



Corporate Policy: Safety Policy	Last Revised: November 2017
Department Owner: Corporate Safety & Compliance	Applicable To: All Employees

1.0 PURPOSE

Charter values its employees and is committed to providing a safe and healthy workplace. This policy seeks to eliminate injuries, costs, and inefficiencies associated with unsafe work practices and conditions.

2.0 SCOPE

This policy applies to all Charter employees across all departments and functional areas of Charter.

To the extent that this policy conflicts with any other Charter document, this policy will control.

3.0 POLICY

In addition to providing a safe and healthy workplace for all employees, Charter is also committed to meeting all applicable occupational, health, safety laws and regulations. These commitments require safety accountability at all employee levels and in all functional areas of the company.

Managerial and supervisory employees will be held accountable for promoting safety in the workplace. No task is so important that an employee must violate a safety rule, take a safety shortcut, or risk injury or illness, in order to complete the task. As a part of their daily responsibilities, managerial and supervisory employees will be alert to and promptly correct any unsafe conditions or acts. Additionally, managers and supervisors will ensure that contractors or vendors meet applicable, company safety rules and expectations.

Working safely is a condition of employment. All employees will comply with company safety rules and expectations, and are expected to actively contribute to making our company a safer place to work. For example, all employees are expected to assist in identifying, reporting to their supervisor, and correcting as appropriate, unsafe conditions or acts that may arise during the work day.

Occupational incidents are preventable. Charter wishes to prevent any workplace incident from occurring and, to do so, requires your commitment to safe operational practices.

4.0 ENFORCEMENT

Violations of this policy or any of its provisions may result in appropriate disciplinary action, up to and including termination of employment, as set forth in the Employee Handbook and Charter's Safety Handbook.

5.0 CONTACTS

Questions regarding this policy should be addressed to your immediate supervisor or Human Resources representative.

To report a concern via Charter's compliance and ethics hotline, contact:

EthicsPoint

<https://chartercommunications.ethicspoint.com> or 1-866-384-4277

Additional Contacts:

CONTACT	TELEPHONE	E-MAIL ADDRESS
Ted Shreve, VP EHS	203-428-0241	Ted.Shreve@charter.com

6.0 REFERENCES

- Safety Handbook
- [Employee Handbook](#)