Working Conditions

Asbestos Management Policy

October 2026



Document Classification: Class 1 - General

Working Conditions

daa depends on people's talent, energy, and commitment: our people are at the heart of everything we do. Our values guide us in the delivery of our vision to be an airport industry leader that connects Ireland to the world.

As a company, we have defined our values as respecting each other's value, brilliant at the essentials; passing the baton, not the buck; and always better. With these principles in place to guide us, daa policies and procedures are the basis for working well together.

Because we have responsibilities to each other as well as to customers and passengers, this Asbestos Management Policy is relevant to all of us at daa.



People Policies

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Section 1: Policy Statement

daa will manage, so far as is reasonably practicable, all asbestos containing materials (ACM) falling under its control in a manner that prevents or reduces exposure to asbestos fibres to the lowest level technically possible. This includes the identification, assessment and control of both direct and indirect exposure risks arising from work activities, the condition of materials and the use, occupation and maintenance of daa premises. Historically, asbestos was widely used in construction materials throughout the world for a number of purposes, e.g., flooring, walls, ceiling, roofs, heating systems and equipment. However, the use of asbestos in new construction projects has now been banned for health and safety reasons in many developed countries or regions.

When ACMs are damaged or disturbed, asbestos fibres may be released into the air, which, if breathed in, can cause serious, and often fatal, diseases. The diseases can take many years to develop.

There are no immediate changes in someone's health after breathing in asbestos. A one-off short-term exposure is unlikely to be of concern, but each time a person is exposed, the risk of developing an asbestos-related disease slightly increases.

Section 2: Purpose and Scope

The Asbestos Management Policy outlines daa's operating principles and commitment to prevent, as far as is reasonably practicable, health risks from contact with ACM within the workplace.

The policy applies to all activities where exposure to asbestos fibres may occur, including indirect or secondary exposure affecting occupants, maintenance personnel, cleaners, contractors and others who may be impacted by the condition of ACMs or by nearby works, vibration or deterioration of materials.

The policy establishes minimum standards for the management of asbestos containing materials, which should be adapted locally to meet or exceed applicable requirements. Local arrangements must comply with national laws and meet or exceed daa standards.

The policy aligns to globally recognised standards ISO 45001 (Occupational health and safety management systems) and ISO 14001 (Environmental management systems), which offer a complete framework for ensuring a consistent method for identifying, documenting, and managing asbestos-containing materials (ACMs).

Definitions:

- **'Asbestos':** the general term used for the fibrous silicates. Three main types of asbestos were commonly used in construction:
    - crocidolite (commonly known as blue asbestos)
    - amosite (commonly known as brown asbestos)
    - chrysotile (commonly known as white asbestos)

- **Asbestos-Containing Material (ACM):** Any material containing fibrous silicates or mixtures of them.

Section 3: Operating Principles and Commitments

Group daa

The Safety Regulation and Compliance (SRC) team of daa are responsible for the development and upkeep of this policy, and to:

- Provide information and guidance to all business units on any matter relating to the management of Asbestos Containing Material.

- Implement an independent compliance programme to monitor performance against daa safety policies, objectives, and requirements of ISO 45001 (Occupational Health & Safety Standard).

Business Units

Applicable Business units (i.e., Asset Custodians) are responsible for the development of suitable documentation and implementation of the following where asbestos-containing materials (ACMs) may be present:

- **Resourcing & Competency** – ensure suitable and sufficient resources, including access to competent asbestos advice, surveying, monitoring and management, are available.

- **Management Plan** – Maintain a site-specific asbestos management plan, which sets out the procedures, arrangements, and responsibilities for managing the risk from asbestos containing materials (ACMs) in your premises. The plan can be written or electronic.

- **Identify ACM via Survey** – There are two types of survey for ACM which satisfy risk assessment requirements. Both surveys are required to be completed by a competent survey organisation using recognised industry standards and any applicable accreditation or competency requirements.
    - Management Survey - establishes ACM risk during the normal occupation and use of premises. The survey must locate ACM that could be damaged or disturbed by normal activities, by foreseeable maintenance, or by installing new equipment. It involves minor intrusion and minor asbestos disturbance to make a Materials Assessment.

    - Refurbishment / Demolition Survey - required where the premises, or part of it, requires upgrading (e.g., fit-outs / re-fits), refurbishment or demolition. The Survey must locate and identify all ACM before any structural work begins at a stated location or on stated equipment at the premises. It involves destructive inspection and asbestos disturbance. The area surveyed must be vacated and certified 'fit for reoccupation' after the survey. Any such refurbishment / demolition works must be done by a competent contractor in a compliant manner.

- **Assess the Risk** – for each identified ACM, assess the risk posed by these ACM's based on the likely activities in the area and the potential for these activities to disturb ACM's. The risk assessment should include consideration of the type, location, condition and extent of any ACM, the nature, degree and duration of potential exposure, and the likelihood and severity of any potential disturbance, including impacts on persons not directly carrying out asbestos-related work. Risk assessments should identify measures necessary to prevent exposure or, where prevention is not possible, reduce exposure to the lowest level technically possible.

- **Select Appropriate Controls** – Based on risk assessment, implement appropriate control measures to prevent or reduce exposure to asbestos fibres. ACM may be managed in situ where justified by risk assessment; however, removal shall be prioritised where technically feasible and does not create a greater overall risk. Where removal is not technically feasible, alternative controls shall be implemented to reduce exposure to the lowest level technically possible.

- **Monitoring System** - implement a system of monitoring (sampling) of each remaining ACM at intervals determined by the risk assessment and site-specific asbestos management plan, taking account of potential changes in use, condition, or activities that could affect exposure risk.

- **Maintain a Register** – assign responsible persons to ensure provision and maintenance of an asbestos register for all identified / presumed ACM. This register must be made available for all appropriate daa staff to view.

- **Implement Controls into Relevant Procedures** - ensure management of asbestos is considered and suitably built into new and existing processes, and that sufficient emergency procedures are developed and implemented to reduce risks to persons as low as reasonably practicable following an uncontrolled release of asbestos fibres.

- **Information and Awareness** - ensure suitable and sufficient asbestos information, instruction, training, and supervision is made available to any person who may potentially be exposed to an uncontrolled release of asbestos fibres, with the nature and extent of such training proportionate to the level of risk identified through assessment.

- **Removal** – Any maintenance, repair or removal works with asbestos containing material must be restricted to specialist asbestos contractors who are suitably trained, authorised, accredited or licensed where required.

- **Disposal** - The collection, transport and disposal of asbestos waste should only be undertaken by a competent waste collection contractor, and waste should be sent to an appropriately authorised facility. Receipt or evidence of compliant waste disposal should be maintained for auditing purposes.

- **Reporting of Incidents and Investigation** - Where ACMs are unexpectedly encountered or disturbed, work shall cease until the risk has been assessed and suitable controls implemented. Employees must report to their employer or immediate supervisor any accident

or incident involving potential exposure to asbestos containing material. This will ensure that any exposed person(s) can receive the appropriate care, including occupational health follow-up where required, and enable the incident to be investigated with a view to preventing recurrence.

- **Post Incident Support** - affected employees will be given access to appropriate information and counselling via Occupational Healthcare and the Employee Assistance Programme (EAP). Where required by legislation, or where significant exposure is suspected, appropriate occupational health assessment or health surveillance arrangements shall be implemented.

Section 4: Disclosure and Dissemination

This Policy is supported by daa Senior Management and is kept as substantiated information.

This Policy will be suitably communicated and disseminated internally using existing tools to ensure it is understood and applied within the organisation, thus confirming daa's commitment to the safety of our employees.

Appendix 1 – Other Related Information

Related daa Policies

This policy should be read in conjunction with the following daa policies and guides:

- daa Safety Statement

Legal Context

This Asbestos Management Policy is based on the Irish Safety, Health and Welfare at Work Act 2005 and the Safety, Health and Welfare at Work (Exposure to Asbestos) Regulations 2006-2025. These requirements establish duties relating to the identification of asbestos-containing materials, assessment of exposure risks, implementation of control measures, provision of information, instruction and training, and the safe management of asbestos-related work.

Health and Safety Authority (HSA) guidance and the associated Code of Practice emphasise the identification, assessment and management of asbestos risks, implementation of suitable controls, and the protection of employees and others from exposure to asbestos fibres.

Each Business Unit must comply with applicable asbestos management legal and regulatory requirements in the jurisdictions where they operate.

Point of Contact - ACM

Dublin Airport	Asset Management Campus Properties Manager
Cork Airport	Head of Airfield Infrastructure and Resident Engineer
daa International	Senior Manager Airport Projects

Document Control

Owner	Safety Regulation & Compliance
Author	Safety Regulation & Compliance

Version Control	Version Title & Short Description	Date
Version 1	V1 issued after a period of consultation and a number of draft versions.	12th Oct 2016
Version 1.1	Reference to clearance monitoring	17th May 2018
Version 2	Full restructure of policy document to clearly set out daa principles and commitments	09th Sept 2024
Version 3	Updated to align existing policy wording with recent amendments to asbestos-related legislation and guidance, clarifying risk assessment, survey, control and training expectations without altering the scope or intent of the policy.	15th Oct 2026

Policy Review

This policy will be reviewed every two years. In addition, the policy may be reviewed in the event of any of:

- A change in legislation

- Significant changes in the workplace
- After a formal request and review by key stakeholder

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