

Health and Safety Policy Statement

Standards to meet UK Legislation, Company Law & ISO 45001:2018

1. Company Policy for Occupational Health, Safety & Welfare Management

It is the policy of Techrete to:

- a. Safeguard the health, safety and welfare of all its employees while at work, and to provide, so far as is reasonably practicable, working environments which are safe and without risks to health
- b. Conduct its undertakings in such a way as to ensure, so far as is reasonably practicable, that people not in its employment (visitors, contractors and members of the public) but who may be affected, are not exposed to risk to their health and safety
- c. Recognise its obligations to meet all relevant legislative requirements pertaining to health and safety, which apply to any of the undertakings of the organisation
- d. Organise and arrange its affairs to ensure compliance with and commit to continual improvement of the Policy
- e. Undertake management reviews of this Policy and the associated Occupational Safety and Health Management System on an annual basis taking action, if necessary, to ensure its effectiveness and compliance with changes in the nature of Techrete's operations, structure, legislation, best practice and procedures.

2. Scope of the System

The scope and structure for the system's operation as listed in duties and responsibilities with the Directors, Managers and Officers of Techrete responsible for health, safety and welfare and their defined areas of operation.

3. Operation of the Policy

In carrying out the Health and Policy Statement it is the practice of Techrete to:

- a. Maintain an active interest in the implementation of the Company Policy for Health, Safety & Welfare by the Brigg Factory and UK construction projects to ensure that all levels of management carry out their duties in this respect.
- b. Ensure that the managerial responsibility and accountability for the health, safety and welfare of its employees, and for the health and safety of others that may be affected by its undertakings, is specified in writing.
- c. Ensure that appropriate safety training and instruction is provided, and that accident prevention is included in all relevant training programmes.
- d. Sustain an awareness of the need to prevent accidents and risks to health and wellbeing in the minds of all employees. Investigate and ensure learning from all incidents /non-conformances.



- e. Take into account, when planning its work, any aspects, which may help to eliminate injury, industrial disease, pollution and waste.
- f. Make appropriate accident prevention arrangements at the workplace and maintain liaison with all other employers who have employees working at the same workplace as the company and members of the public.
- g. Encourage the discussion of health and safety matters at all levels, including the setting up of arrangements for worker engagement and joint consultations with employees through their appointed safety representatives as required by the Health & Safety (Consultation with Employees) Regulations 1996.
- h. Prepare, discuss, agree and review suitable amendments to the Company Policy for Health, Safety & Welfare as considered necessary.
- i. Monitor performance and trends through the annual Management Review to set objectives, for continued improvement.
- j. Ensure that the Techrete Health and Safety Policy is applied to both factories and construction sites so far as is reasonably practicable.

4. Organisation of the Policy

- a. The responsibility for all matters related to health and safety within Techrete rests with the Chief Executive Officer.
- b. The responsibility for all matters relating to health and safety within each factory rests with the respective Factory Manager.

5. Arrangements for the Policy

- a. The Brigg factory and UK construction projects will inform all its employees of their responsibility to take reasonable care of the health and safety of themselves and others who may be affected by their acts or omissions while at work, and for complying with health and safety legislation which relates to them in the performance of their duties.
- b. Techrete's Health and Safety Team and appointed HSE Consultant will inspect, monitor and report on the effectiveness of the Safety Policies and practices of the Brigg Factory and all UK construction sites and will, where necessary, enforce the Policy by stopping work.



Aidan Williamson
Chief Executive Officer

Date: 08.01.26



Safety Statement

This document serves as the legally required Safety Statement under the Safety, Health and Welfare at Work Act 2005 (Section 20) and the General Application Regulations 2007 as well as the framework for our Health & Safety Management System in alignment with ISO 45001:2018.

Techrete commit to maintain and continuously improve safe and healthy working conditions, to comply with applicable legal and other requirements, and to actively involve all employees in safety and health.

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1. Introduction & Context

1.1 Purpose & Scope

This Safety Statement covers all operations at Techrete's Balbriggan Factory and Ireland construction projects, including:

- Reception and handling of raw materials (cement, aggregates, admixtures)
- Mixing, batching, moulding, casting, curing, finishing (cutting, grinding, polishing)
- Storage, loading, transport, dispatch
- Management of Techrete activities on Ireland based construction projects
- Maintenance, utilities, laboratory & testing, engineering support
- Offices, staff welfare areas, visitor zones.

1.2 Context, Interested Parties & External Factors

Techrete will monitor internal and external factors that may influence health and safety performance (e.g. legislative changes, market pressures, supply chain, technological changes). Interested parties include employees, contractors, suppliers, customers, regulatory authorities (HSA), local community, insurers, visitors. Their expectations (safety, compliance, reliability) are considered in planning.

2. Leadership, Policy & Commitment

2.1 Top Management Commitment

Techrete's top management ensures that:

- Safety is integrated into business planning
- Adequate resources (personnel, budget, equipment) are allocated
- Health and safety objectives are established and reviewed
- A culture of safety and worker involvement is promoted.

2.2 Health & Safety Policy

Our policy commits to:

- Eliminate or minimize risks to health & safety, as far as reasonably practicable
- Compliance with applicable legal and other requirements
- Continual improvement of health and safety performance
- Consultation and participation of workers
- Provision of training, supervision, and resources to fulfil this policy.

The policy is signed by the Chief Executive Officer, communicated to all personnel, displayed visibly, and reviewed periodically.



3. Roles, Responsibilities & Accountability

Role	Responsibilities
CEO	Final accountability for safety; approve this Safety Statement; provide resources
Directors and Dept. Heads	Ensure responsibilities for safety are implemented, monitored and reviewed
Safety Manager	Develop, maintain and monitor the Health and Safety Management System; coordinate risk assessments; drive investigations; liaise with HSA
Operations Manager	Ensure safe operations in their area; enforce safety procedures; monitor contractors
Supervisors / Team Leaders	Day-to-day oversight of safety; ensure staff follow safe methods; report hazards/incidents
Maintenance / Engineering	Safe repair and maintenance, lock-out/tag-out, preventive maintenance
Employees / General Operatives	Follow procedures, use PPE, report hazards / near misses / incidents
Contractors / Visitors	Must adhere to site safety rules, attend induction, report hazards.

4. Hazard Identification, Risk Assessment & Controls

4.1 Process for Hazard Identification & Risk Assessment

- Use structured methods (e.g. walk-throughs, job safety analyses (JSAs), past incident records) to identify hazards
- Document hazards, assess risks (likelihood × severity), assess existing controls, identify further corrective measures
- Use hierarchy of controls: eliminate → substitute → engineering controls → administrative controls → PPE
- Review and update risk assessments periodically (at least annually) or when changes occur (e.g. new machinery, process changes).

4.2 Risk Register & Risk Hierarchy

Maintain a formal risk register listing all hazards, risk scores, control status, action plans, responsible persons, and review dates. Ensure higher-risk items are prioritised and tracked to closure.



5. Objectives, Plans & Change Management

5.1 Health and Safety Objectives

Techrete's health and safety objectives are:

- Reduce lost-time injuries (LTIs) by 5% in 12 months
- Reduce Accident Frequency Rate (AFR) by 2% yearly.

Each objective has an action plan (what to do, who is responsible, by when, resources, monitoring).

5.2 Planning for Change

When introducing new equipment, process, expansion, or outsourcing Techrete will:

- Conduct a health and safety impact assessment before implementing change
- Update hazard identification and risk assessments
- Adjust controls, procedures, training, and communication as needed.

5.3 Integration with Business Processes

Techrete will ensure that health and safety is considered in procurement, design, contracting, maintenance, supplier selection, and strategic planning.

6. Operational Controls

6.1 Standard Operating Procedures & Safe Work Instructions

For each task or process, Techrete will produce a safe system of work, method statements or standard operating procedures that reflect risk assessments and control measures. Ensure they are accessible and understood by workers.

6.2 Machinery, Maintenance & Equipment Control

Techrete will ensure that:

- All machines will have appropriate guarding and emergency stop functions
- Preventive maintenance schedule and records
- Only competent workers operate machinery and equipment
- Lock-out / Tag-out procedures for maintenance
- Calibration and testing of safety systems.

6.3 Contractor Management

Techrete will undertake:

- Prequalification of contractors (safety record, training, certification)
- Contractor induction (site rules, hazards)
- Ongoing supervision and monitoring of contractors



- Inclusion of health and safety clauses in contracts.

6.4 Housekeeping, Layout & Housekeeping Controls

Techrete will ensure the maintenance of:

- Clear walkways, free from obstructions
- Good lighting, signage
- Drainage and cleaning of spills
- Safe storage practices (material stacking, segregation).

6.5 Personal Protective Equipment (PPE) (RMS-P0-010)

Techrete will identify and provide:

- The correct specification of required PPE (gloves, goggles, respirators, hearing protection, safety footwear, hi-vis)
- Training on correct use
- Maintenance, inspection and replacement of PPE.

6.6 Control of Hazardous Substances

Techrete will ensure that all substances are being controlled by:

- Maintain Material Safety Data Sheets (MSDS) for all chemicals used
- Safe storage, labelling
- Spill control, decanting and containment procedures.

7. Competence, Training & Awareness

7.1 Competence Assessment

Techrete will define required skills, certifications, qualifications, experience for roles and maintain a competence matrix.

7.2 Training Programs

Techrete will provide training as required:

- Induction / site orientation, safety rules, hazards identification
- Task-specific / refresher training (e.g. machinery, manual handling, working at height, chemical handling)
- Toolbox talks / safety meetings
- Training records (attendance, assessments, expiry).

7.3 Awareness Campaigns

Techrete will undertake health and safety awareness campaigns as a part of the Be Safe culture as follows:





- Posters, signage, safety bulletins
- Monthly focus/blitz on particular hazards (dust, manual handling, machine safety)
- Observation reporting and lessons learned sharing.

8. Communication, Consultation & Worker Participation

8.1 Internal & External Communication

Techrete will communicate with internal and external interested parties by meetings, bulletins, emails, notice boards and toolbox talks for health and safety information to workers, contractors, visitors, regulators.

8.2 Worker Consultation & Participation

- Monthly safety consultation meetings are to be undertaken with minutes taken
- Workers can raise concerns using the QR code displayed around the factory
- The workforce is to be involved in hazard identification, risk assessment, incident investigations.

8.3 Safety Representatives & Committees

- Employees may elect safety representatives (Section 25, SHWW Act 2005)
- Safety Committee meets regularly (e.g. quarterly) with minutes and action tracking.

9 Emergency Preparedness & Response

Techrete will ensure that emergency preparedness and response is established by:

9.1 Emergency Planning

- Develop and maintain emergency plans (fire, chemical spills, medical emergencies, structural failures, gas leaks)
- Define roles and responsibilities, evacuation routes, muster points, communication.

9.2 Drills, Testing and Mock Incidents

- Conduct periodic emergency drills and mock incidents on a 6 monthly basis to cover all shifts
- The Techrete health and safety team will review performance, identify improvements to top level management.

9.3 First Aid & Medical Support

Techrete will:

- Identify First aiders (names, locations)
- First aid stations and kits
- Display arrangements made with external medical services.





9.4 Coordination with External Services

Techrete will liaise with fire brigade, ambulance, local authorities as needed. Ensure awareness of site layout, hazardous materials storage and access.

10. Monitoring, Measurement, Audit & Review

10.1 Key Performance Indicators (KPIs)

Techrete will track leading (inspections, audits, training, observation reports, closing out actions) and lagging (incidents, injuries, lost time) indicators.

10.2 Inspections & Monitoring

Techrete will undertake:

- Regular safety inspections (daily, weekly, monthly)
- Environmental monitoring (dust, noise, vibration)
- Health surveillance (e.g. lung function, HAVS, audiometry).

10.3 Internal Audits

Techrete will:

- Schedule internal audits 6 monthly of health and safety management systems compliance
- Use audit checklists aligned with ISO 45001 and legal requirements
- Document nonconformities, corrective actions, follow-up actions.

10.4 Management Review

Top management reviews of health and safety management systems will take place annually to consider audit results, performance data, legal compliance, resource adequacy, changes, opportunities, corrective actions. Decisions must be documented.

11 Incident Investigation, Corrective Action & Improvement

11.1 Incident Reporting & Recording

- All accidents, near misses, dangerous occurrences must be reported promptly
- Use a standard Incident Report Form
- Notify HSA when required by law.

11.2 Investigation & Root Cause Analysis

Techrete will:

- Investigate all incidents to determine root cause(s)
- Involve affected workers and safety representatives
- Propose corrective and preventive measures.





11.3 Corrective & Preventive Action

Techrete will:

- Assign responsibilities and deadlines for action implementation
- Track and follow up to closure
- Evaluate effectiveness.

11.4 Continual Improvement

Techrete will ensure lessons learned, audit feedback, performance trends are used to improve policies, procedures, training, controls.

12. Integration with Legal Requirements (Ireland)

- This document satisfies the requirement under Section 20 of the Safety, Health and Welfare at Work Act 2005 to prepare a written Safety Statement
- It is based on hazard identification and risk assessments under Section 19 of the Act
- We comply with relevant regulations including Construction Regulations (if the facility performs work classed as “construction”), chemical safety, machine safety, signage (e.g. Safety, Health and Welfare at Work (Signs) Regulations 1995), and codes of practice
- This Safety Statement is specific to the Balbriggan Factory and construction projects in Ireland
- The Balbriggan factory and construction projects in Ireland will make this Safety Statement available to staff, contractors, visitors in suitable form, and maintain record of communication.

14. Appendices

- Appendix A: Risk Register – detailed hazard listing, risk scores, control measures, action plans, dates, responsibilities
- Appendix B: Training Matrix & Records
- Appendix C: Safe Work Method Statements / Standard Operating Procedures
- Appendix D: Emergency Response Plans & Evacuation Maps
- Appendix E: Inspection Checklists & Audit Schedules
- Appendix F: Incident Report Forms / Investigation Templates
- Appendix G: PPE Matrix & Maintenance Records
- Appendix H: Contractor Prequalification / Induction Forms



Aidan Williamson
Chief Executive Officer

Date: 08.01.26



Smoke and Vape Free Policy

This policy has been developed to protect all employees, contractors, and visitors from exposure to second-hand smoke and to assist compliance with the relevant legislation in Ireland and UK, while Improving the health, safety and welfare of staff, clients, contractors and visitors. Exposure to second-hand smoke increases the risk of lung cancer, heart disease and other serious illnesses. Ventilation or separating smokers and non-smokers within the same airspace does not completely stop potentially dangerous exposure.

It is the policy of Techrete that all our workplaces are Smoke & Vape free, and all employees have a right to work in a smoke free environment. This includes the use of vape cigarettes. 'Vaping' includes the use of electronic cigarettes, electronic cigars, electronic pipes or other such electronic delivery systems intended to simulate smoking, whether they deliver a nicotine dose or not. The policy came into effect on Sunday 1st July 2007. Smoking / vaping is prohibited in all enclosed and substantially enclosed premises in the workplace. This includes company vehicles. This policy applies to all employees, contractors and visitors.

The ultimate responsibility for the implementation of this policy rests with Techrete, however, each employee is expected to understand their personal obligation to implement and comply with this policy. It is the duty of each employee to care for his or her own safety, health and welfare and to take all reasonable steps to ensure that the requirements of the Public Health (Tobacco) Act 2002 and the Health Act 2006 (UK) are met.

All line managers have a responsibility to ensure that company policies are implemented, and appropriate actions taken. All employees are required to contribute to the enforcement of this policy, by reminding anyone they see in breach of the policy to desist and to comply with company policy.

Information on smoking cessation is available through the national "Quit" campaign or The NHS – National Health Service and the HSE – Health Service Executive, offers a range of free services to help smokers give up. For more information visit www.quit.ie or www.quitwithhelp.co.uk.

Appropriate 'no-smoking signs' will be clearly displayed at the entrances to and within the premises. Disciplinary procedures will be followed if a member of staff does not comply with this policy. Those who do not comply with the smoke free law may also be liable to a fixed penalty fine and possible criminal prosecution.



Aidan Williamson
Chief Executive Officer

Date: 16.06.26





Substance Abuse Policy

The Company and associated companies have a critical interest, legal and social obligation to maintain a safe and healthy working environment for our employees. This includes safe delivery of our services and interaction on all health and safety issues with customers, contractors, suppliers and other agencies.

We recognise the hazards associated with substance abuse and the detrimental effect it can have on employee health, and on the safety of our operations. We also recognise that risks associated with abuse or misuse are contributory factors in accidents and therefore, the organisation requires all employees to comply with company, customer and legislative regulations. In this context the Company defines substance abuse as the impairment of performance and/ or health and safety by drug or alcohol abuse. This includes misuse of prescription medicines and any other material likely to result in impairment.

In the event of any reported incident involving our employees, which has any linkage to substance abuse, then an incident investigation will be conducted with the utmost urgency and severity. We will use risk assessment methodology for ensuring that we operate in an optimum Quality, Health, Safety and Environmental manner at all times. Reported incidents relating to intoxication, that are found to be correct, will be regarded as gross misconduct and the appropriate disciplinary steps will be taken. The abuse or misuse of substances is not an acceptable risk at any level of our activities.

As alcoholism is an illness, the Company will implement reasonable provisions to assist any employee suffering in terms of their recovery. Any time off required will be done so under the sick leave procedure of the Company.

Drug and Alcohol Testing

Employees are prohibited from using drugs or alcohol while at work or working onsite and from reporting to work or being at work with a prohibited level of drugs or alcohol in their system. The Company has the right to conduct random drug or alcohol testing using a certified occupational health advisor or medical centre. If it is reasonably believed that an employee is under the influence of non-prescribed drugs and his/her judgment and/or ability is impaired, the Company reserves the right to suspend them from work. The payment for this day will not be issued and disciplinary action will be taken as per Disciplinary Procedures. Failure to comply with this policy will be deemed a serious breach of health and safety and may constitute gross misconduct.



Aidan Williamson
Chief Executive Officer

Date: 16.06.26





Work Safe Policy

It is the policy of Techrete to provide safe and healthy working conditions as required under the applicable legislation, guidance and best practice. The Company recognises its duty of care and implements safe systems of work to protect the health, safety and welfare of all its employees and people who could be affected by its activities.

Where the use, or operation of work equipment, or a method of work constitutes a genuine danger to the employee or another person the employee may refuse to work. Details will be discussed with the line manager or an alternative senior manager.

If an agreement cannot be made the Techrete Financial Director will be informed of the details and will decide appropriate action to resolve the issue.

Techrete will not discipline, suspend, discharge or demote an employee or impose any financial or other penalty on any employee who invokes the refusal to work procedure.

Issues relating to the use of the Techrete Work Safe Policy must be forwarded to the Group Head of Health, Safety and Environment.



Aidan Williamson
Chief Executive Officer

Date: 16.06.26

