Quality Policy Statement

Soltec (Ireland) Ltd is committed to an operating philosophy based on openness in communication, integrity in serving our customers, fairness and concern for our employees and responsibility to the communities within which we operate. Our vision is to exceed customer expectations for quality, safety, sustainability, cost, delivery and value. Additionally, we are dedicated to creating a profitable business culture that is based on the following principles:

Our People

Soltec (Ireland) Ltd is committed to equality in employment opportunity and rewards, embracing wholeheartedly the cultural diversity within the communities we call home. Our employees' welfare and interests are foremost throughout all aspects of our business and how we conduct our affairs. Soltec (Ireland) Ltd is committed to:

- Creating and nurturing an environment of success based on honesty and integrity;
- Equitable sharing in the success of the company;
- Empowerment through training and communication;
- Individual growth and equal opportunity;
- Designing and providing a safe and secure work environment.

Our Customers

Customer needs are paramount and represent the highest priority within our business. Our obligation is to proactively seek out and define customer needs while addressing all requests expeditiously without creating false expectations.

Our Community

Soltec (Ireland) Ltd is committed to supporting the communities within which we operate. We believe in the practice of social responsibility and encourage similar behaviour in our employees and suppliers. We support the conservation of the physical environment and the prevention of pollution at our facility.

We proactively comply with all applicable safety, environmental, legal and regulatory requirements to which we subscribe.

Our Quality

Beginning with a clear definition of customers' expectations, we strive to consistently meet or exceed them. We adhere to all applicable standards and customer specific requirements and endeavour to provide processes that ensure we achieve this in order to build a robust and world class business.

Environmental Policy

Soltec (Ireland) Ltd. is committed to the protection of the environment, to minimising the impact of its operations on the environment and to continuous improvement. We believe in the practice of social responsibility and supporting the communities within which we operate and we encourage similar behaviour in our employees and suppliers. We support the conservation of the physical environment and the prevention of pollution at our facilities.

It is the Policy of Soltec (Ireland) Ltd. to:

- Proactively comply with all applicable and proposed safety, environmental, legal and other compliance obligations
- Implement an Environmental Management System (EMS) and commit to continual improvement of the company's EMS through the setting and review of objectives and targets.
- Commit to provide necessary means to ensure all requirements of ISO 14001 & EPA Licences are achieved and maintained.
- Commit to resource efficiency and environmental protection through assessment and control of the environmental aspects of all local operations.
- Remain committed to the design and development of environmentally sound products and services, thereby conserving resources, reducing waste and minimising emissions.
- Encourage vendors in environmentally responsible operations and support those who wish to achieve their own environmental objectives
- Communicate company environmental requirements and interests to suppliers and contractors
- Ensure all employees are aware of the importance of their role in achieving environmental compliance with the policy and the EMS.

Soltec Ireland Ltd. ensures this Environmental Policy is communicated to all employees and is available for customers, vendors and all interested parties.

Health and Safety Policy

Soltec Ireland Ltd. is committed to maintaining the Safety, Health & Welfare of its employees, contractors and visitors, as well as any other third parties or members of the public who may come into contact with any of the work activities associated with our company.

We are determined to ensure so far as reasonably practicable the following:

- To meet with all legislative, codes of practices and other determined compliance obligations in relation to Occupational, Health, Safety and Environmental (OHS&E) matters.
- To ensure work activities and safe systems of work are employed which safeguard the OHS&E of our employees, contractors, visitors and the public.
- To operate in line with an OHS&E management system, where hazards are continually under review and measures are implemented to reduce risk in line with the hierarchy of controls.
- To ensure emergency plans are reviewed and updated annually or as change occurs.
- To provide and maintain a safe place of work for all employees, contractors, visitors and the public.
- To provides mechanisms where near misses and non-compliances for OHS&E issues can be investigated, reviewed and actioned so as to prevent reoccurrence.
- To establish a safe workplace which is adequately designed and maintained with the necessary welfare and other provisions.
- To ensure a safe means of access and egress to each part of the workplace.
- To supply our employees with the necessary plant, equipment and machinery which is fit for purpose and can be operated and maintained in a safe manner.
- To supply and provide guidance on the use and wearing of personal protective equipment where hazards cannot be eliminated and PPE must be used as a last resort.
- To supply and disseminate appropriate information, instruction, training and supervision in relation to OHS&E issues including communication of all updates of the Safety Statement and risk assessments.
- To support the development of the management system and overall lowering of site risk through the employment of appropriately qualified external OHS&E professionals as required.
- To carry out continuous improvement on site procedures to promote a more OHS&E conscious workplace.

To ensure the development of monitoring arrangements, e.g. periodic safety inspections, audits etc.

Signed:_____ Signed:_____

David Corcoran Michael Corcoran

Date: 5-11-25 Date: 5-11-25

Position: Chief Executive Officer Position: Managing Director