HEALTH, SAFETY AND WELLBEING POLICY

1. Purpose and Commitment

The purpose of this policy is to promote shared ownership, commitment, and compliance with Health, Safety and Wellbeing across all levels of GTT, while providing a clear framework for setting, reviewing, and achieving our Health, Safety and Wellbeing objectives.

Health, Safety and Wellbeing is fundamental to how we work and reflects our commitment to protecting the physical and mental wellbeing of everyone connected to our business.

Senior management fully recognises the importance of Health, Safety and Wellbeing and is committed to meeting both its legal and moral responsibilities. We believe that a safe, healthy, and supportive working environment enables our people to perform at their best and is essential to building trust, resilience, and long-term success. By fostering a positive and proactive safety culture, we aim to ensure that Health, Safety and Wellbeing remains a shared responsibility and a core part of GTT's continued growth and success.

2. Our Health, Safety and Wellbeing Commitment

As an integral part of how we operate, GTT is committed to:

- Complying with all applicable national Health and Safety laws, regulations, and directives in every country where we operate.
- Providing a safe and healthy working environment for employees, contractors, visitors, and anyone who may be affected by our activities, and taking all reasonable steps to prevent work-related injury and ill health.
- Regularly assessing risks to identify, eliminate, or reduce unsafe conditions and practices, and to manage hazards effectively.
- Continually improving our Occupational Health and Safety performance and management systems.
- Promptly investigating accidents, incidents, occupational health concerns, and near-misses to understand their causes and prevent recurrence, in line with local legal requirements.
- Supporting employee welfare and wellbeing by ensuring appropriate facilities and resources are in place.
- Communicating this policy clearly across the organisation and making it available to external stakeholders upon request. GTT is also committed to the consultation and participation of employees and, where applicable, their representatives.
- Ensuring that all employees understand and agree, as part of their employment, to comply with Health, Safety and Wellbeing responsibilities required by law and local procedures. Failure to meet these responsibilities may be treated as a serious matter and could result in disciplinary action.

3. Responsibilities

Health, Safety and Wellbeing is a shared responsibility. All GTT employees are expected to:

- Take reasonable care of their own health, safety, and wellbeing, as well as that of others who may be affected by their actions or omissions.
- Cooperate with GTT to enable the organisation to meet its legal Health and Safety obligations.
- Follow this policy, complete required safety training, comply with instructions, and adhere to safe working practices and local Health and Safety requirements.
- Report any incident by accessing the Safety App from the Workday home page.

4. Monitoring and Review

This policy is regularly monitored to ensure its objectives are being met. It will be reviewed and, where necessary, updated to reflect changes in legislation, organisational structure, or business activities. Where local Health and Safety regulations apply, those requirements will take precedence.

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