HSEQ POLICY STATEMENT

The Ardmore Construction Group seeks to continue to prosper in business with existing and future clients, whilst supporting our employees and the communities in which we operate.

We will conduct our business in a manner that is safe, professional and ethical whilst paying attention to our customers' requirements and operating in a sustainable manner at all times.

Our aim includes focusing on the thinking processes that come before our choices. We believe that influencing and engaging with people in a way that ensures they make the right choices in the first place will enable us to meet our objective of providing a culture where never harm is achievable.

Our vision is one that provides:

- a safe place to work and a culture of openness where never harm is an achievable goal.
- an environment that allows our workforce to go home safely and that we respond and learn from all accidents and incidents to prevent recurrence.
- positive leadership in all aspects of what we do.

We will:

- Comply with health, safety and environmental legislation, regulations and other applicable requirements.
- Maintain our management systems and certifications to ISO 9001, 14001 & 45001.
- Provide the resources necessary to safeguard the health, safety and wellbeing of our own employees and everyone affected by our operations.
- Provide and maintain safe places of work and risk-free means of entry and exit from them.
- Provide and maintain safe vehicles, plant, equipment and systems of work.
- Minimise the environmental impact of our activities by protecting the environments in which we operate and minimising pollution in all forms.
- Minimise waste in design, construction and use.
- Minimise fuel, energy and water use.
- Protect wildlife and habitats, archaeological remains and heritage buildings.
- Seek innovative and cost-effective business solutions.
- Employ good practice to ensure projects are completed on time.
- Provide information, instruction, training and supervision to all our employees to ensure they properly discharge their responsibilities and duties.
- Regularly measure and review the effectiveness of our safety, health, environmental, sustainability and quality performance.
- Regularly set objectives and targets to achieve continual improvement.
- Work with our teams to ensure a positive culture is embedded consistently across the organisation.
- Engage, influence and collaborate with stakeholders to encourage the spread of sustainable technologies and services throughout our supply chain.
- Contribute to community improvement and charitable projects.
- Seek to eliminate the causes of ill health through design and by identifying effective controls on site.
- Develop a positive culture around mental health issues and provide support to our employees and supply chain partners.

It is the responsibility of each and every employee within their specific area of responsibility to implement this policy. The Managing Directors gives their full support to this policy and shall ensure it is communicated, implemented and reviewed at least once a year.

This policy will be reviewed annually.

Partick Byrne
Managing Director

Cormac Byrne
Managing Director

November 2022