



Bank of Ireland Group Health & Safety Policy

Policy:	General Health and Safety Policy	Jurisdiction:	All Jurisdictions
Owner:	Group Health & Safety Department	Review Cycle:	Annual
Issue Date:	January 2026	Review Date:	January 2027

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This policy applies to all BOI Group employees based in all jurisdictions that the Group and its entities operate in, including all companies and subsidiaries wholly owned by the Group in these Jurisdictions, as well as temporary workers, contractors, visitors and all other third parties. Bank of Ireland recognises its responsibilities to comply with all relevant legislation, codes of practice and standards across all Jurisdictions and commits to complying, and where reasonably possible, exceeding these requirements. This ensures the health and safety of all employees, contractors or customers as far as is reasonably practicable.

This policy is aligned to Bank of Ireland's Purpose and Values. Our Values – Customer First, Better Together, Take Ownership, and Be Decisive – represent who we are and who we want to be when we are at our best. They guide how we show up every day for each other and how we deliver on our Purpose to help Customers, Colleagues, Shareholders, and wider Society to Thrive. We want everyone in the organisation to understand how this policy connects with our Purpose and Values and to think about how it helps guide their behaviour and the work they do every day.

Whilst the overall responsibility for Health and Safety sits with the Group Chief Executive, it is recognised that everyone from Senior Executives, to those with no direct reports, have legal responsibilities under health and safety legislation. A Health and Safety Management system is in place to help ensure that all applicable responsibilities are met. It is the duty of Line Management to ensure that they implement in full, the relevant sections of the management system, which apply to their operations. Advice and guidance on same is provided by the Health and Safety Department as required and the Health & Safety Department complies with all requirements for Governance from any and all of its entities. Furthermore, employees are required to report any known hazards and cooperate with any health and safety request by their Line Manager, where the request is reasonable and lawful. The Management system itself consists of various procedures and risk assessments written by the Health and Safety Department in consultation with Senior Management which help ensure:

- Legal compliance across all Jurisdictions.
- Adequate resources are available and Competent persons are appointed to help implement this Policy.
- BOI Management has appropriate training and knowledge to meet their legal obligations.
- BOI Employees are given such information, training, instruction and supervision, as necessary, to enable the safe performance of work activities.
- All potential emergency situations are identified and robust plans put in place.
- All accidents and incidents are investigated and corrective actions implemented.
- Appropriate mechanisms are in place for control and monitoring Contractor activity.
- Health and safety is considered in the purchase and/or lease of buildings, furniture, fittings, plant, machinery and general work equipment.
- Safety is considered regarding the design, provision and maintenance of these places of work.
- All relevant Welfare facilities are available and in good order.
- All Governance arrangements with its entities are fulfilled.

We communicate the required safety standards and behaviours to all Employees in a clear and unambiguous manner. To ensure effectiveness and continual improvement, we routinely and robustly audit our safety management system per a set audit schedule. Business unit management are the primary risk owners, with responsibility for managing and mitigating health and safety risks, and for evidencing compliance with policy requirements including through operating and testing effective controls and procedures. The Group Health & Safety team have second line of defence risk oversight responsibility including risk management standards and policy, and independent review, challenge and monitoring, as well as supporting local management through provision of advice and support.

Group Internal Audit, as third line of defence, undertake independent review of risk and controls standards, guidelines, risk management systems and reporting, in order to provide assurance in relation to compliance with health and safety requirements

I fully endorse this Health & Safety Policy and assure all BOI Group employees of the Group's continued support in working to provide a safe and healthy environment.

Signed: Myles O'Grady (Group Chief Executive Officer)

Date: 26/01/2026