

1.1 Occupational Health & Safety Policy

To all employees, visitors, and contractors:

Occupational Health & Safety Policy

ESS Group (Engineering Support & Services Ltd., Eirdata Environmental Services Ltd., and Critical Airflow Europe Ltd.) are committed to ensure as is reasonably practicable, the safety, health, and welfare of all employees, contractors, and visitors, in accordance with the Safety, Health and Welfare at Work Act 2025 and relevant Regulations.

The company operates within the HVAC engineering, maintenance and technical service industries, as well as in administrative and mobile work environments.

Each workplace presents a unique set of risks, but the approach to managing them is based on shared principles of prevention, accountability, and continuous improvement.

Safety Management Commitments:

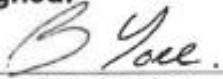
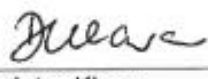
ESS Group (Engineering Support & Services Ltd., Eirdata Environmental Services Ltd., and Critical Airflow Europe Ltd.) are committed to providing a safe and healthy workplace for our employees, contractors, visitors, and the community. We believe that all incidents are preventable, and that safety is an integral part of our business operations.

We will achieve this by:

1. Ensuring compliance with all applicable health and safety laws and regulations.
2. Providing appropriate training and resources for all employees to enable them to work safely.
3. Identifying and controlling workplace hazards to eliminate or minimise risks.
4. Promoting a culture of safety through open communication, participation, and recognition of safe behaviors.
5. Establishing measurable objectives and targets to continuously improve our safety performance.
6. Monitoring and reviewing our safety performance regularly to identify areas of improvement.
7. Investigating all incidents and near misses to determine root cause and implement corrective actions.
8. Providing effective leadership and support to ensure the successful implementation of our safety program.

This Occupational Health and Safety Policy will be communicated to all employees and stakeholders and will be reviewed and updated regularly to ensure its continued effectiveness.

Signed:

	
13 Aug 2025	13 Aug 2025
_____ Bernard Yore, Chief Executive Officer	_____ Dzintra Klava, Group Safety Officer