

## Health and Safety Policy

On behalf of the Coillte Group I recognise our responsibility under the Health, Safety and Welfare at Work Act 2005, to provide a safe place of work so far as is reasonably practicable. In so doing, I also acknowledge our moral duty of reasonable care to of all our employees.

We intend that good health and safety practices will always be integral to both the culture and the business strategy of our organisation.

The policy of the company is summarised as follows:

- to comply with all National and EU Legislation as a minimum requirement;
- to ensure the safety, health and welfare at work of all our employees, so far as is reasonably practicable;
- to ensure that safety becomes an integral part of every business process;
- to ensure that hazard identification take place, written risk assessments are carried out and reviewed as required, and control measures implemented to minimise any risks identified;
- to ensure that people, not in our employment, who may be affected by our work activities, are not, so far as is reasonably practicable, exposed to risk to their safety and health;
- to consult with our employees on matters related to safety, health and welfare at work and to take account of their representations;
- to provide a safe place of work that is adequately designed and maintained;
- to provide safe access and egress;
- to provide safe plant, equipment, and systems of work;
- to make available safety and health information, instruction, training and supervision on all aspects of our operations;
- to provide a work environment that is free of hazard and where this is not reasonably practicable, to provide Personal Protective Equipment (PPE) as appropriate for the tasks in question;
- to plan for emergencies;
- to provide facilities for the welfare of all our employees;
- to provide a work environment that strives to prevent 'improper conduct'; and
- to appoint competent safety and health professionals who can guide and contribute to the health, safety, and welfare of our employees.

To this end it is anticipated that employees will co-operate with all company initiatives, report all accidents, and take reasonable care to ensure the safety, health and welfare of both them and their fellow workers. They shall furthermore report to their immediate supervisor/manager any defects to plant, equipment or system of work which might endanger the health, safety and welfare of employees or other persons.

Coillte operates a health and safety management system structured in accordance with the requirements of ISO 45001:2018. This system will be used to ensure that health and safety management is given the attention and resources that it deserves. We will use our health and safety management system to continually improve our health and safety performance and reduce accidents. To assist with the achievement of this objective, we will continually review and update this policy and our health and safety management systems.



Imelda Hurley  
Chief Executive

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