1 Ensure full adherence to all legal and other compliance requirements wherever we operate
- 2 Cultivate a culture of responsibility toward sustainability and the health and safety of our workforce, which requires unwavering support from executive leadership and a full commitment from employees
- 3 Embed environmental responsibility and the health and safety of our workforce into our business strategies and decision-making processes
- 4 Carefully manage the materials used across our supply chain to ensure our products and operations adhere to the highest standards and comply with all regulatory requirements
- 5 Minimize our environmental footprint through resource conservation, pollution reduction, reuse/recycling promotion, and responsible energy management
- 6 Implement effective and sustainable measures to minimize workplace hazards and safety risks
- 7 Continually improve our management systems through processes that measure, audit, and align our current sustainability performance while setting clear global objectives for further long-term improvement
- 8 Provide employee EHS training and support to build a safety-first culture focused on health and injury prevention
- 9 Facilitate organizational transparency by keeping stakeholders informed and current on our environmental, health, and safety programs and initiatives
- 10 Proactively seek and recognize employee input on all environmental, health, and safety matters

Farid Firouzbakht

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Group GM, ANDREW

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