



P.J. KEARY LTD

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Company Code of Conduct

P J Keary is committed to the highest levels of conduct and shall adhere to the principles set out in this document whilst undertaking our duties for the company. All directors and employees are expected to comply with the Company Code of Conduct at all times.

The Health, Safety and welfare of all employees, sub-contractors, clients and members of the public shall be of primary importance at all times and nothing in this or other company policies or procedures shall compromise safety.

In our dealing with colleagues, contractors, clients, customers and the general public we shall:

- behave in a professional and courteous manner
- employ the highest level of integrity and honesty
- provide a safe working environment
- treat all individuals with respect and recognise that everyone is different
- be mindful of the environment
- seek to apply the highest level of quality
- declare and/or avoid any potential or actual conflicts of interest
- be proactive in identifying and implementing improvements
- apply company policies and procedures

Signed,

Patrick Keary
DIRECTOR

29/05/2026