

Corporate Social Responsibility

Document Reference: CC-POL-CSR-001 | Version 1.0 | Issue Date: April 2026

Revision	1.0
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Signed by:
James Conroy, Director

Conroy is committed to operating responsibly and to being of positive benefit in the communities in which we work. As a construction management and contracting business delivering complex projects across Ireland, the UK, and Europe, we recognise that our activities have a direct impact on people, places, and the environment. Our approach to corporate social responsibility is grounded in the reality of what we build, how we build it, and the standards we hold ourselves and our supply chain to.

Our CSR commitments are structured around six pillars:

1. Legal Compliance

Adherence to all applicable legislation in every jurisdiction in which Conroy operates, including health and safety, environmental, employment, and anti-corruption law. Where possible, we seek to exceed legislative requirements rather than merely comply with them.

2. Corporate Governance

Maintaining the highest standards of corporate governance and ethical business conduct. Conroy operates a director-led delivery model in which accountability is personal, transparent, and direct. We maintain published policies on anti-bribery and corruption, modern slavery, and sustainable procurement.

3. Economic Responsibility

Operating a commercially sustainable business that generates long-term value for our clients, our employees, and the communities in which we work. We invest in our people, pay our supply chain fairly and on time, and reinvest in the growth and capability of the business.

4. Environmental Stewardship

Assessing and managing the environmental impacts of our operations in accordance with our Environmental Management System, aligned to ISO 14001:2015. We are committed to reducing waste, minimising carbon emissions, promoting responsible procurement of materials, and protecting biodiversity on and around our project sites.

5. Health, Safety & Wellbeing

Managing our activities safely and protecting the health of our employees, sub-contractors, and anyone who may be affected by our work. Our Occupational Health and Safety Management System is aligned to ISO 45001:2018. We promote a culture where safety is a shared responsibility, not a compliance exercise.

6. Community & Social Value

Encouraging social inclusion in the communities in which we operate. We are committed to local supply chain engagement, apprenticeships and early careers development, and community engagement on our projects. We operate ethically with all stakeholders and maintain a published Supply Chain Code of Conduct.

Review

The Directors will review Conroy's performance against these CSR commitments annually by setting objectives and targets and establishing appropriate monitoring arrangements. This policy is communicated to all employees, sub-contractors, and supply chain partners, and is available on the Conroy website.