

Responsible Business and Sustainability Policy Statement

Mercury Engineering operates within the construction industry in various countries throughout the European Union and beyond where, depending on the geographic location and industry sector, Mercury Engineering provides general contracting, project management, mechanical engineering, electrical engineering, fire protection, and technical support services. The Our Planet, Our Duty sustainability strategy forms a part of the Beyond50 long-term strategy to ensure Mercury remains on the leading edge in its ability to deliver innovation and execution excellence as a responsible business.

As outlined in our Beyond50 Strategy, it is Mercury Engineering's policy to apply the principles of Integrity, Inclusivity, Legacy, Stewardship and Transparency, with a commitment in all aspects of our global business to deliver continuous improvement in areas of environmental, economic, and social sustainability. We acknowledge that our resource use and activities have impacts and we are committed to identifying and minimising negative risks and impacts, while promoting the positives.

We are committed to the adoption and promotion of good Corporate Governance approaches in all our business activities, including providing a safe and sustainable environment for customers, staff, contractors, and suppliers and to our responsibilities as a member of the local community and society.

Under our 5 platforms of Responsible Business - 1. Environment & Climate Change, 2. People & Culture, 3. Technology & Innovation, 4. Operations & Value Chain and 5. Society & Community - we will apply the appropriate resources required to ensure that the following objectives can be met:

- Establishment of a Sustainability Roadmap framework for guiding and reviewing our specific Sustainability and Responsible Business objectives and targets.
- Compliance with all relevant environmental, health & safety and social regulations and legislation, as well as the requirements of our QEH&S and Responsible Business certifications.
- Minimise use of energy, fuel, water, and the generation of waste, carbon, and other harmful emissions.
- Minimise the use of raw materials while procuring sustainable sources.
- Promote biodiversity and strive to prevent pollution.
- Deploy our knowledge, technology, and innovation in a positive way to improve the broader sustainability of services we provide to all our stakeholders.
- Minimise any negative short term and legacy impacts that our construction activities and contractors may have on the localities in which we operate.
- Raise awareness through training and motivation of employees so that they can conduct their work in a healthy, safe, and environmentally, socially and financially responsible manner.
- Treating all stakeholders, employees and community with fairness, equality, and respect those with special requirements and needs.

The Mercury Board and management teams are committed to communicating our sustainability policy and relevant environmental, social, and financial performance and expectations to customers, employees, subcontractors, and suppliers and engaging regularly with these key stakeholders on matters of sustainability. This policy and our progress are regularly evaluated by our EHS and sustainability teams and shared with Mercury managers in an annual report. Our management team will lead by example with success and continuous improvement generated by the combined efforts of all stakeholders.

Signed

Date: 1 November 2021

Eoin Vaughan
Chief Executive Officer