

Health, Safety & Wellbeing

Galldris Services Ltd (Galldris/ the Company) are committed to safeguarding the health, safety, and wellbeing of all employees, contractors, visitors, and stakeholders and this commitment extends across all levels of the organisation and its activities. We recognise that our people are our most valuable asset, and their safety and wellbeing are essential to the success of our business. This policy outlines our approach to achieving and maintaining the highest standards of health, safety, and wellbeing in compliance with relevant legislation, industry standards, and best practice.

Accountability & Leadership

- Senior leadership will set the tone for a positive health, safety, and wellbeing culture by demonstrating visible commitment, providing adequate resources, and taking accountability for safety performance
- Managers and supervisors will actively lead and support the implementation of this policy, ensuring all employees and contractors adhere to safe work practices and standards
- Health, Safety and Wellbeing will not be compromised to achieve other business objectives

Compliance & Continuous Improvement

- We will comply with all applicable health and safety legislation, codes of practice, and industry standards
- Through our certified ISO45001:2018 Occupational Health and Safety Management System, we will assess and review risks, opportunities, and objectives to drive continuous improvement in our performance

Engagement & Collaboration

- We will engage with all stakeholders to align health, safety, and wellbeing objectives across all projects
- Regular consultation and participation mechanisms, such as safety committees and feedback channels, will be maintained to encourage active involvement

Hazard Identification & Risk Management

- Hazard identification and risk assessment processes will form the cornerstone of our safety management
- We will ensure that risks are eliminated or reduced to as low as reasonably practicable through effective planning, control measures, and engagement with all stakeholders
- We will review our processes as a result of incidents, changes to legislation and industry best practice

Mental Health & Wellbeing

- We will foster an open and supportive workplace culture that removes the stigma surrounding mental health
- We will provide access to support services, including trained mental health first aiders and employee assistance programs
- We will ensure employees are fit for work and can safely undertake the responsibilities of their roles, including providing access to a dedicated Occupational Health Practitioner who will undertake medical assessments (e.g. Safety Critical Medicals)

Safe Behaviours & Positive Culture

- We will promote safe and respectful behaviours across all levels of the organisation, developing a culture where everyone feels empowered to stop unsafe work and report hazards or concerns without fear of reprisal
- Collaboration and communication will be key to building trust and shared responsibility for health and safety

Training & Competence

- Comprehensive training will ensure all employees and contractors are competent, aware of their responsibilities, and equipped to work safely. Training will be reviewed and updated to reflect changes in risks, legislation, and industry best practices

This policy will be reviewed at least annually and will be communicated to persons working for and on behalf of Galldris.

Signed:

A handwritten signature in black ink, appearing to read 'Donal'.

Donal Gallagher | Chief Executive Officer

A handwritten signature in black ink, appearing to read 'Sean'.

Sean O'Driscoll | Chief Executive Officer

Dated: January 2026