

## Health and Safety Policy

Founded in 1964, Kirby Group Engineering (Kirby) is an international multi-disciplinary Building Services Contracting Company whom specialises in Design and Management of Electrical, Mechanical, Civil, Structural installations, including Process, Instrumentation, Communications, Calibrations, Fire Protection, Transmission and Distribution Services.

The Board of Directors supports this statement and gave me the responsibility to implement it. We believe that this Environmental, Health and Safety (EHS) programme will contribute positively to our quality of life and our environmental footprint. This is an essential requirement of our business, so, we must all give this policy the support it needs by conducting our operations in such a manner as to:

- Safeguard the safety, health, and welfare of employees (full and part time), contractors, visitors and anyone, that may be affected by our operations.
- Strive to eliminate any foreseeable hazards which may result in personal injuries, ill health, fires, security losses and/or damage to property.
- Establish, document and maintain EHS procedures to assist in compliance with this policy, relevant statutory legislation, OHSAS 18001 and/or other requirements relevant to our operations.
- Commit to continual improvement of our EHS performance, policy and procedures, through periodic review and monitoring with regular inspections to ensure that they remain relevant and appropriate to the organisation.
- Communicate to all employees (full and part time), contractors, visitors and anyone, that may be affected by our operations, their individual EHS responsibilities, through the provision of instruction, training, supervision and information.

In particular, we will seek to improve our EHS performance through the setting of our targets and objectives. Ultimate responsibility for health and safety rests with the Managing Director. However, safety is the responsibility of everyone at work, and all employees including managers and supervisors, must accept responsibility for EHS issues within their own control, as set out in the statement.

The organisation and responsibilities for carrying out this Safety Policy are set out in the Company Safety Statement and our EHS Team will provide advice and assistance in complying with this statement. This will be made available at all locations where we carry out our operations and to any interested parties.

SIGNED:



Jimmy Kirby  
Managing Director

Date: 22<sup>nd</sup> January 2019