



Policy statement Wellbeing, Safety, Health & Environment (SHE) 2022

Telenet aims to stay ahead in the digital world, connecting people and creating experiences for a better quality of life, by offering our customers superior connectivity - both fixed and mobile, inspiring entertainment and an amazing customer experience in Flanders and the whole of Belgium.

We recognize the importance of protecting the environment, the health and safety of our customers and our employees, the public and third parties affected by our business by conducting business in a sustainable and corporate socially responsible way.

Our SHE mission is that health, safety, wellbeing, and environment continuously enable our values, competences and purpose and become part of our nature of thinking. Therefore, we integrate environmental aspects, physical and mental health, ergonomics, industrial hygiene, consumer safety and safety practices into all areas of our business by applying the following principles:

- Ensure compliance with applicable laws, regulation, and standards, and where necessary adopt and implement more stringent standards to minimize SHE risks.
- Continuously monitor, evaluate, audit and report wellbeing.
- Manage SHE risks efficiently by appropriate risk management and adequate prevention measures.
- Initiate and drive initiatives to maximize safety, protection of physical and mental health, promotion of energy efficiency, conservation of natural resources, and protection of the environment.
- Create employee awareness on their individual role and responsibility.
- Communicate in an inspiring positive way on the various SHE topics to the organization and beyond.
- Safe-guard that Telenet only puts products and services on the market that are safe and healthy in their intended use and eco-efficient from a product development point of view, with no or minimal pollution throughout the end-to-end life cycle including end-of-life management.
- Enable employees to meet wellbeing and SHE obligations by provisioning the necessary know how, information, instructions, job aids and resources, and necessary appropriate means.
- Ensure that Telenet purchases safe and healthy material, installations, services, infrastructure, and workplace management.
- Foster openness and dialogue on wellbeing and SHE performance and progress with internal and external stakeholders.
- Ensure equal opportunities, inclusion and diversity. Additionally, optimize physical and mental health, and safety of our employees anytime and anywhere when working for Telenet, also when facing tough times in society, personal life events and other kinds of personal or work-related psychosocial problems.
- Telenet takes wellbeing, safety, physical and mental health, environmental and sustainability objectives proactively into account when taking business decisions.

By integrating these wellbeing, safety, health, and environmental objectives into Telenet's business planning, decision-making, performance tracking and governance processes, Telenet guarantees it acts in a socially responsible way and runs its operations in a sustainable manner.