

Policy

Prioritizing the safety of our employees, customers, partners, and communities in which we work is the highest expression of our company values. The Executive Management Team expects all employees to actively work towards our goals to create a healthy, safe, and hazard-free workplace. To help accomplish these goals, we expect every people leader and employee to comply with this Policy and all other safety programs, procedures, and guidelines.

Applicability

Crown Castle's values are at the core of how we operate as a company. This means we never compromise regarding safety or ethics. Complete and active participation by everyone, every day, in every position is necessary for the health and safety of all employees. This policy applies to all facilities and operations.

Responsibility

The Safety Departments for Corporate, Towers, and Network are responsible for developing and implementing safety standards and guidelines for employees. In addition to assessing health risks and hazards, the Safety team is committed to developing mitigation plans, safe work methods, and providing appropriate training.

Employees are expected to participate in safety and health program activities which will include, but are not limited to, the following: immediately reporting hazards and unsafe work practices to their manager or the appropriate safety personnel, completing required safety training, reporting incidents and other situations that could have resulted in an incident ("near misses"), wearing required personal protective equipment (PPE), and adhering to safety standards and guidelines. Employees are encouraged to actively participate in safety committees¹ and to provide suggestions to their managers or the applicable safety function for achieving a safer, healthier workplace.

People leaders are expected to ensure employees are knowledgeable in safe, healthy work practices and are equipped with the appropriate tools and PPE to perform their jobs in a safe manner. Team leaders must enforce company rules and ensure that employees follow safe work practices.

¹ Information on safety committees is available from the Safety Department.

No Retaliation

Crown Castle will not tolerate discrimination or retaliation of any kind because an employee in good faith raises or reports a safety concern.

Consequences of Violations

Crown Castle's policies and procedures are designed to ensure that all operations and training provided comply with all federal, state, and local safety, health, and environmental guidelines and comply with the applicable legislation and other requirements of the region where work is performed. Violations of this Policy may result in disciplinary action, which may include suspension or termination of employment.

Updating the Policy

Crown Castle reserves the right to modify this Policy at any time, with or without notice. The Company will annually review this Policy. Any updates to the Policy will be posted on the Connect Policies and Guidelines page.

Contact

Any employee who discovers a safety issue or a potential violation of this Policy shall contact their team leader as soon as possible for resolution. Team leaders must alert the Safety Department of issues reported by employees. Alternatively, employees can contact the Safety Department at Safety.Team@CrownCastle.com for any questions or any unresolved safety concern or violation of this Policy. Employees can also contact Crown Castle's AlertLine by phone at 1-866-480-6138 or visit Crown Castle's AlertLine website at <https://crowncastle.alertline.com> to report such situation. For all safety concerns regarding Crown Castle office and facilities locations, tickets can be submitted in ServiceNow and case reported at [Service Catalog - Crown Castle Service Portal \(service-now.com\)](#).