

## Health & Safety Policy

### Commitment:

By striving to achieve the Company vision to be recognised as Ireland's Tier-1 Leader in Safety and Project Execution it is the policy of the Company to ensure the safety, health and welfare of their employees. The Company is committed to complying with all legislation pertaining to health and safety. Particularly to the Safety, Health and Welfare at Work Act 2005, the Safety, Health and Welfare at Work (Construction) Regulations 2021 and the Safety, Health and Welfare at Work (General Application) Regulations 2020.

In pursuance of these policies, as well as our commitment to the Company's continual improvement, the Managing Director and the Board of Directors as outlined in their Personal Safety Plans are dedicated to ensuring:

- the health, safety and welfare of all our staff and others who work under our control;
- the safety of the general public who use or have access to premises or sites under our control; and
- the way in which we develop our undertaking contributes to the well-being of the community at large.

### Aim and Scope:

In order to meet these aims, we shall:

- keep up to date with the best practices in health and safety and comply with all relevant legislation and authoritative guidance;
- Provide safe and healthy working conditions to ensure the prevention of work-related injury and ill health;
- Identify and eliminate hazards to reduce OH&S risks via commitment to continually monitoring and improving the OH&S management system;
- Through our EHS System be mindful of all workers on every project and empower them so they can stop unsafe practices;
- ensure, so far as is reasonably practicable, those who undertake work on our behalf, apply the highest standards of health and safety for their employees and the community in general;
- co-operate actively with local Authorities, statutory bodies and public services in the interests of public safety and the safeguarding of the environment;
- maintain our premises and sites, to a high standard, in which the Company have control;
- give high priority to health and safety in all our operations promoting a positive, healthy lifestyle both inside and outside of work;
- develop, implement and monitor health and safety regimes, by active participation by all levels of the organization in safety discussions;
- co-operate and monitor, on an on going basis, the performance of our contractors;
- provide the necessary resources to implement our policies and keep them up to date;
- consult and involve our staff in matters affecting their health and safety and reward and recognise high performance in safety behaviours
- provide the necessary equipment and training for the tasks to be performed by our employees ensuring that safety is prioritized ahead of budget and schedule; and
- substitute our in-house resources with external resources and specialist support, if required or necessary, to keep our policies and procedures up to date.

We require the full and active participation of all our employees to take the time and care when proactively planning for people's safety, in order that the principles outlined in this Policy Statement may be achieved. The statutory duties placed on the Company, inclusive of our employees, providers, suppliers and subcontractors, are to be regarded as minimum standards. By holding ourselves accountable for our team's overall performance we aim to achieve best practice, in terms of health and safety, in all that we do.

Signed:



**DEREK O'CONNOR**  
Managing Director, Ireland & UK

Date: 1<sup>st</sup> of April 2024