



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 as well as extending 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. It includes the establishment of measurable objectives and targets in line with our strategic objective to prevent work-related injury and illness. At GPA:

- 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,
- We will consult and collaborate with employees either directly or through the HSE committee and other stakeholders on health and safety matters,
- We will ensure that statutory, regulatory, company, ISO 45001 and client safety requirements are complied with.

At GPA, 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 or risks,
- Encouraged to identify and share 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,
- A formal Management Review process to monitor and document GPA's safety performance.

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

This Policy has the unconditional support of the Company Directors and Senior Management.

Sean Flaherty
Managing Director

22nd July 2026

