

## Health and Safety 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.

The Board of Directors supports this statement and gave me the responsibility to implement it. We believe that this Environmental, Health and Safety (EHS) programme will contribute positively to our quality of life and our environmental footprint. This is an essential requirement of our business, so, we must all give this policy the support it needs by conducting our operations in such a manner as to:

- Safeguard the safety, health, and welfare of employees (full and part time), contractors, visitors and anyone, that may be affected by our operations through managing our risks and opportunities.
- Strive to eliminate any foreseeable hazards and reduce health and safety risks which may result in personal injuries, ill health, fires, security losses and / or damage to property.
- Establish, document, and maintain EHS procedures to assist in compliance with this policy, relevant statutory legislation, ISO 45001 and / or other requirements relevant to our operations.
- Commit to continual improvement of our EHS performance, policy, and procedures, through periodic review, audit and monitoring with regular inspections to ensure that they remain relevant and appropriate to the organisation.
- Communicate to all employees (full and part time), contractors, visitors, and anyone, that may be affected by our operations, their individual EHS responsibilities and relevant information, through the provision of instruction, training, supervision and information.
- Consult and collaborate with our employees (full and part time), their representatives and relevant stakeholders in matters affecting their health and safety.
- Provide a positive safety culture in which every employee, contractor and visitor feels free to speak up about non-conformances, undesirable or unsafe situations or any other H&S related issue.

We will seek to improve our EHS performance through the setting of our targets and objectives and through the implementation of our Zero Harm program. Ultimate responsibility for health and safety rests with the Chief Executive Officer. However, safety is the responsibility of everyone at work, and all employees including managers and supervisors, must accept responsibility for EHS issues within their own control, as set out in the statement.

The organisation and responsibilities for carrying out this Safety Policy are set out in the Company Safety Statement and our EHS Team will provide advice and assistance in complying with this statement. 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