

Occupational Health and Safety Policy

1. Policy Statement

FiberFed is committed to providing a safe and healthy workplace for its employees, contractors, customers, and the public. We comply with the Occupational Safety and Health Act (OSHA) and all applicable federal, state, and local safety regulations, and we expect every person working on our behalf to put safety ahead of schedule.

2. Scope

This policy applies to all FiberFed employees, field technicians, and subcontractors, at FiberFed facilities, customer premises, data centers, carrier facilities, and any other work site, including travel between sites.

3. Responsibilities

- **Leadership** provides the resources, training, and equipment needed to work safely, and reviews this policy periodically.
- **Managers and crew leads** ensure work is planned safely, that personnel are trained for the tasks assigned, and that hazards and incidents are addressed promptly.
- **All personnel** follow safe work practices, use required protective equipment, follow customer and site safety rules, and report hazards, injuries, and near misses.
- **Subcontractors** comply with this policy, applicable OSHA standards, and site-specific requirements, and maintain their own required training and insurance.

4. Hazard Identification and Control

Before starting field work, crews assess the site and task for hazards and put appropriate controls in place. Hazards commonly encountered in FiberFed's work include:

- Working at heights, including ladders, lifts, and ceiling or rooftop work
- Electrical hazards in telecom rooms, data centers, and equipment racks
- Fiber optic hazards, including laser light exposure and glass fiber fragments
- Confined or restricted spaces, such as vaults, handholes, and crawl spaces
- Manual lifting of equipment and cable reels
- Vehicle operation and roadside work
- Hazards specific to a customer facility

Work that cannot be performed safely is not performed until it can be.

5. Stop-Work Authority

Every employee and subcontractor has the authority and the responsibility to stop any task they believe is unsafe, without fear of retaliation. Work resumes only after the hazard has been addressed.

6. Training

Personnel receive safety training appropriate to their duties before performing the work, with refresher training as needed. Training covers, as applicable, ladder and fall protection, electrical safety, fiber optic safety, safe lifting, use of personal protective equipment, and site-specific safety requirements.

7. Personal Protective Equipment

FiberFed provides, and requires the use of, personal protective equipment appropriate to the task, such as safety glasses, gloves, hard hats, high-visibility apparel, and protective footwear.

8. Incident Reporting and Investigation

All injuries, illnesses, property damage, and near misses must be reported to a manager immediately or as soon as practical. Incidents are reviewed to identify the cause and the corrective action needed to prevent recurrence. FiberFed maintains injury and illness records as required by law.

9. Vehicle Safety

Personnel operating vehicles for FiberFed business must hold a valid license, obey traffic laws, wear seat belts, and refrain from handheld device use while driving.

10. Customer and Site Requirements

When working at a customer or third-party site, FiberFed personnel follow that site's safety rules, access procedures, and permit requirements in addition to this policy. Where requirements differ, the more protective requirement applies.

11. Non-Retaliation

FiberFed prohibits retaliation against anyone who reports a hazard, injury, or safety concern, or who exercises stop-work authority in good faith.

12. Review

This policy is reviewed periodically by FiberFed leadership and after any serious incident, and updated as needed.