

GROUP HEALTH, SAFETY AND SECURITY POLICY

IHS Towers (being IHS Holding Limited and its subsidiaries) recognizes that Health, Safety and Security is an essential component of all its activities. Our policy is to safeguard the Health, Safety and Welfare of our employees and others who may be affected by our undertakings related to the design, construction and operation of telecommunications infrastructure.

We shall achieve this by:

- Complying with applicable regulatory requirements and ISO 45001:2018.
- Eliminating hazards and reducing health and safety risk.
- Providing a safe place of work including safe access and egress.
- Providing a safe working environment with adequate welfare facilities.
- Consulting with our employees on matters affecting their health and safety.
- Providing and maintaining safe equipment's and safe systems of work.
- Providing adequate information, instruction, training and supervision.
- Ensuring all employees are trained and competent to do their tasks.
- Preventing incidents, fatalities, accidents and cases of work-related ill health.
- Maintaining safe and healthy working conditions.
- Ensuring sufficient competent health and safety resources are available.
- Ensuring all employees are aware of their health and safety responsibilities.
- Evaluating suppliers' health and safety performance before awarding work.
- Establishing annual KPI's and committing to continual improvement.
- Making this Policy available to all employees and relevant interested parties.

This Policy applies to all IHS employees and property. Suppliers conducting work on IHS Property must also comply with this Policy.

Authorized by:

Sam Darwish
Chairman & CEO

Date: November 2021