

Obelisk provide infrastructure solutions for the telecoms, renewable, and power sectors (Telecommunications, Critical Assets, Power Systems, Renewables) across field, office, and warehouse roles in Ireland and the United Kingdom.

We are committed to a zero-incident approach to HSEQ and maintain an Integrated Management System (IMS) compliant with ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018, alongside relevant statutory requirements including The Health and Safety at Work Act 1974 (U.K.) and The Safety, Health, and Welfare at Work Act 2005 (Irl.). Our policy is underpinned by our four core values of Professionalism, Integrity, Respect, and Innovation. Overall responsibility for HSEQ rests with the Group CEO, with day-to-day implementation led by the Senior Leadership Team (SLT), Executive Team, Directors, Managers, Supervisors, and other persons in authority.

Employees are responsible for their own health and safety and that of others who may be affected by their actions. This will be achieved through compliance with HSEQ policies, methods, and procedures.

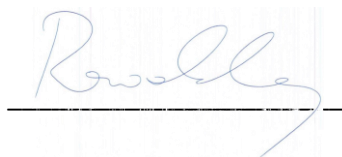
Obelisk recognises that its activities may affect the environment and contribute to wider challenges such as climate change. We are therefore committed to environmental protection, sustainability, and resilience, minimising our impact wherever practicable. This includes reducing waste, supporting communities, addressing climate-related risks and opportunities, and maintaining the highest HSEQ standards for employees, subcontractors, stakeholders, and the public.

Obelisk commit to:

- Ensuring applicable legal requirements are identified and adopted as the minimum acceptable standards.
- Providing information, instruction, training, and supervision to ensure all personnel are competent, meeting and exceeding the expectations of customers, suppliers, and interested parties.
- Applying the Principles of Prevention including implementing the hierarchy of controls to prevent accidents and incidents and designing out hazards through risk management.
- Defining roles and responsibilities for relevant stakeholders including the SLT, managers, and employees for HSEQ performance.
- Providing feedback on performance to promote continual improvement in pursuit of business objectives.
- Identifying significant environmental aspects, including those relating to climate change, and implementing measures to eliminate or minimise impacts.
- Continuing towards Carbon Neutrality by investing in approved schemes, offsetting carbon emissions, and supporting the transition to a low-carbon economy.
- Considering climate change adaptation in business planning and infrastructure delivery to ensure resilience against extreme weather and long-term change.
- Taking appropriate action where improvements to policy, systems, or procedures are required and ensuring resources are made available.
- Providing the highest standards of customer service and driving continuous improvement in our products and services.

Obelisk are proud of our HSEQ reputation and will communicate this policy across the organisation. It will be regularly reviewed to ensure its continuing suitability, effectiveness, and alignment with environmental and climate change considerations.

Ronnie Delaney CEO
Signature



Rev.: 1.0	Ref.: POL-OBE-GRP-001	Date of Issue: June 2025	Controller: SHEQ
Document Title:	Obelisk HSEQ Policy		
Page 1 of 1	This Document is Uncontrolled When Printed, Copied or Removed from the IMS Drive		