



Integrated Quality, , Health & Safety and Environmental Policy Statement

It is the policy of "*Virtua UK Ltd.*" for its operational scope within the Requirements of ISO 9001, 14001 & 45001 for:

Provision of services to the broadcast, telecommunications and data communications industry including project management, project supervision, technical support, design solutions, measurement and testing of network performance and the installation, test and commission of broadcast, cellular, networks fixed fibre to home and in building network solutions.

To identify and act to prevent Quality, Health & Safety and Environmental (QHSE) issues from the company's operations, while simultaneously maintaining sensitivity to the full range of customer expectations.

Quality, Environment and Health & Safety are defined operationally as "compliance with Processes, Procedures, Legal, Regulatory, Customer Requirement, Prevention of Injury and Ill-Health and the Prevention of Pollution".

This QEHS Policy Statement shall be communicated to all staff during Induction training and during other training sessions as appropriate and to the Public via display within publicly accessible areas.

Objectives:

"*Virtua UK Ltd.*" will provide a work environment that encourages all staff involvement and their active participation in the process of continual improvement. The desirability and competitive necessity of becoming a competitive producer inspires this policy. The Organisation has specific objectives for:

- Establishing a practice and culture of continual improvement.
- Maintaining a process of developing and communicating requirements for improvement by setting Operational Objectives and reviewing progress via the management review process.
- Ensuring that all processes conform to internal and external requirements, customer contracts and appropriate standards, Statutory & Regulatory requirements.
- Minimise operating and overhead costs through the use of Quality the Environmental & Health & Safety awareness.
- Ensure that objectives for all of "*Virtua UK Ltd.*" activities are consistent with Product Quality, Environmental and Health and Safety requirements.
- Continually review new methods, tools and concepts for the business.
- Promote awareness of Quality the Health & Safety and Environment to every employee through training and education, communication and involvement and display of company policies & procedures.

Each person, regardless of position or job assignment, is responsible for:

- Understanding the requirements for specific Quality Health & Safety and , Environmental processes.
- Meeting these requirements, or causing work processes, methods and systems to be changed so that the requirements can be met.

A handwritten signature in black ink, appearing to read "AR" followed by a stylized flourish.

Approved
by:

(Andy Richards)

Chief Executive Officer Virtua UK
Ltd