

INDUSTRIAL RELATIONS POLICY STATEMENT

J. Coffey Construction Ltd. company's ethos is to promote good Industrial Relations with all clients and staff.

Working with Clients

We believe that cooperation with Clients and their staff can facilitate the development of an excellent service that will exceed the Client's needs and expectations and consequently be commercially successful. We believe that such relationships are constructive when they are considered as partnerships, which utilise the combined resources and efforts of J. Coffey Construction Ltd. and Clients' staff in delivering the project.

Client Unions

J. Coffey Construction Ltd. is a non-union company; however, the Organisation encourages employers and trade unions to take a positive and constructive approach to industrial relations. It supports the introduction and use of consultation and negotiation procedures to resolve disputes which may arise in individual employment.

Staff Unions

J. Coffey Construction Ltd. has no objection to any of its staff belonging to a trade union or any other association. J. Coffey Construction Ltd. will work with any third party to resolve any issues raised by employees. The Industrial Relation Policy is reviewed by the senior management, where due knowledge or awareness is taken of legislation, experience and developments in Industrial Relations thinking.

This policy statement applies to all employees and other personnel engaged in J Coffey Construction operations:

Signed: *Eddie Barrett* (Original Signed)

Date: 09/01/2025

Eddie Barrett

Group Managing Director

On behalf of J. Coffey Construction