

Policy

Crown Castle is committed to implementing an industry-leading safety program that protects our teammates, vendor partners, and the public from injuries and incidents. Safety is built into everything we do, it is instilled in our culture and embedded in our PURPLE values. Every teammate has a right to feel safe at work, and our core philosophy is that safety takes precedence over all business pursuits and work practices. The Executive Management Team expects all teammates to actively work towards our goals to create a healthy, safe, and hazard-free workplace and to prevent damage to our property. To help accomplish these goals, we expect every people leader and teammate to comply with this Policy and all other safety programs, procedures, and guidelines.

Applicability

Crown Castle's Purple values are at the core of how we operate as a company. The highest expression of our values in our work is to focus on the safety of our teammates, partners, customers, and communities. This means we never compromise safety or ethics, and that rigorous health and safety management brings exceptional value to our shareholders and customers through safe, efficient operations. Complete and active participation by everyone, every day, in every position is necessary for the health and safety of all teammates. 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 teammates. In addition to assessing health risks and hazards, the Safety team is committed to developing mitigation plans and safe work methods and providing appropriate training.

Teammates 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. Teammates 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.

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

People leaders are expected to ensure teammates 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 teammates follow safe work practices

No Retaliation

Crown Castle will not tolerate discrimination or retaliation of any kind because a teammate 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 circulated to teammates and posted on the Connect Policies and Guidelines page.

Contact

Any teammate 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 teammates. Alternatively, teammates can contact the Safety Department at Safety.Team@CrownCastle.com for any questions or any unresolved safety concern or violation of this Policy. Teammates 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 raised in ServiceNow and case reported at [Service Catalog - Crown Castle Service Portal \(service-now.com\)](https://service-now.com).