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Health and Safety Policy

Statement of Intent

Errigal places the safety of our employees, and everyone affected by our work as our highest priority. We are committed to creating a safe and healthy environment for all, ensuring that every individual who interacts with our operations is protected from harm. Safeguarding the health and wellbeing of all those involved is central to how we operate, and we take every measure to prevent incidents and manage risks. At Errigal, safety is integral to our culture, and we are dedicated to continually improving our practices to ensure the highest standards of protection across all our activities.

We are fully committed to achieving Zero Harm, meaning no fatalities, no injuries to the public, no serious disabling injuries, and no long-term harm to health. Our policy is to provide a working environment where everyone remains safe and healthy by identifying hazards and risks in our activities and eliminating them wherever possible. For any remaining risks, we will implement robust management controls. We firmly believe that all injuries and work-related illnesses can and should be prevented.


Responsibilities

At Errigal, the ultimate responsibility for health and safety lies with the Errigal Board of Directors, ensuring that adequate resources are provided for effective implementation and regular assessment of our policies. Operational management, Safety Representatives, and Safety Committees are accountable for the day to day execution of these policies, integrating safe systems of work and ensuring compliance with health and safety procedures. All employees are expected to actively participate by identifying and reporting hazards, following safety instructions, and fostering a culture of safety throughout the organisation. We also require contractors, subcontractors, and suppliers to adhere to our safety standards, ensuring that all activities are conducted without risk to health or wellbeing.

Arrangements

The controls for managing health and safety are outlined within the SHEQ Management System and fully comply with the requirements of the Safety, Health and Welfare at Work Act 2005, the Health and Safety at Work Act 1974, the Health and Safety at Work (Northern Ireland) Order 1978, the Safety, Health and Welfare (Construction) Regulations 2013, and the Construction Design Management Regulations 2015. These controls will be continuously improved to align with the evolving needs of the business and change management requirements. Effective implementation of health and safety controls relies on the competence, cooperation, and commitment of all employees. To this end, we will:

- Actively involve employees, partners, and the supply chain in cultivating a positive health and safety culture, demonstrating exemplary leadership and commitment, which encourages open dialogue and reporting of safety concerns without fear of reprisal.


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- Develop the necessary competencies by providing information, training, instruction, and supervision to enable our workforce to comply with health and safety requirements and perform their duties safely. This includes ongoing training programmes and refresher courses to keep skills and knowledge up to date.
- Promote an environment where safety is personal, utilising our Behaviour at Safety Programme to foster a Zero Harm culture. This ensures everyone understands their impact on health and safety, looks out for their own and their colleagues' safety, and feels empowered to stop work and seek guidance if they encounter unsafe activities.
- Create a culture of accident prevention while driving on Errigal business, ensuring that travel-related risks are assessed and managed appropriately, with regular reviews of travel safety procedures.
- Establish effective organisational communication, cooperation, and control arrangements, which will be documented in the Errigal Business Management System. This includes regular safety meetings and updates to ensure all employees are informed of current practices and policies.
- Encourage employee participation and feedback through suitable consultative mechanisms, such as safety committees and suggestion schemes, to foster a sense of ownership and accountability for health and safety.
- Provide occupational health support and advice, implementing a programme of regular health screening and surveillance to monitor and promote the wellbeing of our workforce.
- Commit to approaching all activities with fairness and impartiality, engaging and supporting diversity within our workforce and communities. This includes ensuring equal access to training and development opportunities for all employees.
- Recognise that Diversity, Equity, and Inclusion (DEI) are integral to our health, safety, and environmental priorities, addressing the unique challenges faced by different members of our workplace and the communities in which we operate.
- Ensure this policy is communicated effectively to employees, supply chain partners, and all individuals working on behalf of Errigal, fostering a shared understanding of our health and safety objectives.

By embedding these arrangements into our operations, we aim to create a safe and healthy workplace that not only meets legal obligations but also promotes the well-being of our employees and stakeholders.

Performance, Monitoring and Review

Errigal maintains an active monitoring regime to ensure compliance with our Health and Safety policy and its associated arrangements. This includes regular assessments as part of our Annual Management Review, during which we systematically monitor and report on the effectiveness of our health and safety practices and our progress towards achieving set objectives.

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Our Health and Safety policy, along with our performance, undergoes periodic reviews to ensure ongoing effectiveness and alignment with our commitment to creating a safe working environment. These reviews are integral to our dedication to continuous improvement, ensuring that our policies remain relevant and effective in guiding our health and safety efforts.

By creating a culture of transparency and accountability, we aim to enhance our health and safety performance and provide a safe and healthy workplace for all employees and stakeholders.

Authorisation

 05/01/2026

 05/01/2026

Cormac McCloskey & Damien Treanor

Managing Directors (Errigal)