

# Occupational Safety and Health

*Providing a conducive environment with improved health and safety conditions for employees and contracted workers across the supply chain.*

## **Impact & Financial Assessment**

Prioritizing employee well-being reduces accidents, absenteeism, and turnover. A safe work environment fosters a positive corporate culture, enhances productivity, and minimizes legal and financial risks.

Health and safety considerations have financial impact, but quantifying this impact differs among sectors. The exposure of telecoms workers to health and safety hazards is a significant concern due to the nature of their work, which often involves tasks such as working at height, dealing with structures that may collapse, and handling electricity. The financial implications depend on the severity of incidents and vary on a case-by-case basis. Potential financial impact includes medical expenses, compensation claims, potential legal actions, increased insurance premiums, and operational disruptions. Estimating the likelihood of health and safety incidents is challenging due to their unpredictable nature. However, implementing robust internal controls, maintaining rigorous safety practices, and cultivating a culture of safety awareness within the organization can effectively reduce the likelihood of such incidents. CelcomDigi is ISO45001 certified reducing the impact likelihood.

## **Overview**

CelcomDigi prioritises the health, safety, and well-being of our employees and stakeholders. We are committed to providing a safe and healthy work environment by implementing comprehensive occupational safety and health (OSH) programmes. Our approach includes regular risk assessments, safety training, and continuous improvement of our OSH practices.

### **CelcomDigi Berhad**

[Registration No. 199701009694(425190-X)]

CelcomDigi Tower, No. 6, Persiaran Barat,  
Seksyen 52, 46200 Petaling Jaya, Selangor  
[www.celcomdigi.com](http://www.celcomdigi.com)

CelcomDigi's Health, Safety, and People Security Policy establishes commitments for zero injuries among our employees and suppliers. We are committed to taking a risk-based approach to our operations and implementing the relevant mitigations. We aim for continuous improvement by implementing 'ISO 45001 Occupational Health and Safety Management' requirements, which include integrating Occupational Health and Safety (OHS) practices as a core aspect of CelcomDigi's culture. CelcomDigi is also the first company in Malaysia to be awarded the prestigious 'ISO 45003: Psychological Health and Safety at Work' certification.

### ***Policies & Guidelines***

- Health, Safety and People Security Policy & Manual
- Crisis Management Manual
- Travel Risk Management Manual
- Business Continuity Management Policy & Manual

### ***Our Response***

- Actively monitoring of potential incidents and accidents by increasing on-ground inspections and audits, including visibility at Board and Management levels
- Obtaining certifications to ensure a safe working environment and compliance with applicable rules and regulations
- Promoting a high-level health and safety mindset and culture among employees and business partners
- Implemented comprehensive preventive measures and Fire Fighting Systems across all technical facilities

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## How do we embed a SafetyPlus culture within CelcomDigi?

Our goal is to empower employees to be their own safety and wellbeing advocates by 2027. We benchmark our performance against 'The Hudson Safety Culture Maturity Model' and Josh Bersin's 'The Healthy Organisation Maturity Model', which states that a safe and healthy organisation delivers maximum business benefit. This aligns with Malaysia's Ministry of Human Resources' mission to foster a more supportive, productive and safe work environment.



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