

Kirby Group Quality Policy 2025

Founded in 1964, Kirby Group Engineering (Kirby) is an international multi-disciplinary Building Services Contracting Company that specialises in Design and Management of Electrical, Mechanical, Civil, Structural installations, including Process, Instrumentation, Communications, Calibrations, Fire Protection, and Power & Renewables Design and Build Services.

The CEO has ultimate responsibility for formulating and implementing this Policy. The Group Quality Manager is responsible for monitoring the operation of this policy. This Policy shall be reviewed annually at a Management Review meeting to ensure it remains in accordance with our current company strategy. Kirby Group is committed to Customer Satisfaction, Continuous Improvement and Operational Excellence by:

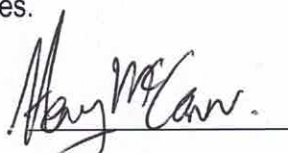
- Establishing, documenting and maintaining Quality processes to assist in compliance with this policy, relevant statutory legislation, ISO 9001: 2015 and/or other requirements relevant to our operations.
- Supplying the highest quality service, on time and at a satisfactory cost.
- Using qualified trained personnel, working to standard operating processes and using traceable reference standards.

Kirby Group's Quality objectives are to complete projects in accordance with the agreed specifications, programme and cost. Kirby's Quality culture is committed to "Getting it Right First Time" – we are proud of the quality of the projects we deliver, which is why Quality is a core value.

The continual improvement of the effectiveness of the company's management system is fundamental to the success of its business and is supported by all employees and subcontractors. We are committed to the continuous improvement of all aspects of our operations to deliver excellence and exceed customer expectations.

Quality is the responsibility of everyone at work and all employees including Managers and Supervisors must accept responsibility for Quality issues within their own control. The responsibilities for carrying out this Policy are set out in the Company Quality Manual. The Quality Team will provide advice and assistance in complying with this statement. This policy will be made available at all locations where we carry out our operations and to any interested parties.

SIGNED:



Henry McCann

Chief Executive Officer

Date: 13th January 2025