



Safety Policy

GPA is committed to workplace safety and the prevention of work-related injury and illness. This commitment applies equally to management, employees, clients and visitors and extends to all of the Company's activities and operations. Our commitment is detailed in the GPA Management Manual and the associated work instructions, policies and procedures and it includes the establishment of measurable objectives and targets in line with our strategic objectives to ensure continued improvement towards the goal of preventing work-related injury and illness.

- We are committed and uncompromising in protecting the safety and health of our staff and those we interact with through our designs and practices by eliminating hazards and reducing health and safety risks
- GPA will consult and collaborate with employees either directly or through the HSE committee and other stakeholders on health and safety matters
- GPA will ensure that statutory, regulatory, company, ISO 45001 and client safety requirements are complied with

All employees, clients, visitors and relevant interested parties are:

- Made aware of prevailing safety requirements
- Empowered to voice concerns relating to safety
- Protected from retribution when they report incidents, hazards, risks and opportunities to improve the Safety Management System
- Encouraged to be observant, conscientious and aware of safety issues on our worksites
- Required to report actual or potential incidents via the established reporting process

To facilitate an injury and illness free workplace GPA has implemented:

- A Hazard Identification and Risk Assessment (HIDRA) process to address both internal and external safety issues
- An Accident Investigation (AI) process
- A Safe Work Practices work instruction that ensures a risk-based precautionary approach is used

In addition, GPA's safety performance is monitored and documented via a formal Management Review process.

This policy will be communicated and understood by all staff and will be available to relevant interested parties.

The GPA Safety Policy has the unconditional support of the Company Directors and Senior Management.

Sean Flaherty
Managing Director

26th May 2025

