

The Directors of Kilwex Limited take overall accountability for health and safety performance and shall ensure appropriate planning, resources and leadership oversight are in place to support effective implementation of this Policy. We strive to achieve a safe and healthy work environment where accidents and ill-health are prevented.

We aim to achieve these standards by:

- Providing and maintaining **safe working environments**, including safe access/egress.
- Assessing and **controlling all risks** from the hazards encountered from our work activities, with the aim of eliminating hazards and reducing risks.
- Fostering meaningful **worker participation** through on-site briefings, regular toolbox talks, and direct input into developing safe system of work.
- Providing and maintain **plant and systems of work** that are safe and without risk to health.
- Ensuring **compliance to all relevant legislation** such as the Safety Health and Welfare at Work Act 2005, the Safety Health and Welfare at Work (Construction) Regulations 2013 and all other regulations and approved Codes of Practices, client or other industry-specific requirements as an absolute minimum standard.
- Providing **information, instruction, supervision, and training** for employees.
- Continual **monitoring and improvement** of our health and safety systems.
- Setting and reviewing **objectives** and targets, to ensure an effective and continually improving integrated management system.
- Recognising the importance of physical and mental **wellbeing** and will provide adequate welfare facilities, address psychosocial risks such as stress and support mental health awareness.
- **Investigating all accidents**, incidents, and cases of work-related ill-health to identify root cause and implement preventive measures.
- Assessing our **subcontractors and suppliers** for competency, safety performance, and ethical labour practices, and monitoring compliance.
- **Communicating this policy** to employees, suppliers, contractors, interested third parties and other partners, and to the public upon request.
- **Reviewing and revising policies** in the light of legislative or organisational changes, at least annually.

Employees also have a duty to comply with relevant health and safety laws and protect their own safety and health and the safety and health of anyone who may be affected by their acts or omissions at work. Defects in systems, place of work, or equipment must be reported.

If a task is not safe, then employees are advised not to do it. Our Safety Vision is for all persons working on a Kilwex project to: **Commit to Safety.**

Signed:



Darragh O'Connell, Managing Director.
Date: 6th January 2026

Signed:



Oliver O'Neill, Commercial Director.
Date: 6th January 2026