

## HEALTH & WELLBEING POLICY STATEMENT

J Coffey Construction Ltd is committed to providing a working environment which promotes and maintains the health and wellbeing of its staff and all other personnel engaged in work on our Projects, our support offices and site environments.

The company will foster an ethos associated to **Fairness, Inclusion & Respect** towards all our employees and have a trained FIR ambassador to oversee the wellbeing within the workplace.

In addition to meeting all legal requirements, we will take a proactive approach to workplace wellbeing by ensuring that mechanisms are in place to prevent work-related occupational health injuries and to promote good health amongst the workforce.

We will encourage the development of a culture in which managers take an interest in the health and wellbeing of their staff and employees themselves adopt a responsible approach to measures within their own control to keep healthy.

Our commitment to maintaining a fit, healthy, highly motivated workforce will be achieved by:

- The provision of occupational health support on J Coffey sites, which will include the opportunity for project staff to attend medical screening & wellbeing information where advice on exercise, diet and work/life balance will be available and should assist employees to make informed choices regarding lifestyle issues.
- Self-medical screening for J Coffey employees to ascertain whether an individual is fit to perform the job for which he/she is being considered. Employees who will be undertaking safety critical roles may be required to undergo a full medical examination. Full account will be taken of the Disability Discrimination and Data Protection Acts.
- The promotion of healthy lifestyle choices.
- The promotion of our Behavioural Safety programme.
- Empowering individuals to develop the knowledge and understanding to make informed choices about their health, well-being and safety, and reducing risk-taking behaviour.
- Consideration of the workplace psychosocial factors and impact due to being off work and possibly only undertaking sedentary activities.
- The provision of both 'for cause' and 'random' drugs & alcohol testing on our sites and in our offices. We will also provide advice and help to any J Coffey employee who discloses a drugs or alcohol dependency.
- Encouraging our workforce to take responsibility for all aspects of their own health, which are within their own control, such as accepting and acting on advice provided in medical screening and visiting their GPs as and when required to ensure that routine tests are conducted, and their health is regularly monitored.
- Offering 'J Coffey Rewards Benefits' package for J Coffey employed staff.
- Encourage staff to take up the option of using our cycle to work scheme.

**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**