

Quality, Environmental, Health, Safety & Wellbeing Policy

Document Number	Title	Date	Revision
QEHS-PY-ZZ-000001	Quality, Environmental, Health, Safety & Wellbeing Policy	19/01/2026	30
Creator / Owner		Reviewer (Optional)	Current Approver
Kerrie Beer		Tony Sheridan	Eoin Vaughan

Revision History

Revision	Date	Change Description	Approver
00-28	Historic - 2024	Revision history of policy changes & updates can be viewed at the end of this document.	Eoin Vaughan
29	20/01/2025	Full annual review and update. Title change, Creator change & removal of Sustainability and addition of Wellbeing.	Eoin Vaughan
30	05/01/2026	Annual review and update to objectives -inclusion of " pollution prevention" and " prevention of injury and ill health"	Eoin Vaughan

Classification Code: A code needs to be selected from below.

Confidential: Highly sensitive information, very limited access	<input type="checkbox"/>
Restricted: Specific team or department access only.	<input type="checkbox"/>
Internal Use: Company wide access	<input type="checkbox"/>
Public: Openly shared	<input checked="" type="checkbox"/>

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1.0 Revision History

Revision History	Date	Change Description	Approver
Rev. 00-12	Historic	Archived Policies	MD
Rev. 13	Nov. 2009	Periodic Review	MD
Rev. 14	Dec. 2010	Periodic Review	MD
Rev. 15	02.02.2012	Annual Review	MD
Rev. 16	02.04.2012	Review to align Rev no. with Safety Statement	MD
Rev. 17	01.05.2013	Revised for OHSAS 18001 Certification	MD
Rev. 18	14.04.2014	Revised for top management change	MD
Rev. 19	04.02.2015	Content update and new MD appointment.	MD
Rev. 20	19.02.2016	Full Review.	MD
Rev. 21	14.02.2017	Full Review, MD amended to CEO.	CEO
Rev. 22	01.02.2018	Full Annual Review	CEO
Rev. 23	07.01.2019	Full Annual Review and Update	CEO
Rev. 24	07.01.2020	Full Annual Review and Update	CEO
Rev. 25	07.01.2021	Full Annual Review and Update	CEO
Rev. 26	07.01.2022	Full Annual Review and Update	CEO
Rev. 27	07.01.2023	Full Annual Review and Update	CEO
Rev. 28	07.01.2024	Full Annual Review and Update	CEO
Rev. 29	20.01.2025	Full annual review and update. Title change, removal of Sustainability and addition of Wellbeing.	CEO

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Our Commitment

Mercury is committed to a five-year strategic plan called "Go Beyond", the purpose of which is to create an environment of opportunity for our business, our people, and our customers. The plan is based on strategic pillars and company values that provide the foundation for "Go Beyond". Each pillar has its specific focus, but all seamlessly align to represent our ambitions for the next five years. We continue refining our service offering and supporting our teams to play to their strengths while putting our client's changing needs at the heart of our innovation.

We strive to maintain our excellent reputation and promise to deliver leading-edge construction solutions to the highest quality, safety, environmental standards. We achieve this by driving a relentless focus to detail in our delivery and our leadership behaviours. We are committed to implementing and systematically reviewing our Quality, Environmental, Health, Safety and Wellbeing Management Systems across all our operational locations worldwide. Mercury is committed to consistently achieving the highest required standard and working towards continuous improvement through monitoring, measuring and performance management review. We ensure that our services and products are designed, developed, installed, and maintained in compliance with local and international legislation and relevant standards to ensure world-class best practices.

Our Objectives

- Witness visible and pro-active leadership and ensure that employees know that working safely is our priority.
- Collaborate with our customers to understand their needs and expectations and regularly evaluate the performance of our supply chain.
- Adhere to relevant legislation, standards and codes of practice to ensure we meet all compliance obligations, aiming to eliminate hazards and minimise risks, providing a safe and healthy workplace.
- Commitment to providing safe & healthy working conditions for the prevention of work-related injury and ill health.
- Mercury is committed to provide resources to all applicable stakeholders by means of training, protective equipment, facilities and information.
- Uphold strong governance by reporting and reviewing our progress against set targets and objectives.
- In the spirit of continual improvement, maintain ongoing compliance by regularly assessing and evaluating the performance of Mercury's processes and procedures.
- Ensure regular consultation, communication and participation of workers, employee representation and supply chain.
- Enhance our current wellbeing program to align with the company's strategic goals.
- Continue to drive mental health awareness and break down stigmas throughout the group.
- Enhance environmental stewardship, advance responsible water consumption, prevent pollution, elevate waste management processes through reduction and recycling and improve carbon and energy performance.

This policy shall be documented & communicated to all internal and external stakeholders across the organisation and made available to all interested parties.



05/01/26

Eoin Vaughan
Chief Executive Officer