



## Health and Safety Policy

The health, safety and wellbeing of employees is of paramount importance to AIB. Safe working is an integral part of our culture, our purpose, our sustainability and is central to our business plans. We are committed to ensuring the safety of our employees, customers, contractors, visitors and our workplaces.

To achieve this, we take reasonably practicable steps to ensure that we:

- Meet the requirements of all National and European health and safety legislation, guidance and codes of practice.
- Define and communicate the roles and responsibilities for health and safety, from the Board through the Chief Executive Officer, to senior management, line management and employees.
- Make resources available to provide for health and safety management.
- Identify workplace hazards and implement protective and preventive measures through our risk assessment process.
- Maintain our Safety Statement and ensure it is brought to the attention of all employees.
- Work together with employees and their representatives to integrate safety into our work practices to continually improve health and safety standards.
- Provide and disseminate health and safety information, instruction and training as required.
- Promote a culture of co-operation and open communication which will allow us to learn from actual or possible failures in our safety system.
- Have emergency response procedures in place to minimise the impact of incidents on our employees and any individuals using our premises.
- Provide safe systems of work.
- Measure health and safety performance and implement continual improvements using external benchmarking to review our progress.
- Foster open and constructive relationships with regulatory bodies and other organisations.
- Review this Health and Safety policy periodically, at least every two years, to ensure that it remains relevant and appropriate.

AIB expects the full support and active co-operation of all employees in the implementation of this policy. This is essential to the effective management of health and safety within AIB.

Colin Hunt,  
Chief Executive Officer.  
September 2025