

ISO 45001:2018

SHWW Act 2005

HSWA 1974

CDM 2015

Health & Safety

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Signed by:

James Conroy, Director

Conroy is committed to protecting the health, safety and welfare of every person on our sites, including employees, subcontractors, clients, and anyone who may be affected by our work. Our goal is a workplace free from injury and ill health, on every project, every day. We build in high-risk and technically demanding environments such as pharmaceutical facilities, data centres, industrial warehouses, energy infrastructure, and live operational buildings, where the consequences of getting safety wrong are severe. We do not accept that injuries are an inevitable part of construction.

Conroy operates an Occupational Health and Safety Management System aligned to **ISO 45001:2018**, and is committed to fulfilling all applicable legal requirements and other requirements, including the **Safety, Health and Welfare at Work Act 2005** (Ireland), the **Health and Safety at Work etc. Act 1974** (United Kingdom), the CDM Regulations 2015, the Safety, Health and Welfare at Work (Construction) Regulations 2013, and all associated statutory instruments and codes of practice.

The Directors assume personal responsibility for health and safety performance across every project. At Conroy, the directors who win work deliver it, and they are personally accountable for safety outcomes on every site they lead. The Company maintains a Health and Safety function for the purpose of advising individuals, co-ordinating efforts, and reporting progress to the Directors.

The Company recognises that the prime responsibility for health, safety and welfare matters rests with line management, who must ensure that those under their control, including subcontractors, act and perform their duties in a responsible and effective manner.

We commit to the following:

- Eliminating hazards at source wherever possible, and where they cannot be eliminated, reducing risks to as low as reasonably practicable: engineering controls first, then safe systems of work, then personal protective equipment as a last resort.

- Identifying, assessing, and controlling risks before work begins, not in response to incidents. Pre-construction risk planning is embedded in our project delivery model.
- Ensuring every person on our sites holds the competencies, certifications, and site-specific inductions required for their role. All operatives must hold a valid Safe Pass (Ireland) or CSCS card (UK) before site access is permitted.
- Pre-qualifying all subcontractors against defined health and safety criteria before contract award. Subcontractors must submit site-specific RAMS/SWMS and obtain written approval before commencing work. Only those deemed competent will be permitted to work on our sites.
- Consultation and participation of workers, and where they exist, workers' representatives, in OH&S matters. We encourage the reporting of hazards, near misses, and unsafe conditions without fear of consequence. Every worker has the right and the duty to stop unsafe work.
- Planning for emergencies on every project with site-specific emergency response plans, trained first aiders, and regular drills.
- Managing occupational health risks including exposure to noise, vibration, dust, hazardous substances, and manual handling, and promoting the mental health and wellbeing of our workforce.
- Continual improvement of the OH&S management system through incident investigation, trend analysis, management review, and internal audit.
- Fulfilling our duties as PSCS (Ireland) and Principal Contractor (UK) in a competent manner, and co-operating with clients, designers, and statutory bodies.

OH&S objectives are set annually to provide a framework for measuring performance, and progress is reviewed quarterly. This policy is communicated to all employees, subcontractors, and interested parties, and is available as documented information. It is reviewed annually by the Directors and amended as necessary to reflect changes in legislation, other requirements, or business operations. Health and safety should never be compromised for other objectives.