

## Suir Quality Policy Statement

Suir Engineering is totally committed to the principles and practice of excellence and will conform to the requirements of the ISO 9001:2015 Quality Management System Standard. Our overall objective is to consistently provide customer value and satisfaction in our service through leadership, continual improvement, employee development, recognition and social responsibility. Our quality management system provides a framework for measuring and improving our overall business performance, supporting our company strategy and business plan, facilitates continual improvement and ensures the fulfilment of our customers' requirements and other applicable requirements.

### Our Policy is:

- ✓ To take time to understand our customers' needs, to ensure their needs are satisfied and to keep our promises
- ✓ To require all managers and supervisors to demonstrate leadership and commitment to this policy and the aims and objectives set out from time to time by the Group and its subsidiaries.
- ✓ To require every employee to take personal responsibility by being accountable for their own behaviour and the quality of their work.
- ✓ To provide every employee with adequate information, instruction, training, equipment and supervision to enable them to make a responsible and informed contribution to the business through the efficient and effective performance of work activities.
- ✓ To understand and manage the risks to the quality of our business offering.
- ✓ To work with key partners, sub-contractors and suppliers to help them implement this policy on our projects and to support our business quality aims and objectives.
- ✓ To openly admit, discuss and learn from our mistakes and failures.
- ✓ To continually improve our performance and culture through development of our systems, procedures and programmes.
- ✓ For top management to establish and review annual business quality objectives and targets for the Group's activities, products and services.
- ✓ To apply a systematic and measurable approach to monitoring our performance
- ✓ For operating companies to adopt a management approach appropriate to their business but having regard to the need to keep a common approach across the Group as far as is practicable, consistent with the principles specified in ISO 9001 on Quality Management Systems.

## Suir Health & Safety Policy Statement

In Suir we are committed to prevention of injury and ill health and we strive for zero harm. Our objective is to provide, in the delivery of our product, a safe and healthy working environment for all stakeholders. This goes beyond the minimum standard of complying with legislation and includes complying with other H&S requirements to which we subscribe. Health and Safety will not be compromised for other objectives.

- ✓ To require all managers and supervisors to demonstrate leadership and commitment to this policy and the health and safety aims and objectives set out from time to time by the Group and its subsidiaries
- ✓ To require every employee to take personal responsibility by being accountable for their own behaviour
- ✓ Determine our company compliance requirements
- ✓ Ensure all our activities are carried out in compliance with current health and safety legal, regulatory and other compliance requirements.
- ✓ To provide every employee with adequate information, instruction, training and supervision to ensure that they have the necessary competence to make a responsible and informed contribution to the H&S of themselves and others
- ✓ To work with key partners, sub-contractors and suppliers to help them implement this policy on our projects and to support our health & safety aims and objectives
- ✓ To openly admit, discuss and learn from our mistakes and failures
- ✓ To continually improve our performance and culture through development of our systems, procedures and programmes
- ✓ For top management to establish and review annual H&S objectives and targets for the group's activities, products and services
- ✓ To provide opportunities for effective consultation and participation
- ✓ Through our production and installation methods, to ensure our activities are risk assessed and all reasonably practicable measures taken to eliminate or reduce risks
- ✓ To apply a systematic and measurable approach to monitoring our performance, through the use of leading and lagging indicators and independent audits
- ✓ To provide welfare facilities and an occupational health programme consistent with industry good practice
- ✓ For operating companies to adopt a management approach appropriate to their business but having regard to the need to keep a common approach across the Group as far as is practicable, consistent with the principles specified in ISO 45001 on Health & Management systems.

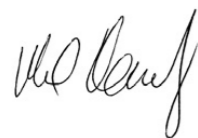
## Environmental Policy Statement

Suir aims to be a socially and environmentally responsible company. We provide technical solutions for businesses and our activities contribute to a sustainable society. These activities have an impact on the environment, on people, the communities in which we operate, our customers and supply chain and broader society. Working with all our stakeholders, we strive for continual improvement and the prevention of pollution whilst balancing short-term and long-term interests as well as integrating economic, environmental and social considerations into our decision making. This goes beyond the minimum standard of complying with legislation and those requirements, relevant to our environmental aspects, to which we subscribe.

- ✓ To require all managers and supervisors to demonstrate leadership and commitment to this policy
- ✓ Determine our company compliance requirements
- ✓ Ensure all our activities are carried out in compliance with current environmental legal, regulatory and other compliance requirements.
- ✓ To require every employee to take personal responsibility by being accountable for their own behaviour
- ✓ To provide every employee with adequate information, instruction, training and supervision to ensure that they have the necessary competence to undertake their activities in a responsible and environmentally aware manner
- ✓ To work with key partners, sub-contractors and suppliers to promote good environmental practice and help them support our sustainability aims and objectives
- ✓ To prevent pollution and protect the natural environment from harm and damage as a result of our activities
- ✓ To improve our waste management practices
- ✓ For top management to establish and review our Environmental objectives and targets for the Group's activities, products and services
- ✓ To understand, manage and, where practical, reduce our carbon footprint
- ✓ To provide, and encourage our clients to use, technical solutions which promote sustainability
- ✓ To ensure that our activities cause the minimum of disruption or nuisance to our neighbours and their communities and, where practical, make a positive contribution to those communities. We will offer our employees the chance to be involved in community activities.
- ✓ To apply a systematic and measurable approach to monitoring our performance
- ✓ To identify and correct environmental non-conformities with practical corrective and preventive actions.
- ✓ To continually improve our culture and performance through development of our systems, procedures and programmes
- ✓ For operating companies to adopt a management approach appropriate to their business but having regard to the need to keep a common approach across the Group as far as is practicable, consistent with the principles specified in ISO 14001 on Environmental Management Systems.

The Suir Engineering Board of Directors, led by the Group CEO, is responsible for this Policy. The Group Business Improvement Manager has responsibility for Group oversight of this policy. Business Managing Directors are responsible for implementing this Policy, bringing it to the attention of all employees and key partners, sub-contractors and suppliers and for the maintenance of associated documentation and programmes. The policy will be available on the company portal, website and posted in offices and sites.

These policies will be regularly monitored and reviewed annually.



Michael Kennedy  
Suir Engineering Managing Director  
1<sup>st</sup> February 2020