

Crossbeam Systems Health, Safety, Security and Environment Policy

Health, Safety, Security and Environment (HSSE) is a critical component within the operations at Crossbeam Systems. The Senior Leadership team has a duty of care to all employees, contractors, suppliers, visitors and other stakeholders to operate the business in a way that does not impact their health or safety. The company is focused on the need to operate in a way that provides security for all those working with Crossbeam Systems as well as one that has the smallest impact possible on the environment.

Crossbeam Systems manages all of its business operations according to the following principles:

- To comply with all applicable laws and regulations; making use of international and industry standards and best practices where available and appropriate.
- To ensure the full commitment and accountability from every Crossbeam Systems worker, supervisor, manager and officer to implement this policy and all elements of the associated HSSE management system.
- To provide sufficient resources, training, equipment and controls to assure a safe and secure working environment and to develop and maintain the highest standards of HSSE systems in support of this policy.
- To continually seek opportunities to conserve energy and natural resources, prevent pollution and to reuse and recycle materials.
- To protect Crossbeam System's business activities, employees and other stakeholders from security concerns.
- To identify, assess, manage and minimize HSSE risks.
- To continuously improve HSSE performance by monitoring progress through regular evaluation and assessment.
- To communicate openly with all stakeholders regarding HSSE performance.
- To create a culture where all employees are empowered to report, investigate and resolve the root causes of all incidents and near misses.
- To establish guidelines and more detailed procedures within individual business units as needed to implement this policy.

ABOUT CROSSBEAM

We improve the sophisticated networks of enterprises, government agencies, and service providers by architecting platforms that are more adaptable, high-performing, reliable, and secure.