

## Environment Policy

Founded in 1964 in Limerick, Kirby Group Engineering is a leading mechanical and electrical engineering contractor operating across Ireland, the UK and mainland Europe. Kirby provides full mechanical and electrical contracting services as well as specialist high voltage (HV) and medium voltage (MV) design and construction services to clients across a number of different sectors including Data Centres, Life Sciences, Industrial, and Power and Renewables.

We are committed to providing a quality service that ensures a safe and healthy workplace for our employees in a manner that minimises our potential harmful impacts on the environment. We will strive to use pollution prevention and environmental best practices in all we do. Our current activities do not create emissions to the environment covered by Environmental Protection Legislation; however, we are not complacent and remain committed to a high level of environmental protection and where possible enhancement.

Kirby's Board of Directors supports this statement and have given me the responsibility to implement it. Kirby believes that our Environment, Health & Safety (EHS) Management System will contribute positively to our quality of life and to our environmental footprint. This is an essential requirement of our business, so, we must all give this policy and the Environment Manual the support it needs by conducting our operations in such a manner as to:

- Safeguard the environment in carrying out our normal work, to enhance the wider environment and minimise any harmful impacts as far as possible.
- Strive towards the prevention of pollution through minimizing waste, promoting recycling, reducing energy, reducing raw material consumption, and reducing harmful emissions.
- Establish, document, and maintain Environment procedures to assist in compliance with this policy, the Environment Manual, relevant statutory legislation, ISO 14001 and / or other requirements relevant to our operations.
- Commit to continual improvement of our Environmental performance, policy, and procedures, through the setting of objectives and targets, periodic review and monitoring with regular inspections to ensure that they remain relevant and appropriate to the organisation.
- Work with suppliers and contractors that adopt and promote best environmental practices.
- Communicate to all employees (full and part time), contractors, visitors, and anyone, that may be affected by our operations, their individual Environmental responsibilities, through the provision of instruction, training, supervision, and information.

We shall establish, implement, and maintain processes seeking to improve our EHS performance through the setting of our targets and objectives. Everyone at work is responsible for the environmental aspects of the company and reducing their impacts, and all employees including managers and supervisors, shall accept responsibility for Environmental issues within their own control.

The organisation and responsibilities for carrying out this Environmental Policy are set out in the EHS Management System and our EHS Team will provide advice and assistance in complying with this policy. This will be made available at all locations where we carry out our operations and to any interested parties.

Henry McCann  
Chief Executive Officer



Date: 16-Jan-2026