

## 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 all its employees.

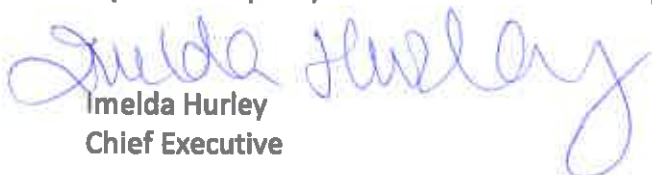
Coillte therefore intends that good health and safety practices will be integral to both the culture and the business strategy of this organisation at all times.

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

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