

Health and Safety Policy Statement

PB Donoghue (Construction) Ltd. (hereafter referred to as the "Company", "PBD", "PB Donoghue", or "We") is dedicated to fostering and maintaining a work environment that prioritises the health, safety, and well-being of our employees, customers, contractors, and visitors. We are committed to preventing accidents and illness by ensuring that health, safety, and welfare are integrated into all aspects of our operations. To achieve this, we encourage active participation and support from everyone at PB Donoghue in upholding this policy.

The ultimate responsibility for health, safety, and welfare within the Company rests with the Managing Director. The Managing Director is responsible for communicating individual health and safety responsibilities to both managers and employees.

To assist in ensuring compliance and effective communication of health and safety matters, the Managing Director has appointed a Group Health, Safety, Quality & Environment Advisor. PB Donoghue is fully committed to meeting its obligations under the **Health and Safety at Work etc. Act 1974** and all other relevant statutory and regulatory requirements. The Company will strive for continual improvement, where reasonably practicable, and will:

- Provide and maintain safe premises and a healthy working environment.
- Effectively assess risks and implement control measures to mitigate them.
- Ensure the safe operation of plant, equipment, and associated procedures.
- Identify and manage substances that may pose health risks, implementing necessary controls.
- Provide regular information, instruction, training, and supervision to ensure employees can perform their work safely. This will be updated regularly and/or when there are significant changes in work practices or legislation.
- Engage with employees through consultation on health and safety matters.
- Investigate accidents, incidents, and cases of work-related illness in accordance with company procedures to identify and address any weaknesses in our health and safety management processes.
- Ensure effective procedures are in place to manage injuries and minimise the impact of incidents that could result in injury, illness, or environmental damage.
- Share relevant health and safety information across the organization.
- Continuously review our health and safety objectives and performance to ensure compliance.
- Regularly audit our health and safety management systems to identify areas for improvement, providing necessary support and resources for ongoing improvement.
- Adhere to company transport policies, relevant transport legislation, and road traffic laws.
- Comply with the **Environmental Protection Act 2021**, waste management legislation, and other applicable environmental laws aimed at protecting human health, the environment, and natural resources.

At PB Donoghue, we recognise that our people are our most valuable assets. The success of this policy—reviewed annually—depends on the active involvement of everyone in our organisation. We all play a crucial role in demonstrating that a strong focus on health and safety is not only a legal requirement but also essential to the success of our business.

Signed copy held at Head Office.