Occupational Health and Safety Policy Statement

Coffey is committed to maintaining its position as a market leader in Civil, Building, Rail Infrastructure and Environmental Engineering. We invest significant time and resources in our Health & Safety Management System (HSMS) to achieve this goal.

The Coffey Board of Directors recognises and fully accepts its statutory and moral responsibilities to provide the highest standard of health and safety protection for its employees throughout Ireland and the UK and for those who may be affected by any Coffey activity. It actively promotes the achievement of good health and safety standards equally, in line with all other corporate objectives and is vested in the development and on-going support of a positive health and safety culture.

In order to attain these standards, Coffey is committed to:

- Including the management of occupational health and safety as a core value of the organisation
- Promoting the goal of zero accidents/incidents of ill-health arising from our work and maintaining robust emergency preparedness and response arrangements to protect workers and the public.
- Ensuring that our policy is appropriate to the purpose, size and context of our business and is adequately communicated internally and externally.
- Resourcing and supporting our HSMS and encouraging a collaborative and inclusive programme of consultation and engagement with workers and, where present, their representatives.
- Complying with all applicable laws, regulations, standards and codes of practice and maintaining a register of same.
- Ensuring that employees at all levels receive appropriate training and are competent to carry out their duties;
- Achieving a high level of performance through the continuous risk reduction approach and the adoption of procedures, Continually improving the effectiveness of our Health & Safety Management System.
- Setting, documenting, communicating and continuously reviewing objectives and targets.
- Fostering an ethos of continuous improvement in safety performance and identifying and managing psychosocial risks, supporting mental health, and promoting a respectful and inclusive workplace culture.
- Working with supply chain partners who demonstrate competent, responsible health and safety management and who align with Coffey's H&S standards
- Putting in place measures that increase our employees' awareness of health issues.
- Eliminating hazards and reducing occupational health and safety risks through early identification, safe design, and effective control measures.

The directors and management require the active co-operation and commitment of all members of staff to ensure the effective execution of this policy. This policy and associated procedures shall be formally reviewed annually or as a result of changes in legislation, scope or performance.

Signed: _____

Odran Madden

CEO

Date: 11/02/2026