



P.J. KEARY LTD

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Corporate Social Responsibility Statement

We take our corporate responsibilities (CSR) seriously and are committed to advancing our policies and systems to ensure we address and monitor all aspects of CSR that are relevant to our business. These include good ethical behaviour, concern for employee health and safety, care for the environment and community involvement. We recognise that our social, environmental and ethical conduct has an impact on our reputation. Therefore, we commit to continual improvement in our performance, efficient use of natural resources and aspire to Zero Harm to people and the environment. The Board is committed to developing and implementing appropriate policies while adhering to a fundamental commitment to create and sustain long term value.

This is achieved by:

- Implementing sound governance practices
- Operating in a responsible manner towards employees through fair and equitable practices
- Minimising environmental impacts
- Transparent reporting on operations and activities
- Developing personnel and providing resources to meet our targets
- Caring for the environment
- Monitoring potential risks and applying mitigating policies
- Supporting our local community
- Implementing appropriate Environmental, Health and Safety, Human Resources, Community Development and Security systems
- Working and cooperating with local authorities on all Health, Safety, Environmental and Community issues

Ethics

P J Keary expects that all of its business is conducted in compliance with the highest ethical standards of business practice. We apply these standards to all dealings with authorities, employees, customers, suppliers, contractors and other stakeholders. Our Ethics Policy has been developed to ensure that the Company's business is conducted in adherence with high ethical and legal principles and sets standards of professionalism and integrity for all employees and operations.

The following is a summary of the Ethics Policy:

- All directors and employees have a responsibility to ensure that the Company's business is conducted with high ethical and legal principles
- Our policy is to operate within the law
- Discrimination or harassment of any kind will not be tolerated
- No bribes or facilitation payments of any kind shall be given or received
- Compliance to the strict rules on confidentiality issues

- Conflicts of interest must be avoided
- We aim to be a responsible partner within our local community, and
- Employees are encouraged and supported to report, in confidence, any suspected wrongdoings
- Appropriate ethical behaviour is reviewed as part of the Company's internal control process.

Employees

The company aims to recruit, retain and engage the highest calibre of employees and encourages their contribution and development. Employees are provided with learning and development opportunities to fulfil their potential. P J Keary is committed to providing equality of opportunity to all existing and prospective employees without unlawful discrimination on the basis of religion, disability, gender, age, marital status, sexual orientation, race, ethnicity or any other category protected by law. We encourage diversity and opportunity, which is reinforced through the Company's Ethics policy.

Health and Safety

It is our aim to achieve a working environment which is free of work-related accidents and ill-health and to this end we will pursue continuing improvements from year to year. All employees on their part are encouraged to contribute actively towards achieving a work environment that is free of accidents and ill health.

Environmental

P J Keary Ltd is committed to the conservation and improvement of the environment and recognises its responsibility to manage and minimise the environmental impacts of our activities, products and services.

Community

P J Keary aims to support the local community through charitable donations and support of community events and local clubs. The Company believes the local community and people should participate in opportunities through jobs, training and the company's use of local service providers. P J Keary believes that building strong relationships will result in solid support from the local community.

Compliance with Laws, Rules, Regulations and Investigations

All Employees and directors are expected to comply in good faith at all times with all applicable laws, rules and regulations. All Employees and directors are required to comply with all policies and procedures applicable to them that are adopted by the Company.

It is the policy of P J Keary to fully cooperate with any appropriate regulatory investigation.

Signed



Patrick Keary
DIRECTOR

30/05/2025