

Environmental Policy

The Coillte estate is a rich, high quality environmental resource, within which there is the combined interaction with people, forest, landscape, water, biodiversity and archaeology/cultural heritage. As such, Coillte commits through responsible environmental management to protect this resource and prevent pollution. Coillte recognises and seeks to minimise any potential adverse impacts of our business on all environmental receptors through responsible environmental management.

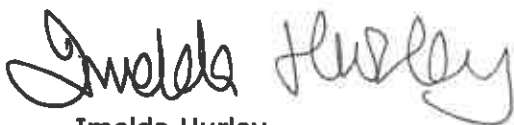
As part of our commitment to the stewardship of our forests, we seek, welcome and take on board comments and suggestions from stakeholders with regard to environmental issues. Through this partnership approach we also encourage co-operation from our stakeholders.

As a prerequisite to all our operations, Coillte is committed to the protection of the environment. The scope of this policy covers the operations and activities associated with our forests, forest operations, nurseries, property sales, energy businesses and other land based developments.

Our objectives are to:

1. Adopt an organisation wide system for managing environmental issues. The Director of Stewardship, Risk and Advocacy, has responsibility for managing the implementation of this policy and our environmental management system (EMS).
2. Manage our business in full compliance with all applicable laws, directives and regulations, as well as voluntary external accredited schemes to which we subscribe e.g. the Forest Stewardship Council® (FSC®)¹ and the Programme for Endorsing Forest Certification Schemes (PEFC™).
3. Prevent negative environmental impacts through a system of operational controls that include risk assessment, written instructions, communication and appropriate training.
4. Continually improve environmental performance by setting and reviewing objectives and targets related to significant environmental risks and putting into effect programmes to reduce those risks.
5. Commit to responsible energy management through compliance with the applicable legal requirements, ensuring availability of the information and resources necessary to manage energy and seek to continually improve our energy performance.
6. Eliminate all single-use plastic bottles, cups, cutlery and straws for use within Coillte offices.
7. Commit to reducing all single-use plastic, where possible, from forest operations through increasing awareness of Coillte staff and contractors and implementing sustainable initiatives to reduce plastic packaging.
8. Communicate, as appropriate, our Environmental Policy to Coillte staff, contractors and their employees, stakeholders and the communities within which we operate.

This policy is reviewed annually to take into account current and potential future business issues.



Imelda Hurley
Chief Executive

Date: 5th July 2021

OHSMS-4.2 Version 4

¹FSC Licenced Code: FSC-C005714

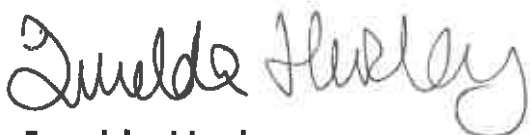
Energy Policy

Coillte are fully committed to energy performance improvement through the implementation of ISO 50001:2018 standard in Coillte Forest, Land Solutions and Lean Centre divisions.

Where Coillte have direct management control over energy performance, management are committed to:

- setting and reviewing energy objectives and targets on an annual basis;
- ensuring availability of necessary information and resources to achieve these targets;
- fully comply with all legal and other requirements;
- continually improving energy performance and the Energy Management System;
- supporting the procurement of energy efficiency products and services that impact on energy performance; and
- implementing design activities that consider energy performance improvement

Coillte management will periodically review this policy and will update it as necessary. This policy will be communicated at all levels within the organisation and externally as appropriate.



Imelda Hurley
Chief Executive

Date: 5th July 2021
POL-EnMS-01 Version 0.1

Health and Safety Policy

The Coillte Group recognises its 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, it also acknowledges its moral duty of reasonable care to of all its employees.

Coillte therefore intends that good health and safety practices will be integral to both the culture and the business strategy of this organisation at all times.

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 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 safe access and egress;
- to provide safe plant and equipment;
- to make available information, instruction, training and supervision on all aspects of plant operation;
- 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; and
- to provide a work environment that strives to prevent 'improper conduct'.

To this end It is anticipated that all employees will co-operate with all company initiatives and take reasonable care to ensure the safety, health and welfare of both themselves 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 company 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 to strive for zero 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

Date: 5th July 2021
OHSMS-4.2 Version 6