



MERCURY

YOUR VISION, OUR DUTY.

QUALITY, ENVIRONMENTAL, HEALTH, SAFETY AND SUSTAINABILITY POLICY

Document Number	Title	Date	Revision
QEHS-PY-ZZ-000001	Quality, Environmental, Health, Safety and Sustainability Policy	07.01.2024	Rev. 28
Creator		Approver	Owner
Michael O'Connor		Eoin Vaughan	QEHS Dept

Revision History

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

Table of Contents

1.0	Our Commitment.....	3
2.0	Our Objectives.....	3
2.1	Quality	4
2.2	Environmental	4
2.3	Health & Safety	4
2.4	Sustainability	5

1.0 Our Commitment

Mercury is committed to a five-year strategic plan called "Beyond50", the purpose of which is to bring clear direction to the company and align our business and our people. The plan is based on strategic pillars and company values that provide the foundation for the Beyond50 Strategy. Each one has its own specific focus, but all seamlessly align to represent our ambitions for the next five years. The company has over time built up an excellent reputation for competitiveness, reliability, safety, quality, and service. We are continuing to refine our service offering, playing to our strengths, while putting our clients' changing needs at the heart of our innovation in how we deliver.

We strive to keep our excellent reputation and our promise to deliver effective, leading-edge construction solutions with a high level of sustainable quality for our clients through the implementation and systematic review of our QEHSS Management Systems across all geographical locations in which we operate. Mercury is committed to achieving the required standard consistently and working towards continual improvement. We ensure that our services and products are designed, developed, installed, and maintained in compliance with local and international EHS legislation and Mercurys EHS legal register of compliance.

2.0 Our Objectives:

1.1 Quality

- Collaborate with our clients to understand their needs and expectations and regularly evaluate the performance of our supply chain.
- Ensure our quality culture through the leadership and commitment of top management and continuous improvement.
- Implement processes and procedures to reduce and mitigate risks and circulate lessons learned post-HQ review.
- Ensure quality compliance through regular auditing and communication of KPI,s.
- Mentor and educate employees on quality management through our onboarding process learning management system and webinars.
- Accreditation and roll out of LV MV training.

1.2 Environmental

- Mercury is committed to provide the most environmentally friendly considered service by working with our clients and teams to protect the environment.
- Encourage the intelligent resource use and reuse of products & materials, promote energy efficiency, sustainable procurement, and participate in recycling of waste and water conservation.
- Promote the best environmental practise to all staff through training and development of all employees to nurture initiatives that strengthen environmental performance.
- Environmental performance is monitored and measured through compliance parameters to exceed all relevant legislation and regulation in each of the regions we operate.
- Identify opportunities to reduce waste generation by implementing the Waste management hierarchy in the group.

1.3 Health & Safety

- Comprehensive and rigorous incident management programme to manage AFR and TRR in 2024
- Introduction and implementation of new EHS Learning management system integrated platform.
- Continue to expand wellbeing programme and initiatives for employees and supply chain.
- Ensure EHS compliance through regular auditing, training, reporting, and corrective action.
- Ensure regular consultation with employees, management, supply chain and client.
- Enhance digitalisation of EHS Management Systems and user experience

1.4 Sustainability

- Adopt and integrate robust and sustainable business practises to ensure the company is well managed and promotes sustainable growth.
- Reporting our annual ESG disclosures relating to our practises and results on a third-party platform for ratings including Ecovadis, CDP, Sedex, and SBTI.
- Collaborate with our supply chain to report and reduce the embodied carbon emissions of work activities and minimise negative environmental impacts.
- Decarbonising our plant and fleet ensuring projects are less dependent on vehicle equipment operating on fossil fuels.

Mercury promotes a culture of diversity, inclusion, equality, innovation, compliance, integration, and collaboration to improve the effectiveness, efficiency, safety, quality, and sustainability of our operations, our teams, our services, and our products. Mercury turns clients into partners, people into teams, and builds relationships that thrive.



Eoin Vaughan
Chief Executive Officer
06/01/2024