

Health & Safety Policy Statement

At PJ Hegarty, we are fully committed to providing and maintaining a working environment that ensures the health, safety, and welfare of all employees, contractors, visitors, and stakeholders (referred to collectively in this Policy Statement as the "parties") at every level of our operations. Our policies, processes, and procedures are designed to comply with the requirements of ISO 45001:2018, the Safety, Health and Welfare at Work Act 2005, as well as underlying regulations including the Safety, Health and Welfare at Work (General Application) Regulations 2007-2020, the Safety, Health and Welfare at Work (Construction) Regulations 2013-2021 - (each as may be amended), and all other applicable legislation relevant to our activities. Our commitment extends to not just meeting legal obligations but to always strive to improve.

We recognise health and safety as a core business value and an ethical responsibility, and we therefore have embedded several policies that cover safety, health and welfare at work, as well as safety management processes and procedures. Our goal is the continual improvement of occupational health and safety by always striving for safety excellence through collaboration and innovative management practices.

Our safety, health and welfare at work policies and processes, which we have embedded into our business, aim to ensure that we:

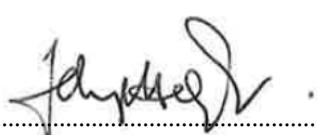
- provide appropriate resources necessary to ensure the safety, health and wellbeing of all parties.
- prevent injury and ill health by identifying hazards, assessing and identifying risks and opportunities, and implementing effective risk control measures at all work sites.
- comply fully with all statutory and regulatory requirements, including best practice guidelines.
- promote a proactive safety culture that engages all parties in consultation (as appropriate) and participation, valuing their input in hazard identification and risk management.
- provide and maintain a safe and healthy working environment.
- ensure that plant, equipment, and systems of work are safe and properly maintained.
- provide relevant parties with adequate information, instruction, training, and supervision to enable them to work safely.
- consult with parties (as relevant) on matters of health and safety, encouraging their active participation in improving workplace safety.
- ensure that all work is planned and carried out in a manner that aims to prevent injury, ill health, and/or damage to property or the environment.
- monitor and review our safety performance and management systems regularly, making improvements where necessary.

Whilst the Board of Directors and senior management bear ultimate accountability for health and safety across all Company operations, our managers and supervisors are responsible for ensuring risk controls are implemented and maintained, as well as facilitating consultation and communication on health and safety issues.

All parties receive ongoing education, induction, and refresher health and safety training relevant to their duties and any specific risks present. Further, the Company encourages any staff member, safety representative, health and safety committee, or any stakeholder, to engage with management to facilitate continuous improvement.

This policy statement and our related policies and procedures are reviewed annually, or more frequently as needed to account for changes in legislation, company structure, or operational activities.

By embedding these principles into all aspects of our operations, PJ Hegarty will continue to protect its workforce and any other person who might be affected by the work undertaken, deliver consistent excellence, strengthen client trust, and enhance our reputation as a responsible and dependable employer.

Signed: 

John Hegarty – Chairman
on behalf of the Board of PJ Hegarty & Sons UC

Date: January 2026

