


HONORA Tanzania PLC		Quality, Health, Safety, Environment and Social (QHSES) Policy -HONORA-TZ-QHSES-01	
Ver/Issue 9/2	Department	Reference	
03-07-2025	Integrated Services	QHSES Manual Ver 00, ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, OHS Act of 2003, EMA Act of 2004, IFC Standards	

### 13.0 QHSES POLICY STATEMENT.

The long-term success of HONORA Tanzania PLC is based on our unwavering commitment to continuously improve our services and products and make a positive contribution to the communities in which we operate, while ensuring the safety and well-being of people, and environmental protection. Our objective is to adhere to and comply with international standards and best practices in Quality, Health, Safety, Environmental and Social (QHSES) management by identifying, managing and mitigating risks. To achieve our QHSES policy objectives, we are committed to the following actions:

**Quality Assurance:** We establish procedures to ensure that our products and services consistently meet or exceed customer expectations, including regular monitoring, inspection, testing, and verification to maintain the highest standards of quality.

**Safe and Healthy Working Environment:** We are committed to providing a safe, healthy, and favourable working environment that prevents work-related injuries and illnesses.

**Environmental Protection:** We foster waste management, including e-waste, and are committed to preventing pollution, using resources sustainably, addressing climate change, and protecting biodiversity and ecosystems.

**Culture of Respect and Fairness:** We promote a workplace culture rooted in respect and fairness, promptly and effectively addressing and resolving any grievances.

**Clear Objectives and Leadership:** We establish clear QHSES objectives and targets at all levels, with senior management leading efforts to achieve zero fatalities, zero occupational diseases, zero pollution, and zero grievances.

**Regulatory Compliance and Continuous Improvement:** We are committed to strict regulatory compliance, adhering to all relevant laws and standards within the telecommunications sector, including those set by the Tanzania Communications Regulatory Authority (TCRA). This commitment extends to ensuring the security, reliability, and efficiency of our telecommunication networks and services. Additionally, we ensure compliance with investor requirements, IFC standards, ILO and local legislation, such as the TBS Standards Act No. 2 of 2009, OSHA Act No. 5 of 2003, EMA Act of 2004 and Fire and rescue force act 2007. Our dedication to continuous improvement drives us to enhance our Quality, Health, Safety, Environmental and Social (QHSES) management systems in alignment with ISO 9001:2015, ISO 45001:2018 and ISO 14001:2015 standards.

**Employee Involvement and Empowerment:** We engage our employees through consultation, training, and participation, equipping them with the necessary resources to establish, implement, and improve the performance of our QHSES Integrated management system.

**Open Communication and Feedback:** We foster open communication and encourage feedback, implementing measures to address concerns and drive continuous improvement.

**Support for Excellence:** We provide ongoing support to all employees, consultants, visitors, contractors, and suppliers to achieve excellence in Quality, Occupational health, safety, environmental, and social performance.

**Stakeholder Collaboration:** We actively collaborate with stakeholders to fulfil compliance obligations and achieve shared QHSES goals.

All employees, visitors, consultants, contractors, suppliers, and other stakeholders are required to actively contribute towards achieving and promoting the objectives outlined in this policy to improve quality of services and maintain work environments that are safe, healthy, and free from accidents, environmental pollution, and occupational ill-health incidents.

Pierre Canton-Bacara  
Chief Executive Officer

Honora Tanzania Public Limited Company

Pierre CANTON-BACARA

Chief Executive Officer

HONORA Tanzania Plc

10 JUL 2025



July' 2025