

Occupational Health & Safety Policy Statement

CivCo Ltd recognise and embrace their duties and responsibilities under the Health & Safety at Work Order 1978 and all other statutory requirements and codes of practice which relate to the company's activities for the health, safety and welfare of all employees and all persons likely to be affected by its activities including the public, where appropriate.

Our objective is to provide a safe working environment for all of our employees and for any other person affected by our activities. Employees also have a statutory duty to take reasonable care for themselves and others who may be affected by their acts or omissions at work.

To enable both ourselves as employers and also our employees to carry out these duties, responsibilities for health and safety matters are to be effectively assigned, accepted and implemented at all levels within our organisation.

The company recognises its obligations in providing:

- A safe place of work.
- Safe access/egress.
- Safe plant, equipment and machinery.
- Safe work practices.
- Suitable protective clothing and equipment where hazards cannot be eliminated.
- Appropriate information, instruction, training and supervision.
- Systems for prevention of risk to health from any activity or substance.
- Systems for maintaining welfare and hygiene facilities as appropriate.
- System preparation and revision of emergency safety statements/plans.
- Competent resources in the form of training personnel, internal or external, to the Company, where the necessary expertise is required to advise and assist in securing the health, safety and welfare of employees.

Our Directors are committed to the prevention of injury and ill health at work, to complying with applicable legal and all other requirements to which the organisation subscribes that relate to its OH&S hazards, and to providing a framework for setting & reviewing objectives to assist in continual improvement in OH&S management and OH&S performance.

It is the duty of all employees at work:

- To take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions at work and to co-operate with us in fulfilling our statutory duties
- Not to interfere with or misuse anything provided in the interest of health and safety

This health and safety policy will be reviewed at least annually, amended and updated as and when necessary. Communication of any such changes will be made to all employees. There are established and maintained effective procedures for consultation and communications between all levels of management and employees on all matter relating to safety, health and welfare at work.



Paul Mc Flynn

05 January 2026



Niall Mullan

05 January 2026