

HEALTH AND SAFETY POLICY STATEMENT

Ardmore Construction Limited is committed to working in a way that protects the health, safety and welfare of its employees and others affected by its activities. We will comply with legislation and strive to continually improve performance. Health and safety will never be compromised for other objectives.

We will promote equally the duties of management and employees regarding personal responsibility. All employees and those working on our projects have a duty to co-operate with management, to maintain health, safety and welfare provisions, to take care of their own and others health and safety, to be free of the influence of alcohol or drugs whilst at work, and to report any concerns or unsafe conditions.

The company is committed to:

- Co-operating with all parties to the construction process
- Acting as a considerate constructor
- Identifying hazards, assessing risks, and providing safe systems of work
- Providing induction, training, information and instruction
- Consulting with the workforce
- Providing competent supervision
- Providing adequate welfare facilities
- Random alcohol and drug testing

The responsibility for monitoring and reviewing this policy rests with the Health and Safety Director. However, all directors, managers and supervisors must recognise the need and accept responsibility for the health and safety of people under their control. Directors are responsible for making adequate physical and organisational resources available. Managers must devise and implement safe systems of work. Supervisors must ensure that workers are briefed and consulted on the risks and comply with safe working practices. Managers and supervisors must stop any activity where unsafe conditions exist or where unsafe behaviour is observed. Employees will be consulted on all matters that affect their health, safety or welfare, and have the right to refuse to work where they have legitimate health and safety concerns.

Ardmore has appointed health and safety managers and advisers, whose job is to provide monitoring, advice, training and instruction. They will carry out audits and inspections and bring to the attention of management any deficiency observed, and stop any operation where Ardmore's employees or other persons are at risk.

This policy will be brought to the attention of all employees and self-employed persons. It will be reviewed annually.

A handwritten signature in black ink, appearing to be 'P Byrne', with a vertical line extending downwards from the end of the signature.

Patrick Byrne
Managing Director

A handwritten signature in black ink, appearing to be 'C Byrne', with a horizontal line extending to the right from the end of the signature.

Cormac Byrne
Managing Director

A handwritten signature in black ink, appearing to be 'C Byrne', with a circular flourish at the end.

May 2019