Health, Safety & Wellbeing

Overview

CelcomDigi prioritises employees' and suppliers' health, safety and security (HSS) as part of our commitment to being a responsible business.

CelcomDigi's Health, Safety and People Security policy establishes commitments for zero injuries to our employees and suppliers. Other referencing documents supporting the policy includes Health, Safety and People Security Manual, Crisis Management Manual, and Travel Risk Management Manual. CelcomDigi is committed to utilising a risk-based approach to our operations and implementing the relevant mitigations. We aim for continuous improvements by implementing ISO 45001:2018 requirements that includes integrating Occupational Health and Safety (OHS) practices as a core aspect of CelcomDigi's culture.

Our Response
- Promoting an advanced health and safety mindset and culture among employees and business partners
- Active monitoring of potential incidents and accidents
- Obtaining certifications to ensure a safe working environment and compliance with applicable rules and regulations

How do we embed a Safety-First Culture within CelcomDigi?

Safety-First Culture

Our strategy for maintaining employees' health, safety, and well-being entails taking a systematic approach to engaging with employees and operating with the highest safety standards.

Safety as a Core Value	Safety Inspections	Safety Awareness	Incident Reporting
Safety culture maturity within the organisation is assessed through an annual perception survey that provides insights on corrective or preventive actions.	Safety inspections are critical to ensure compliance with safety regulations and standards. To ensure full compliance, independent audits are performed periodically on all of our facilities, including our Headquarters, data centres, network sites, retail centres, and warehouses, as well as on vehicles.	Discussions on safety topics are included in divisional meetings and organisation town halls. We are evolving hazard and mitigation control communication by using visual aids to help employees better understand the risks associated with workplace hazards.	We encourage all employees and workers to report any incidents (unsafe conditions, unsafe acts, near misses, and accidents) that occur. A structured incident reporting line has been established to cascade information to top management based on the severity and magnitude of the incident.