



John Paul Construction

Building Smarter for a Better Future

Sustainability Report 2023



At John Paul Construction, it is our goal to become an industry leader in sustainability. We work closely with everyone in our supply chain to deliver high-quality projects without negatively affecting the natural environment. We do this while caring for our people and being considerate towards our communities.

Now and into the future, sustainability remains a central pillar in everything we do.



Introduction

The challenge of the climate crisis is both immediate and highly complex. To make progress at the pace that is needed, we need to think big.

This is our first published Sustainability Report. It sets out what we are doing in the area of sustainability and outlines our strategy going forward as we seek to meet the challenges facing the construction industry.

The reality is that there is a huge amount to be done. All our efforts are underpinned by a rigorous scientific approach, but ultimately it is about action. For us, this starts with actively fostering a culture that motivates and empowers people to make decisions and take actions that result not just in greener buildings but in more engaged teams and local communities.

This report, as well as setting out our vision, targets and commitments, outlines how we manage every aspect of ESG (Environmental, Social and Governance) in order to ensure we align with the UN Sustainable Development Goals (SDGs) and the Corporate Sustainability Reporting Directive from 2025.



Message from our Managing Director

This report reflects our commitment to building not just greener structures but a sustainable future that meets the needs of our planet.

We have always been conscientious about our work and about engaging meaningfully with the communities in which we operate. Today, however, our responsibility to our environment is greater than ever. The climate is changing fast, and with it, the requirements we must meet if we are to keep within the limits set down by the Paris Climate Accords. Sustainability is now a critical component of our business.

In recent years, in response to the growing climate crisis, we have been developing a more formalised approach to ESG. We now have robust governance and steering mechanisms in place, and are making significant progress across the business, in areas such as operational energy usage, waste management, community engagement, responsible procurement and health, safety and wellbeing.

Whilst acknowledging that we and our partners in the industry have a great deal of work still to do, I am delighted to see the commitments we make in this report, which is another step on our path to promoting social responsibility and minimising our environmental footprint.

I would like to acknowledge the great efforts of our ESG Committee, our construction project teams and indeed everyone at John Paul Construction who have really got behind our sustainability initiatives with the drive and enthusiasm required to bring about real change.

By building smarter, I believe we can create a brighter future.

A handwritten signature in black ink that reads "Liam Kenny".

Sincerely,
Liam Kenny, Managing Director



Company Highlights

Environment

- Environmental Management



2040
NET ZERO



Over **95%**
construction waste diversion from landfill

HVO
Transition Plan



100%
Renewable Electricity for our business, since 2021



ISO14001
certified since 2010

SBT

Science Based Targets



Over

15%

EVs for company car fleet



Social

- Community Engagement Partnering
- People, Health & Diversity



Graduate Development Programme awarded **RISE Badge** from RICS



Awarded 'Investors in People' – Silver in **2023**



Over **3000**
on-site health checks across 2022 & 2023



Over **€150k**
annually to charitable and community projects



CPD

Accredited by Engineers Ireland

47/50

CCS Max score

ROSPA

President's award recognising 11 years at Gold level



Exceptional high achiever recognising 10 years of awards

Governance

- Corporate Governance
- Responsible Procurement



Full suite of

ESG

policies and procedures in place



Over **20+**

sustainable building certifications achieved

Supply Chain sustainability pre-qualification implemented



Registered as partners of Supply Chain Sustainability School Ireland

SUPPLY CHAIN SUSTAINABILITY **SCHOL**

Responsible Procurement

Commitment to EPD's, FSC, PEFC etc.



ESG Committee

Providing governance and reporting to board



About Us

75 **+500**

years in
business

staff directly
employed

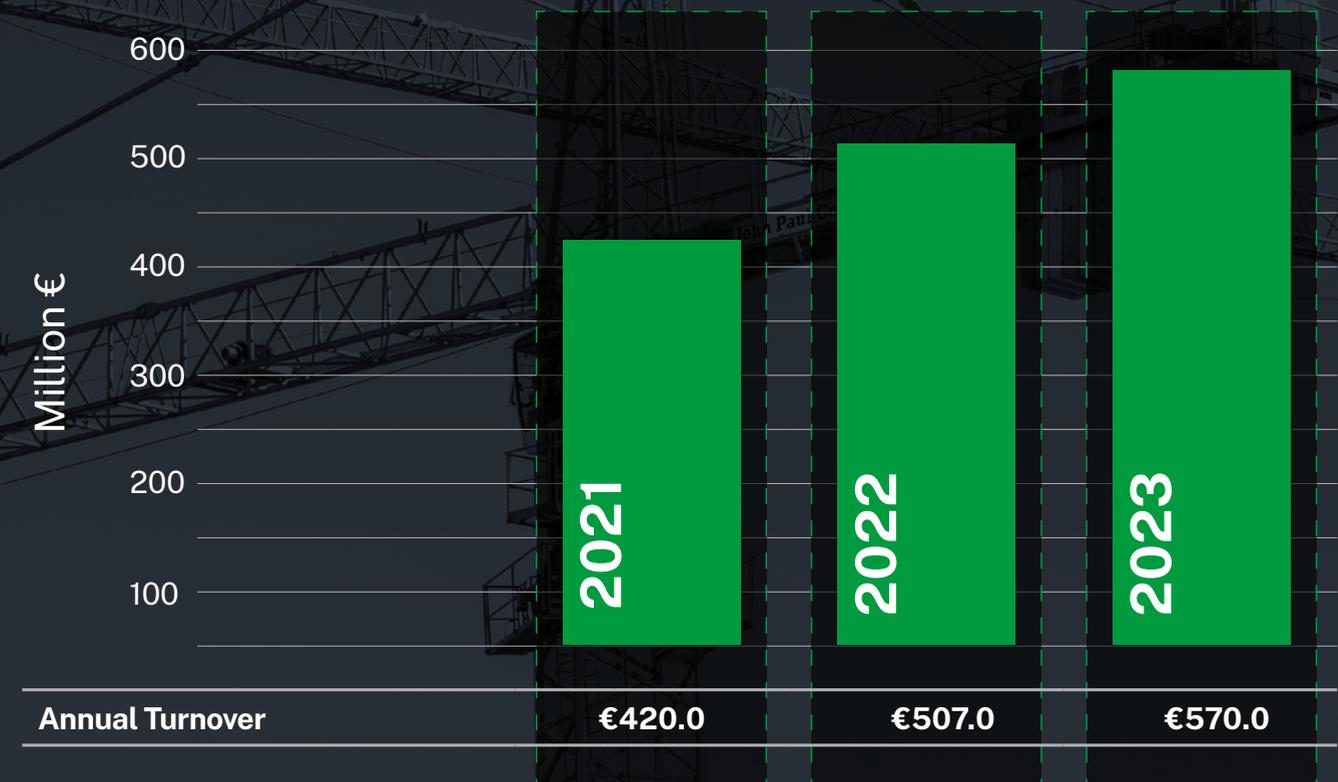
+2,000

projects delivered
across all sectors

+3,000

workers daily across all
our projects

Annual Turnover



What We Do

Founded in 1949, John Paul Construction, which has offices in Ireland, the UK and Europe, is widely recognised as an industry-leading contractor with a distinguished record in the consistent and successful delivery of complex, high-quality projects across all sectors, including Data Centres, Pharmaceutical and Life Sciences, Industrial, Healthcare, Commercial and Retail, Fitout, Residential and Student Accommodation, Tourism and Leisure, Public Transport, Energy and Renewables, and Civil Infrastructure.

Over our 75 years in business, we are proud to have built a reputation not just for excellence in quality, innovation and delivery, but for providing our clients with a level of service that consistently exceeds expectations. This is reflected in our ethos, Go Further | Build Smarter, in our core values of excellence, respect and teamwork; and in our mission to bring enhanced value to every stage of the construction process by engaging closely with all stakeholders.



Data Centres



Pharma / Life Sciences



Industrial



Healthcare



Commercial & Retail



Fitout



Residential & Student Accommodation



Tourism & Leisure



Public / Heritage



Transport



Energy / Renewables



Civil Infrastructure

Our Values | Our Ways

We consciously express our ambitions around sustainability through the lens of our corporate values and ways.

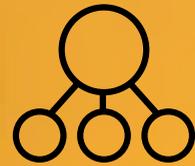
Our Values



Excellence



Respect

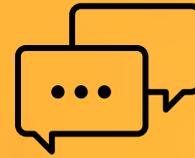


Teamwork

Our Ways



Responsive



Collaborative



Passionate



Sustainability Approach

Key areas of focus for our Sustainability Strategy:



Sustainability Data Platform – full integration of SustainIQ across the business to gather data and track sustainability performance



Net Zero Roadmap – committed to Science Based Targets and tracking our progress to Net Zero (Scope 1, 2 & 3) by 2040



Sustainability Disclosures – external assurance to CSRD-compliant standards for our sustainability and carbon disclosures



Supply Chain Engagement – strengthening our supply chain engagement to reduce our Scope 3 carbon emissions and better manage our ESG risks through use of the Supply Chain Sustainability School Ireland and other channels



Biodiversity Net Gain – calculating our Biodiversity Net Gain and strategies to achieve at least 10% annual increase



Social Value Impact – continuing to collate all social value into a structured Social Value Impact Report and ensuring continual improvement



Health, Safety & Wellbeing – enhancing our current strong culture of health, safety and wellbeing to achieve excellence in these areas



Local Employment & Construction Careers – continuing strategies to promote further local employment and construction careers



Our Sustainability Partners

The outcomes we deliver depend on having partners who can match our vision and commitments. We are proud to partner with the following organisations that support us to meet the highest standards, achieve our goals and promote sustainability best practice across the industry.



Sustainability Targets

Environment

• Environmental Management

- **Set Science Based Targets** in line with Paris Agreement (1.5°C)
- **Target Net Zero Carbon**, with Scope 1 & 2 emissions by 2030 and fully by 2040
- Continue **transition to HVO (Biofuel)** during 2024
- **25% Electric Vehicles** for company car fleet from 2025
- Achieve **Zero Avoidable Waste to Landfill** by 2030
- Achieve **Biodiversity Net Gain of 10%**, or higher from 2025
- **Plant 5,000 trees per annum** from 2024
- **Install solar energy and rainwater capture** on all site welfare setups from 2025



Social

• Community Engagement & Partnering • People, Health & Diversity

- Contribute over **€150k p.a. towards social value causes**
- Maintain an average score of 42/50 across our **Considerate Constructors Scheme** sites
- Aim for a 10% yearly increase of females in professional construction industry roles
- Attain **Elevate ‘The Inclusive Workplace’** in 2024
- Make **free health checks available to all workers** on all projects annually
- Maintain silver level in **Investors in Diversity**
- Continue to **enhance mental health supports** on all projects, through Mental Health First Aiders and the Lighthouse Club Charity



Governance

• Corporate Governance • Responsible Procurement

- **Externally assured Sustainability Report** from 2024
- SustainIQ data system roll-out to all from 2024
- **All suppliers engaged on ESG topics** from 2024, including Scope 3 emissions
- **Supply Chain fully pre-qualified** and evaluated for ESG Risks, by 2024
- 10% year-on-year increase in **support for apprenticeships**
- **All management trained** on CSRD and relevant ESG topics by 2025



Sustainability Strategy

Given our commitment to sustainable development, at John Paul Construction we focus on identifying where and how we can make the most significant positive impact. Our approach takes into consideration international best practice, such as the SDGs; government guidance, such as CSRD and the Climate Action Plan; and ever-increasing client requirements. All of our material issues are addressed in the strategy by our five Sustainability Priorities and their associated long-term objectives.



Our Vision

Building Smarter for a Better Future



Our Mission

Working closely with our clients, design teams and supply chain to be recognised as a company with an excellent track record in ESG, as well as a leading provider of sustainable construction services

Our Priorities & Objectives



Corporate Governance

To ensure governance structures are in place for purpose-setting, performance oversight, stakeholder engagement and decision-making, and to achieve effective performance and the highest levels of business conduct



Responsible Procurement

To engage with our supply chain to improve sustainability outcomes. To ensure responsible procurement of materials including EPDs and embodied carbon to contribute to buildings whole life cycle.



Environmental Management

To manage our total environmental footprint across our operations and our supply chain (scope 1, 2 &3), including our net zero carbon roadmap. To enhance biodiversity.



People, Health & Diversity

To enhance our workplaces in the areas of safety, health, wellbeing, inclusivity, and support in order to ensure we are a great place to work.



Community, Engagement & Partnering

To minimise impact and enhance the communities we work in, by creating social value through contributing to local communities, representative bodies and wider society.



Sustainability Strategy

Our five sustainability priorities are in turn supported by 22 main themes that provide clear direction on how to achieve our sustainability objectives and address all our material topics. All themes and their related 'actions and initiatives' are assigned to key departments under the oversight of members of our sustainability committee.

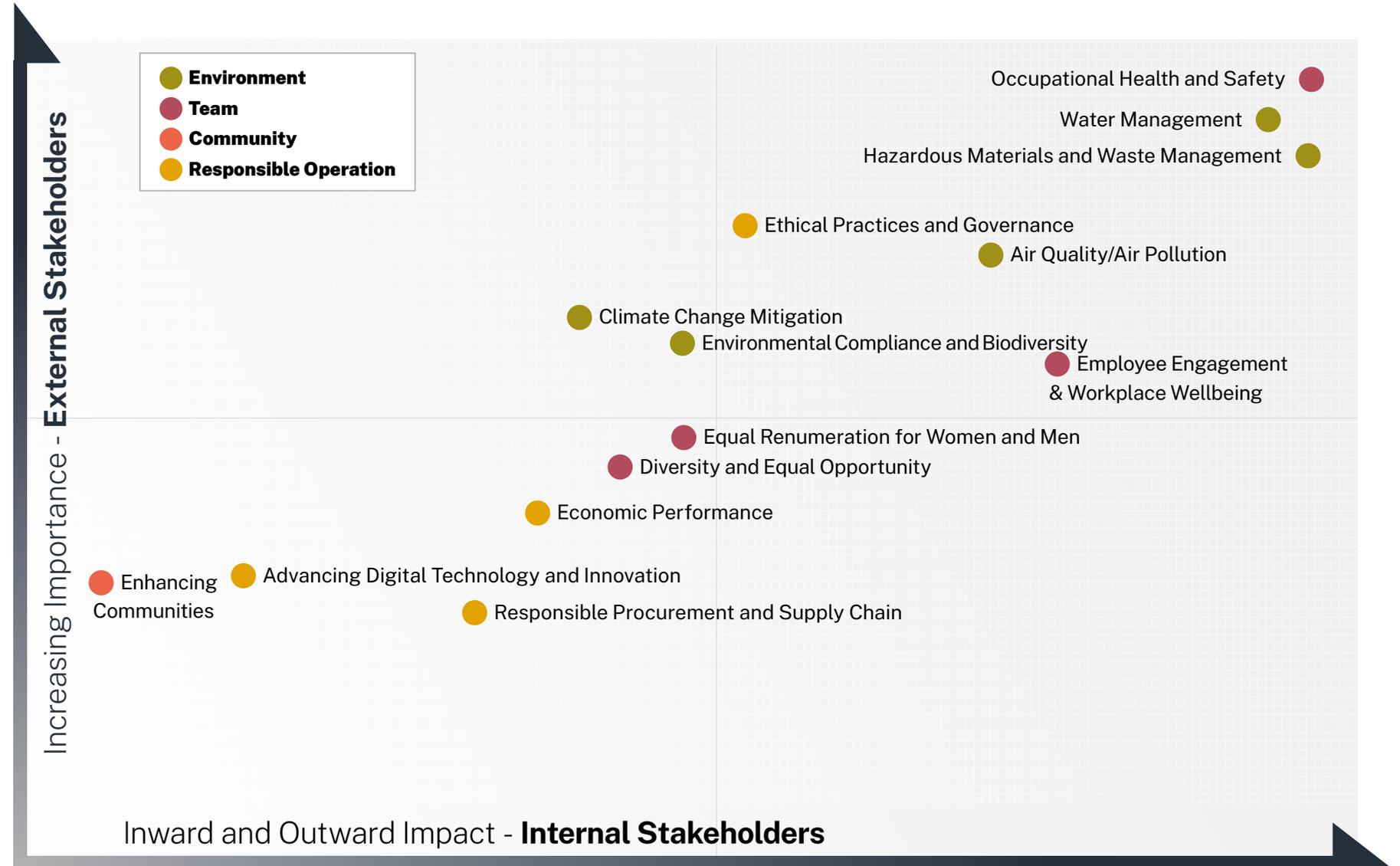


Materiality - Focusing on What Matters

In 2021 we undertook a Board-Level ESG assessment which provided top down alignment with respect to our sustainability strategy and informed our path forward. Later that year we carried out a materiality assessment, which involved all of our key stakeholders - our employees, clients, design teams, consultants and supply chain partners.

The materiality assessment was issued to over 814 key internal and external stakeholders, including our staff (400), clients and design teams (218), subcontractors (91) and suppliers (105). This identified 14 suitable material issues considered to have impact on our business and our stakeholders. The responses ranked the 14 material issues in order of importance on a scale of 1-5, resulting in a weighted average figure for both the External (Y axis) and Internal (X axis) survey groups. Results produced our materiality matrix which informed our Sustainability Strategy from that date.

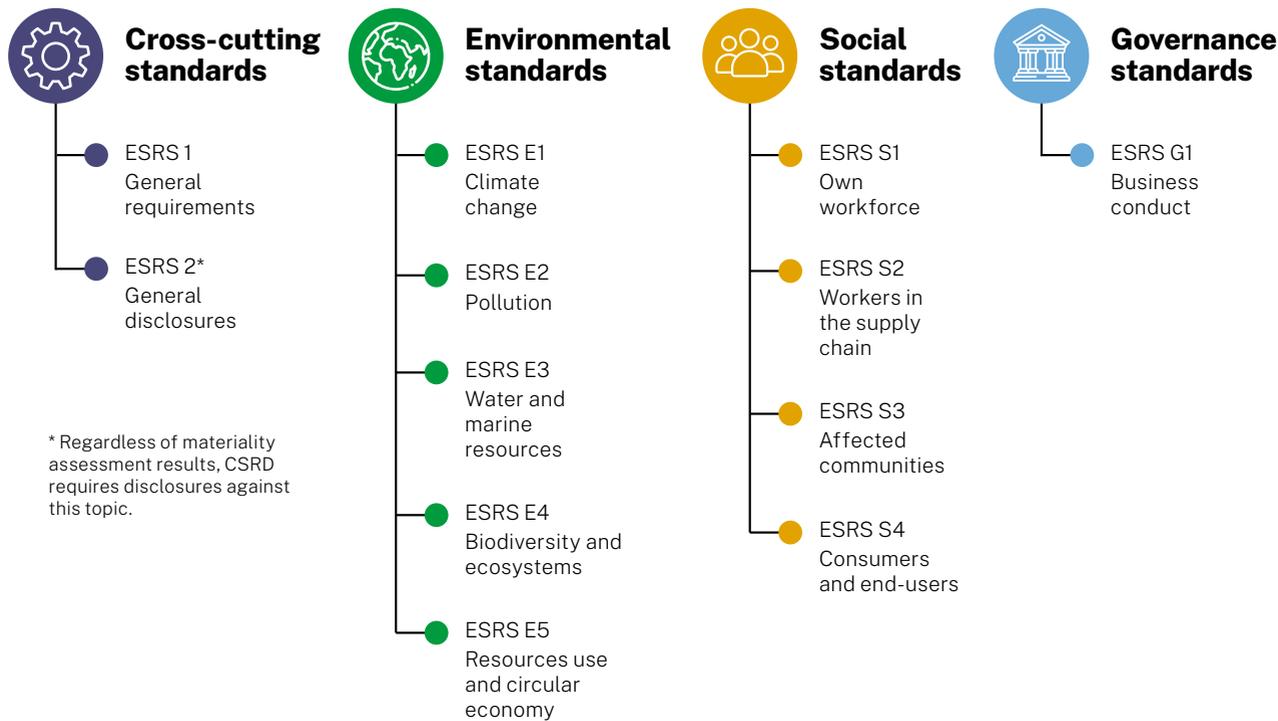
In 2024, we will carry out a double materiality assessment in line with European Sustainability Reporting Standards (ESRS), which will assess the Financial Materiality and Impact Materiality of ESG topics for our business.



Reporting Framework

The main reporting frameworks we follow are the European Sustainability Reporting Standards (ESRS) and the UN SDGs. From 2025 onwards, we will also be reporting against the Corporate Sustainability Reporting Directive (CSRD), which requires us to use ESRS as our reporting framework. ESRS is aligned with the GRI Standards and consists of 12 draft standards: two cross-cutting standards and ten topical standards.

From 2025 we will report against CSRD in these 12 areas



In addition to ESRS, our Sustainability Strategy is aligned with the UN SDGs, which are a collection of 17 interconnected global goals that aim to address the global challenges facing humanity, including poverty, inequality, climate change, environmental degradation, peace, and justice. These goals are underpinned with a further 169 targets and 247 indicators. Following a thorough review, we identified nine specific SDGs that our business activities can impact:



- SDG 3:** Good Health & Wellbeing
- SDG 5:** Gender Equality
- SDG 8:** Decent, Work and Economic Growth
- SDG 9:** Industry, Innovation, and Infrastructure
- SDG 11:** Sustainable Cities & Communities
- SDG 12:** Responsible Consumption & Production
- SDG 13:** Climate Action
- SDG 15:** Life on Land
- SDG 16:** Peace, Justice, and Strong Institutions

Throughout the report, we map out how each of our five priorities aligns with these nine SDGs.

Governance

Our company is built upon strong values and ethical practices. We have a robust governance structure which ensures that sustainability and ESG issues, including climate-related risks and opportunities, remain top priorities. As part of our efforts aimed at further embedding a strong sustainability 'mindset' across the company, the board delegates certain sustainability oversight matters to various Executive Committees. Our ESG Committee is comprised of nine leaders from across the business who meet every two months.

Our Corporate Governance pillar focuses on five main themes:

- Sustainability Governance
- Sustainability Data & Reporting
- Stakeholder Management
- Business Conduct
- Risk Management (including climate risk)

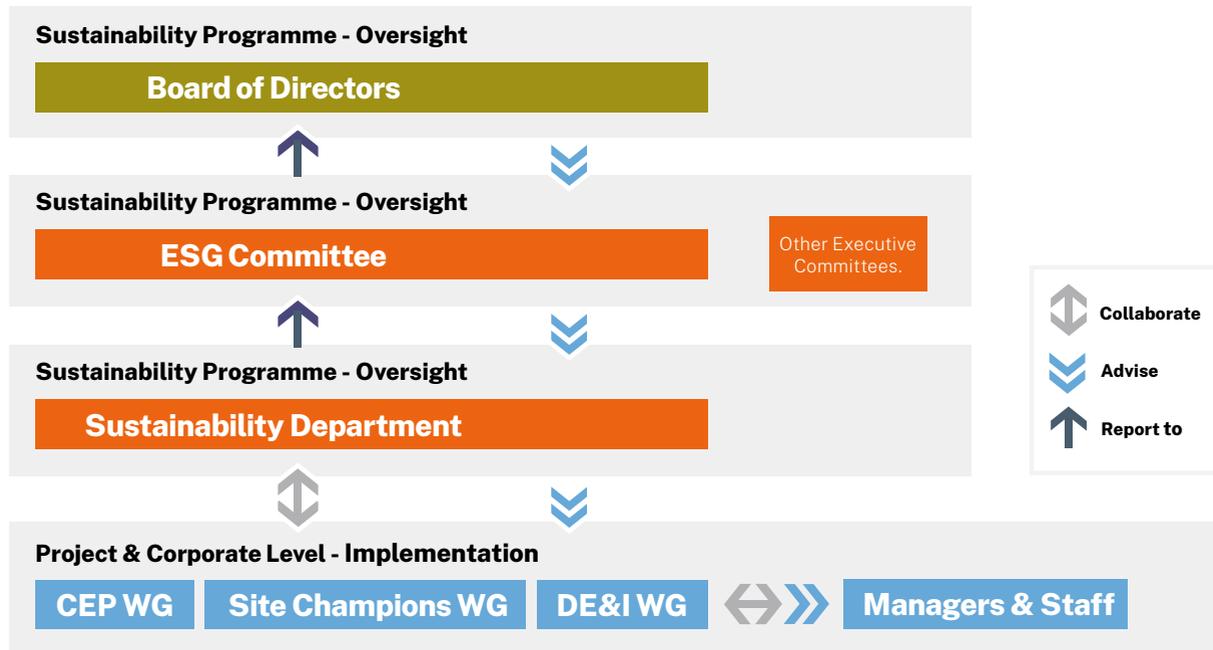


Sustainability Governance

Robust sustainability governance is a key issue for us as we prepare ourselves for reporting under the Corporate Sustainability Reporting Directive (CSRD).

Our ESG Committee meets every two months and provides the board with progress reports on the overall Sustainability Programme.

Our sustainability governance structure, outlined below, illustrates the role played by the Board, ESG Committee and Sustainability Department. It also shows how the Sustainability Department and ESG Committee are supported by various workgroups, such as the Site Champions, Community Engagement & Partnering (CEP) and Diversity, Equity & Inclusion (DE&I) Workgroups.



ESG Committee



John Keaveney
Operations Director
(Committee Chair)



David McKenna
Sustainability Manager
(Secretary)



Mike McLoughlin
Associate Director
Health, Safety, & Sustainability



Helen Forbes
HR Director



Ian Cahill
Finance Director



Claire Cox
Quality Manager



Mark O'Shea
Associate Director
Construction



Gary Howard
Associate Director
Construction



Keith McConville
Associate Director
Surveying

ESG Policies

We have established a comprehensive set of ESG-related policies to ensure our material issues are appropriately addressed. These policies are approved by our ESG committee. Our management systems and procedures ensure that these policies are adhered to by all departments across our business activities and operations.

Some of our key ESG-related policies include:



Environmental Policy



Sustainability Policy



Continuous Professional Development (CPD) Policy



Carbon Policy



Health & Wellbeing Policy



Considerate Constructors Policy



Health & Safety Policy



Corporate Social Responsibility Policy

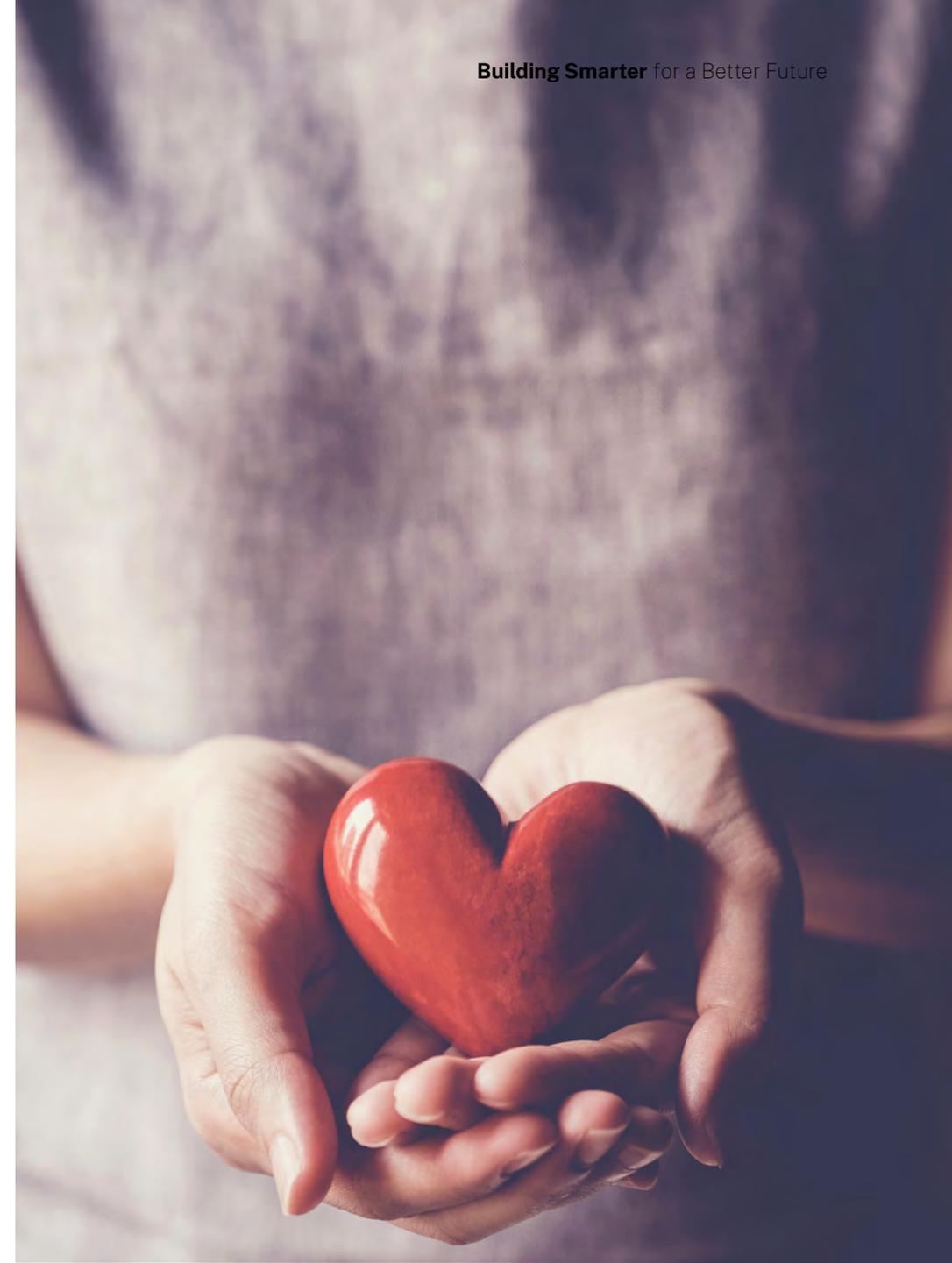


Anti-Slavery & Human Trafficking Policy



Equity, Diversity & Inclusion Policy

In addition, we have a number of ESG-related HR policies which fall under our 'Code of Conduct and Business Ethics'.



Sustainability Data

We have been collating environmental data for many years. Historically this was collated centrally using monthly returns from each project, which were submitted and collated on spreadsheets.

In 2023 we introduced Sustain IQ on a pilot basis and from 2024 this will become our standard data collection platform for all sustainability metrics.

Data collected using Sustain IQ includes all areas of ESG, including areas such as apprenticeships, community, volunteering etc.

Our Sustainability workspace on SharePoint is a key channel for communicating our sustainability programme to our people. It is kept up to date with all the training materials, resources, links and library that they need. In addition, SustainIQ is being integrated with our main construction management software platform, Procore, enabling Procore users to access and share their sustainability performance data within the platform.

Headline Targets & Commitments

- SustainIQ full roll-out to all projects in 2024
- External assurance of sustainability disclosures

Welcome to John Paul Construction Sustainability Site

Through this site discover how we integrate eco-friendly practices, resource efficiency, and social responsibility into construction. Explore our commitment to environmental conservation, energy efficiency, and community well-being, ensuring a positive impact on both people and the planet.

We encourage you to explore the various sections of this SharePoint site and take full advantage of the resources available. If you ever have questions, suggestions, or feedback, don't hesitate to get in touch with our [Sustainability Team](#).

Approach
Explore

Knowledge Bank
Explore

Training Materials
Explore

Partnerships
Explore

Shared Resources

- Audits**
Resources for Auditors
- ESG Committee**
Description...
- Policy Documents**
Description...
- Workgroup**
Description...

John Paul Construction

SITES: All Sites

DATE FROM: 1st Jan 2023 → DATE TO: 31st Dec 2023 [Edit](#) [Clear](#)

Summary Dashboard

Displaying for: All Sites

17 LIVE SITES

Live Sites: [17](#)

Completed Sites: [13](#)

Total Sites: [30](#)

- Dashboard
- Responsible Procurement
- Resource Efficiency & Natural Environment
- People Health Diversity
- Community Engagement and Partnering
- Embodied Carbon
- Community Requests
- Feedback Responses
- Report Library
- Sign Out
- Go to Input App

- Environment Summary (Pillar Two) >
- People Health Diversity Summary (Pillar Three) >
- Community & Partnering Summary (Pillar Four) >

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Stakeholder Management

Effective stakeholder management is an essential aspect of our sustainability strategy, but extends wider than direct stakeholders. All direct stakeholders are involved through materiality assessments but outside of this we must remain cognisant of parties such as local communities, government agencies and the general public. These break into those affected by our operations and those who may have an interest.

Headline Targets & Commitments:

- Engage with all relevant stakeholders and local communities
- Publish a Sustainability Report annually
- Implement Stakeholder Engagement Plan



Business Conduct

We have a Code of Conduct that is embedded in our culture. We communicate this to all our people and it is available internally and on our website. It provides clear guidance on the principles and behaviours our people should follow and empowers them to act in a professional and respectful manner at all times.

These principles are reflected in the manner in which we engage with all internal and external stakeholders on projects and in our general business.

Policies related to the Code of Conduct include:

- Disciplinary
- Grievance
- Dignity, Anti-Bullying and Harassment
- Health and Safety
- Appropriate use of company assets
- Social Media
- Data Protection
- Whistleblowing

Risk Management

It is essential that we are aware of and have mitigation measures in place for all relevant sustainability related risks. These risks have been developing over recent years with the escalation of the global climate crisis, with a huge shift in client and financing requirements and with the impending introduction of sustainability legislation such as CSRD.

We maintain a company-wide risk register which focuses on these risks. This is reviewed on an on-going basis with six-monthly formal reviews by our ESG and Risk Committees.

Our key risks include:

- Environmental harm - pollution, nuisance, biodiversity damage and breaches of regulations
- Climate-related risks
- Reputational damage
- Client requirements – pre-qualification questionnaires, tenders, etc.
- Legislative compliance



Responsible Procurement

Responsible Procurement is a key pillar of our Sustainability Strategy. In an industry that is heavily reliant on people, equipment and materials, we need to work with supply chain partners who can match our sustainability vision and help us meet the ever-growing sustainability requirements of our clients' projects.

Our responsible procurement pillar focuses on four main themes:

- Promoting sustainability in the supply chain
- Sustainable materials and resources
- Embracing innovation and digitalisation
- Supply chain workforce



Supply Chain Sustainability

Over the past five years, we have engaged over 2,000 different supply chain partners and our supply chain today accounts for approximately 70% of our annual turnover. Engaging with these partners and managing their performance is key to managing the impact of our ESG policies and strategies.

In 2022, we launched a new supply chain pre-qualification portal to improve our pre-qualification assessment process. This assessment includes ESG-related categories such as 'local and responsible sourcing', 'sustainability', 'environmental', 'health & safety' and 'waste management' systems. We use this process to ensure that we are engaging only with those supply chain partners who can meet appropriate standards in each category. We also implemented a subcontractor performance evaluation system based on audits and inspections on site.

We are a partner of the Supply Chain Sustainability School Ireland, which launched in Ireland in January 2024. Active in the UK since 2012, this new resource, a collaboration between industry stakeholders with a mutual interest in building the skills of the sector's supply chain, will provide training, extend knowledge and support best practices on sustainability issues in the Irish built environment. Our partnership with them provides us with a platform to engage with our supply chain and facilitate their journey towards better management of ESG- and climate-related risks.

Our key actions going forward will be to engage with our supply chain in a more structured manner, by becoming active users of the school's platform and adopting a new Sustainable Procurement policy. This policy will incorporate more detailed ESG surveys to measure and compare supplier sustainability performance. We also aim to incorporate an incentivisation scheme to recognise and reward suppliers who excel in their ESG evaluations.

A further major focus in 2024 will be to prepare ourselves for Corporate Sustainability Reporting Directive (CSRD). In readiness we will develop our Climate Change Transition Plan, which will see our supply chain make a 'just transition' towards reducing our Scope 3 carbon emissions from 'Purchased Goods & Services'.

Headline Targets & Commitments

- All supply chain partners engaged with respect to our sustainability strategy
- Engage with the Supply Chain Sustainability School
- All supply chain pre-qualified for ESG- and climate-related risks
- Supply chain seminar to be held in Quarter 2 of 2024



Sustainable Materials & Resources

Buildings are responsible for 39% of global energy-related carbon emissions, with 28% from operational emissions and the remaining 11% from the embodied carbon of materials and construction. We are taking steps to reduce emissions from both these areas, especially those associated with embodied carbon of materials and construction.

We have successfully delivered many LEED, BREEAM and other sustainably certified projects, all of which required identification, selection and installation of sustainable materials and resources to meet rigorous health and environmental requirements. We developed our capabilities to meet these high performance standards and deliver on the sustainability certification targets of our clients, including their embodied carbon and operational carbon ambitions.

Our integrated team approach to certification projects has been supported by the advances we have made in digital construction and common data platforms. Client sustainability requirements for Net Zero and LEED require us to gather supporting evidence during construction. To the greatest extent possible, we purchase and specify materials that have been 'responsibly sourced' through various third-party verified certification schemes. We also use SustainIQ to track sustainability data related to materials (Environmental Product Declarations, Health Product Declarations, Volatile Organic Compounds (VOCs), embodied carbon, etc).

Our key actions going forward include implementing a Sustainable Procurement Policy, which will strengthen existing policy commitments for responsible procurement of construction materials while more comprehensively covering issues such as life-cycle assessment, embodied carbon, human rights, modern-day slavery, climate change, and biodiversity loss.

Headline Targets & Commitments

- All timber responsibly sourced
- 10% year-on-year increase in purchasing of recycled materials
- 10% year-on-year increase in purchasing of Environmental Product Declaration (EPD) certified materials
- Expertise in whole building life-cycle assessment, using OneClickLCA
- Trained LEED Accredited Professionals on all projects by 2025

Spotlight:

Our Membership of the Irish Green Building Council

In 2021, we joined the Irish Green Building Council's (IGBC) Environmental Product Declaration (EPD) campaign, to raise awareness on sustainable materials and incentivise our supply chain to produce more EPDs in Ireland. In 2023, we endorsed the IGBC's 'Building a Zero Carbon Ireland Roadmap', highlighting our commitment to reducing the carbon intensity of our construction



Harcourt Square
LEED Platinum V4



Miesian Plaza
LEED Platinum V4



The Grange
LEED Gold



Edward Lifesciences
LEED Gold



Kildare Village
BREEAM Outstanding



Lidl Distribution Centre
BREEAM Excellent



20 Kildare Street
LEED Gold



Ardee Point
BREEAM Very Good



Innovation & Digitalisation

Innovation and digitalisation help deliver leaner and greener construction projects. There are many aspects of construction where we can deliver a positive impact, including:

- Modern methods of construction
- Off-site construction and assembly
- Digital technology

In terms of construction methods, we are constantly innovating in the areas of modular construction, DfMA (Design for Manufacture and Assembly) and off-site fabrication. On the digital side, the benefits can range from efficiencies, such as reduced paperwork, to enhanced planning, clash detection, programme and design improvements.

We are continually working with our clients, design teams, and supply chain to introduce modern methods and innovations that will reduce time on site, decrease travel costs and emissions, reduce waste, avoid re-work and ultimately produce greener projects.

In 2019, we were the first Main Contractor in Ireland to achieve ISO 19650 accreditation for BIM management. We have been actively using various field apps since then but are currently undertaking an overall digital transformation with the introduction of software such as Procure, Hammertech and SustainIQ. These will all bring measurable efficiencies.

We actively engage with Enterprise Ireland in relation to various supports to help us on our journey towards operational excellence. We are also involved in Construct Innovate through the Irish Green Building Council, where we are working on a number of innovation projects for the construction industry.

Headline Targets & Commitments

- Successful completion of our Digital Transformation Programme in 2024
- Continue to work with clients and design teams in the innovation of modular and off-site construction
- Achieve ISO27001 for information security management

Spotlight:

Embracing Innovation



Over recent years we have pioneered the use of precast concrete in the delivery of residential developments. This approach has yielded up to 40% off-site construction and a reduction of 60% in plasterboard drylining on the projects which in turn reduces the amount of materials, labour and waste generated on site. It also leads to a 40% reduction in on-site labour resources, improving health and safety performance and assists with timelines on the projects.

In the past two years we have handed over more than 1,000 apartments using this approach. Off-site construction on these projects also included bathroom pods, balconies, façade cladding and many other aspects.



Supply Chain Workforce

While protecting the health and safety of our supply chain workforce is always our number one priority, we are also fully committed to their wellbeing. We are a partner of The Lighthouse Construction Industry Charity, informally known as the Lighthouse Club, which provides a range of support services across our supply chain. A major focus of their work is to reduce the high incidence of suicide within the industry. In both our head office and on all sites, we promote these services, which include a free 24/7, 365-days-a-year counselling service. We do this by displaying signage prominently and arranging toolbox talks and 'Mental Health Check-in' site visits by the Lighthouse Charity's team (#MakeItVisible). We also facilitate online meetings with the charity to help spread the message of support.



One other very popular initiative is the health checks and screenings we offer to workers across all our projects each year, both on site and in our offices. These are delivered mainly through the Construction Workers Health Trust, which provides this vital service to the industry, and also via our own partners HealthWatch, which provides these checks on our behalf. Throughout 2022 and 2023 we offered health checks to over 3,000 workers.

Spotlight: Safety Across the Supply Chain



In April 2023, we hosted our inaugural Supply Chain Safety Seminar at Leopardstown Racecourse in Dublin. With the theme of "A Journey to Safety Excellence," the event, which was attended by representatives from over 120 of our supply chain partners, featured guest speakers including Mark Cullen, Interim CEO of the HSA; Natalie Ryan, Ireland Ambassador for the Lighthouse Club; and Rory Best, former Irish Rugby Union captain. This proved to be a great opportunity to engage with our supply chain and reinforce our commitment to safety, and our desire that everyone goes home safely at the end of each working day.



Keeping it Local

We pride ourselves on promptly paying our supply chain partners, which helps support the economic sustainability of our entire supply chain, especially our Small to Medium Enterprise (SME) partners. We also support local economies by using local services, such as in the hospitality and service sectors. In combination, our subcontractor pre-qualification process and our approach to sustainable procurement aim to bring about positive change within our industry and supply chain. Procurement of local subcontractors and suppliers is a priority and is monitored and tracked on all projects. Our localisation efforts also extend to encouraging some of our largest suppliers (e.g., concrete work, structural steel, façade, fitout and building services) to engage their own local workforce on our projects where possible.

Focus on the Apprenticeships

Apprentices are the future of our trades in the industry, so we actively work with all stakeholders, including our supply chain, CIF, SOLAS and schools to promote and support apprenticeships. On all projects we track the number of apprentices and engage with our subcontractors to ensure that they are supported in their development on site.

For the trades that have not attracted the same number of apprenticeships in recent years, such as brick laying, plastering, carpentry and painting we have an apprenticeship support programme where we work with subcontractors and co-fund apprentices through their four year apprenticeship. While we have supported a small number to date, the programme has been successful and we are seeking to expand this programme with subcontractors in these trades.

Spotlight: Our Apprenticeship Support



One of our apprentices who recently completed his four year brick laying apprenticeship, with us in January 2024.



Our key actions going forward include working with our supply chain to continually improve on localisation, mental health supports and apprenticeships. We will continue to improve our Apprenticeship Support programme and encourage more of our subcontractors to take on apprentices in key trades for our projects.

Environmental

We are committed to managing our total environmental footprint across our operations and supply chain, including our Net Zero Carbon roadmap.

Our Environmental Management pillar focuses on five main themes:

- Environmental Management
- Waste, Recycling and Circularity
- Water Conservation
- Energy Use and Carbon Management
- Biodiversity Management



Environmental Management

We have been certified to ISO14001 since 2009 and our Environmental Management approach is integrated within our overall Environmental, Health and Safety (EHS) Management System. This system sets out roles and responsibilities of those in charge of complying with environmental standards and practices on our projects.

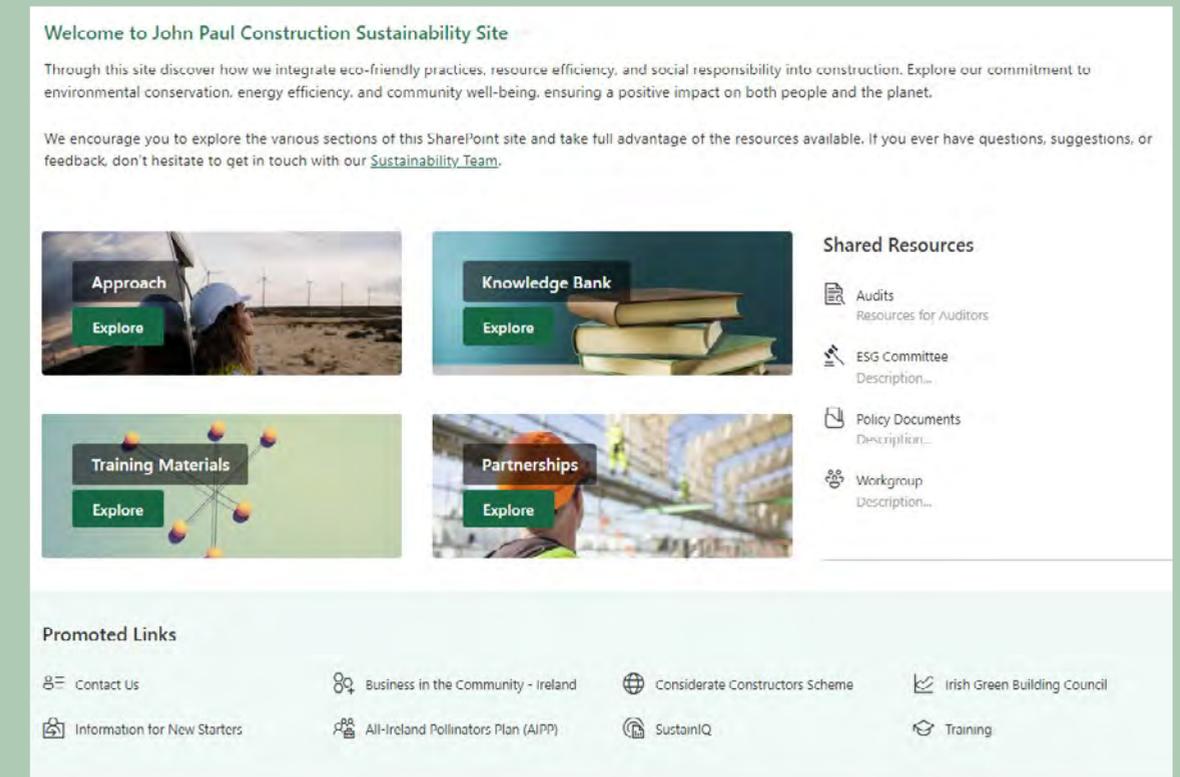
Since 2021 our projects have been using digital construction software to record environmental audits and inspections. Inspections are carried out weekly by responsible persons on every site. Performance reporting, as a key component of our Environmental Management System (EMS), is used to highlight both good and bad practices and to ensure corrective measures are undertaken for any instances of non-compliance.

Sustainability Champions have been in place on all our sites since 2021, together with a responsibility matrix. The Champions act as a focal point for the Sustainability Department, which supports them to ensure all inspections are carried out weekly and that accurate data is provided.



Our SharePoint system is used as a tool for knowledge sharing, training and communication by our Sustainability Department. The department's workspace on SharePoint contains details on our sustainability strategy, EMS, forms, procedures and training materials.

Each month, the Department emails environment-related toolbox talks (TBTs) for EHS Advisors to deliver to the site workforce, with the aim of raising awareness of best practice and of the environmental and sustainability procedures of our EMS.



Environmental Management

Spotlight:

Raising Environment & Sustainability Awareness on our Sites



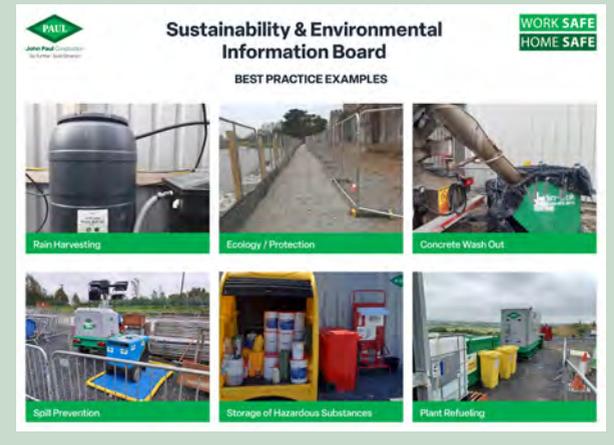
By appointing Sustainability Champions on every site, we have significantly increased communication and engagement between project teams and our Sustainability Department. As a result, there is now a much higher awareness of sustainability issues on our sites. The Sustainability Department is also sharing best practice across our sites. For example, having seen first-hand the benefits of information boards on one of our projects, we now require all our projects to install and maintain 'Sustainability & Environmental Information Boards'. These boards are prominently displayed in high-traffic areas such as the canteen or site entrances.

Our key actions going forward will focus on maintaining and continually improving our EMS, while ensuring it integrates the targets set out in our Sustainability Strategy. We will complete the configuration and implementation of SustainIQ for environmental management and the development of dashboard reports showing progress against our EMS and sustainability targets.

We will continue to improve on our Environmental Management System (including Sustainability) and formalise our procedures and guidelines, including 'Sustainability Packs' and training for new projects. Another focus will be to increase the number of sites audited monthly that are reported as 'green', which shows that all environmental and sustainability practice on site has met company standards.

Headline Targets & Commitments:

- All projects' performance evaluated monthly
- Zero reported breaches of environmental regulations



Waste, Recycling & Circularity

Reduction is the first rule of waste management, so we choose materials and construction methods that minimise waste. We strive to maximise diversion from landfill and ensure hazardous materials are dealt with appropriately. We deliver toolbox talks on waste and recycling to promote awareness and best practice.

Across all our sites, waste is segregated and Construction Waste Management Plans are in place which are followed by all our management teams and subcontractors. In 2023, we achieved a diversion from landfill of 95.6%. This figure reflects annual recovery rates from waste facilities handling our waste over the same period.

From 2022 to 2023, we achieved a 22% reduction in our waste intensity (tonnes/€100k). This reduction was down to extra efforts on waste minimisation and an increase in off-site manufacturing methods of construction.

As outlined in our spotlight, we seek to retain all excavated material on site through design such as perimeter berms, site contouring, soil stabilisation and other means.

Where this is not possible, we consider the application of Article 27 (By-products Regulations) on all projects. The application of Article 27 has been very successful on several of our projects, whereby we transfer excavated material to other locations for re-use and avoid waste to landfill. All such material is tested and categorised as 'not waste'. Traditionally, article 27 was applied to 'green field' projects, has also been applied on several 'brown field' sites.

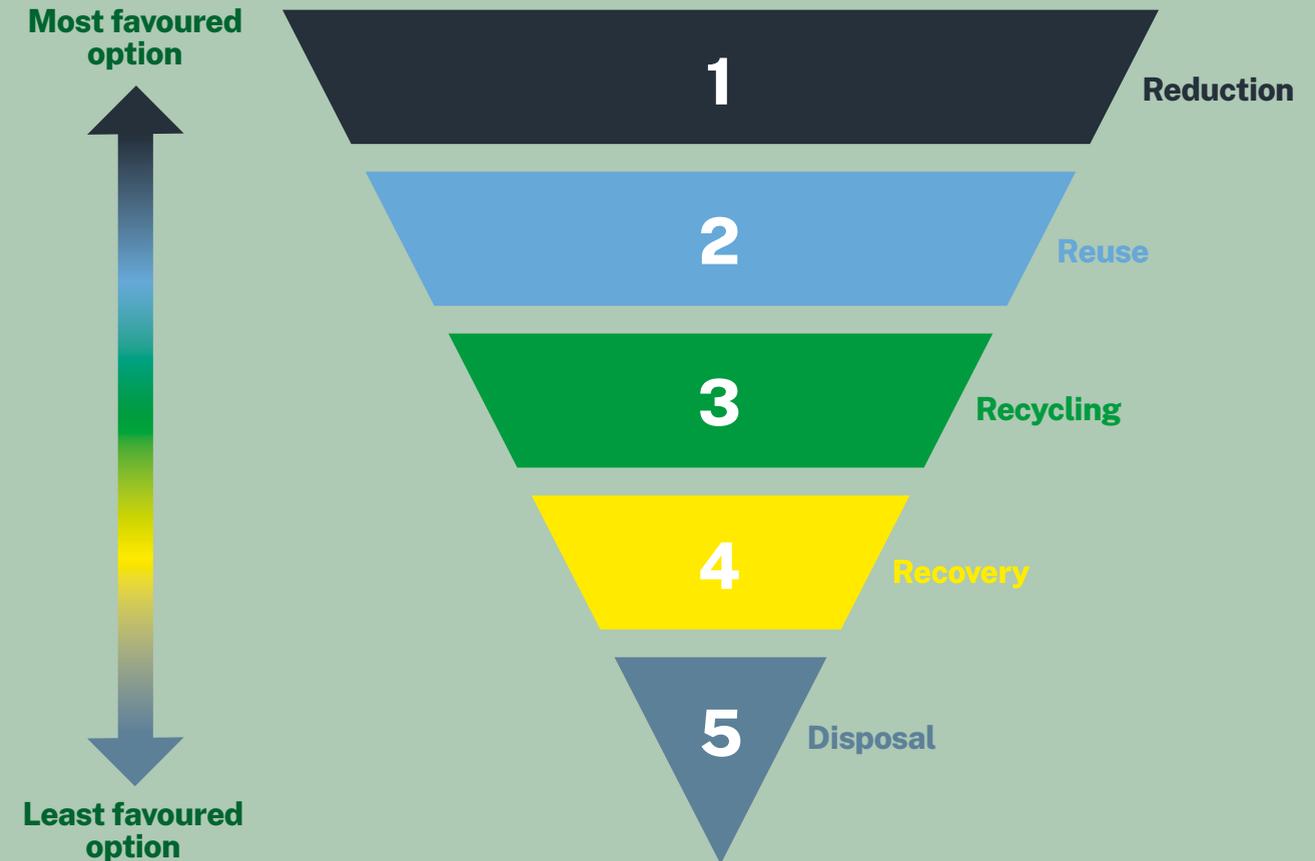
Waste minimisation involves more than the management of waste streams, it involves a wide ranging approach to reducing the generation of waste through the management of material orders, avoidance of damage and re-work, off site assembly and manufacture, specification and selection of products, and circularity.

We successfully implemented waste 'take-back' schemes on our projects for waste such as plasterboard, metal, paint products and containers.



Plasterboard Recycling

The Waste Hierarchy



Waste, Recycling & Circularity

Further awareness and education with our teams and our supply chain is essential to develop a zero waste culture. As part of this we are rolling out a Green Office and Green Site programme, which aims to educate people in these areas.

Headline Targets & Commitments:

- 10% year-on-year decrease in waste intensity (tonnes/€100K)
- Zero avoidable waste to landfill by 2030
- 100% uncontaminated soil and stone used as fill

Spotlight:

Donation of Refurbished Laptops to Schools

During the Covid-19 pandemic we began a relationship with Beneavin De La Salle College in Finglas, where we donated used laptops for children who otherwise could not continue their education remotely. Since then, we have continued this relationship and have donated over 170 laptops to the school. We have extended this scheme to other schools in Dublin and Edinburgh.



Spotlight:

Zero Excavated Material to Landfill

On each project we actively seek to retain excavated material on site in order to avoid material going to landfill.

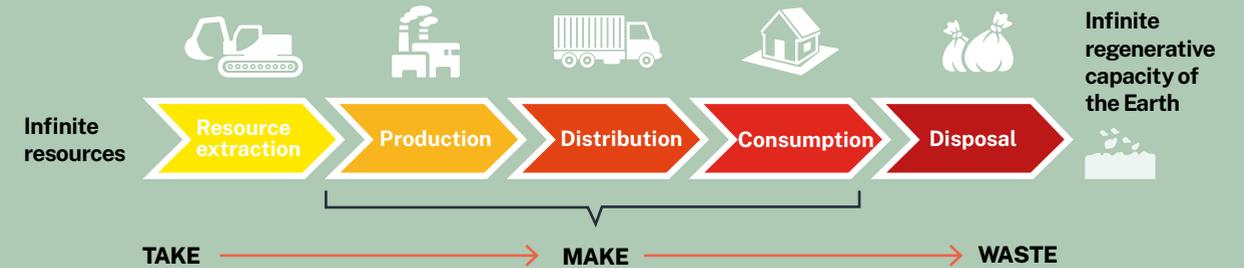
On a recent project in Ireland, we successfully achieved a Zero waste to landfill target including 100% re-use of 114,000m³ of excavated materials, including re-use in an engineered earthworks platform and screening berms.

Similarly, on the A1 Craighall Junction project in Scotland, through design development and 3D drone modelling we retained 30,000m³ of excavated material. Soil stabilisation was used extensively on each of these projects, resulting in material being retained on site and a corresponding reduction on concrete on site through a rationalisation of the foundation requirements.

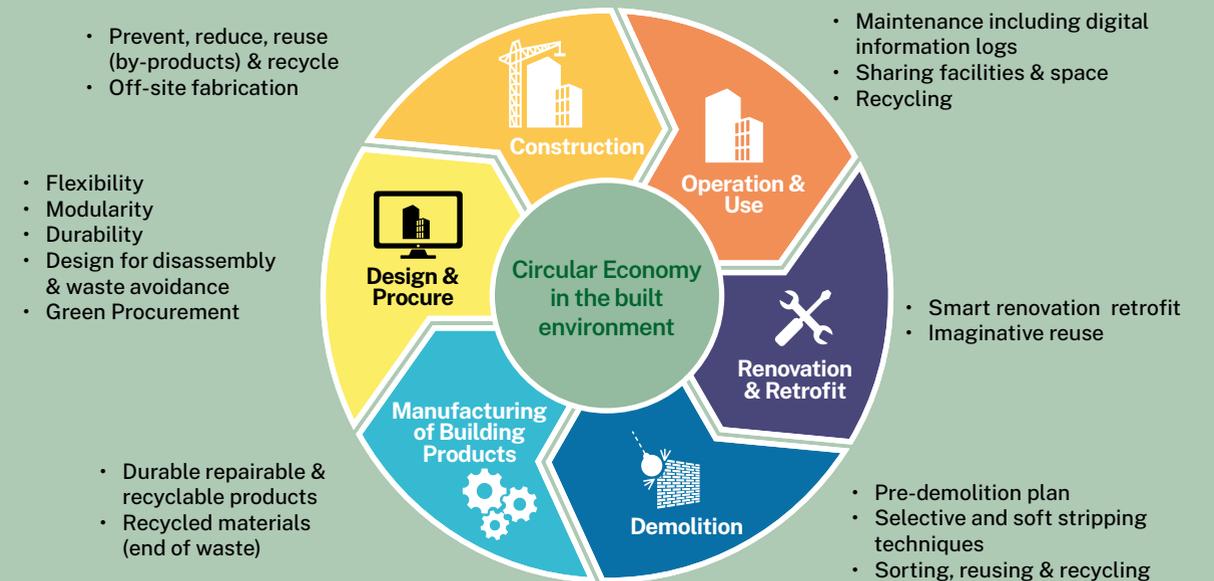


Linear versus Circular Economy

The linear model is unsustainable and based on the assumption that natural resources are available, abundant, easy to source and cheap to dispose of as per the graphic below.



The circular economy is restorative in nature, and it aims to maintain the utility of products, components and materials for as long as possible while also retaining their value. It thus minimises the need for new inputs of virgin materials and energy, while reducing environmental pressures linked to resource extraction, emissions and waste management.



Ref: <https://www.epa.ie/publications/circular-economy/resources/CDWasteGuidelines.pdf>

Energy & Carbon Management

We are committed to transitioning away from fossil fuels to mitigate the worst effects of global warming. In 2020, we carried out an SEAI mandatory energy audit across our company and our total carbon footprint was estimated to be 3,582 tonnes CO₂e/annum (March 2019 – Feb 2020). The breakdown of which was Offices/Depots – 4.9%, Construction Sites 66.1%, and Staff Mileage 29%.

Since this audit, we initiated a range of energy conservation measures to reduce our footprint. Such measures included a major retro-fit of energy-efficient light fittings, light controls and of HVAC systems at our Dundrum Head Office. In March 2022 we provided 34 Battery Electric Vehicles (BEVs) to staff and installed 7 EV chargers across our Offices/Depots. In 2023, we added a further 11 Petrol Hybrid Electric Vehicles (PHEVs) to our fleet and installed a rapid charger at our Dundrum HQ. Our electric fleet is now at over 15% of our overall company fleet.

Across our sites, we are in the final stages of phasing out all of our older site cabins and replacing them with better insulated and more energy efficient modular units (EPC 'B' rated, or better). All cabins new units have energy-efficient LED lighting with PIR controls.

We signed up to a new two-year contract with our energy provider SSE, guaranteeing that all the energy used in our buildings and sites will be produced via 100% renewable sources. This replaces a similar agreement with Energia that had been in place since 2020.

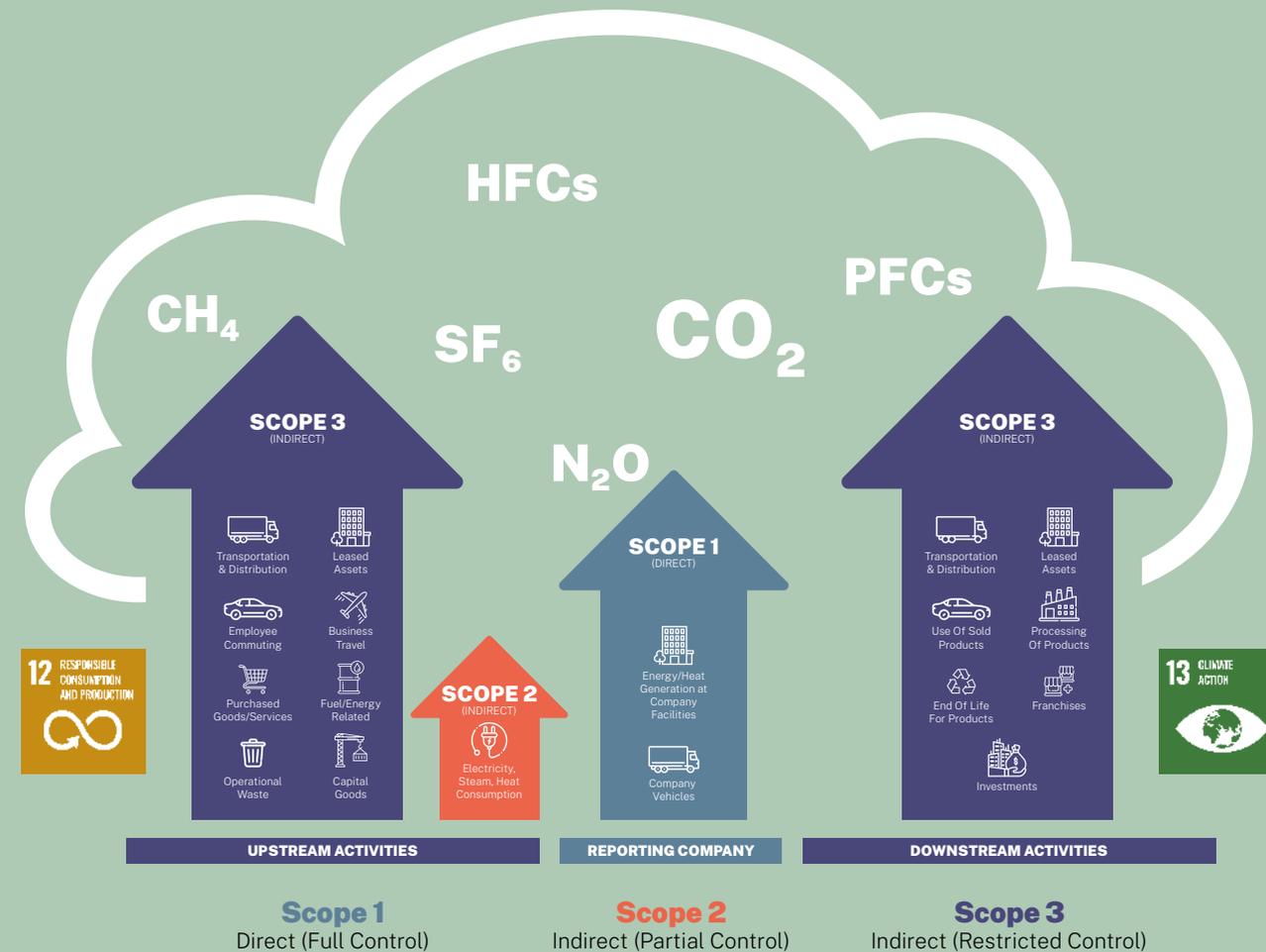
In April 2023, we trialled Aggreko's HVO Hybrid-Battery system for a tower crane at the Sandyford Central Development to help with replacing diesel generators. We also trialled Hydrotreated Vegetable Oil (HVO, biofuel) on several sites, as a substitute for diesel on our sites. In November 2023, we installed a Punch Flybrid system

on the generator for one of our Liebherr tower cranes on the Castleforbes Residential Development. Punch Flybrid units help to reduce energy on sites by using industrial flywheel technology to reduce peak power surges from motors on tower cranes, lift hoists and other plant.

During 2023, we launched the SustainIQ platform to help streamline our carbon footprint calculations. We migrated our historical energy and carbon data into SustainIQ and configured the system to capture data from all our live projects



Greenhouse Gas Emissions



Energy & Carbon Management

We have committed to setting a near and long-term Science Based Target (SBT) and we will be working to submit our targets for external validation in 2025. Our intention is to develop a transition plan and strategy to achieve Net Zero by 2040. The SBT validation process will independently confirm that our emissions reduction targets are in line with the Paris Agreement goals.

As members of Business in the Community Ireland (BITCI), we aim to join the 'Low Carbon Pledge' in early 2025. Over 60 leading Irish companies are already signed up to this pledge, which shows they are committed to reducing their Carbon emissions in line with the Paris Agreement goals (1.5°C).

We will launch our Green Office and Green Site programmes, which will promote awareness around energy and carbon at our offices/depots and sites. These programmes will also see major investment in phasing in

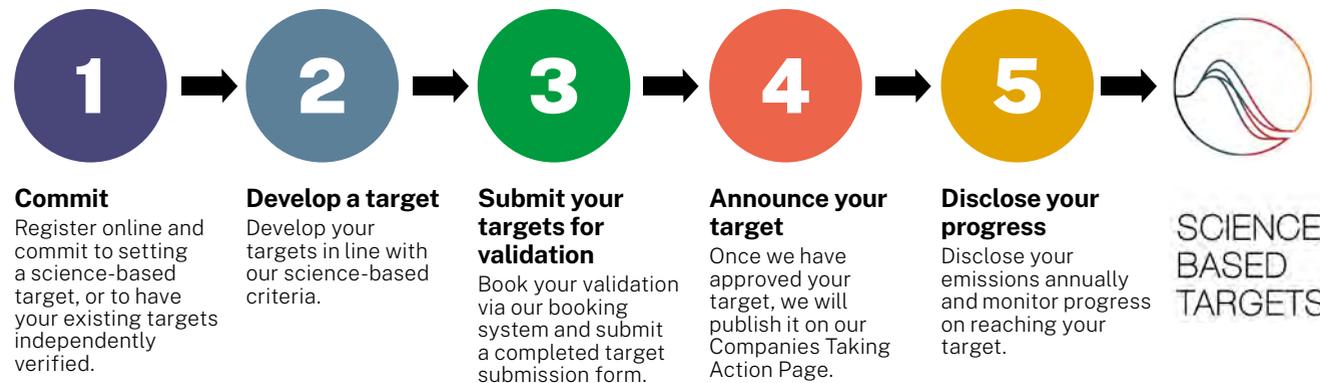
solar and battery energy systems at our offices/depots and sites. The Green Sites programme will also see us transition from diesel to HVO biofuel and phase in smarter platforms for temporary electrics and EV charging infrastructure. We also aim to trial the use of electric plant and purchase our first battery systems for site energy.

2024 will also see us implement SustainIQ across all our buildings and sites, for tracking and reporting on our buildings' carbon footprint.

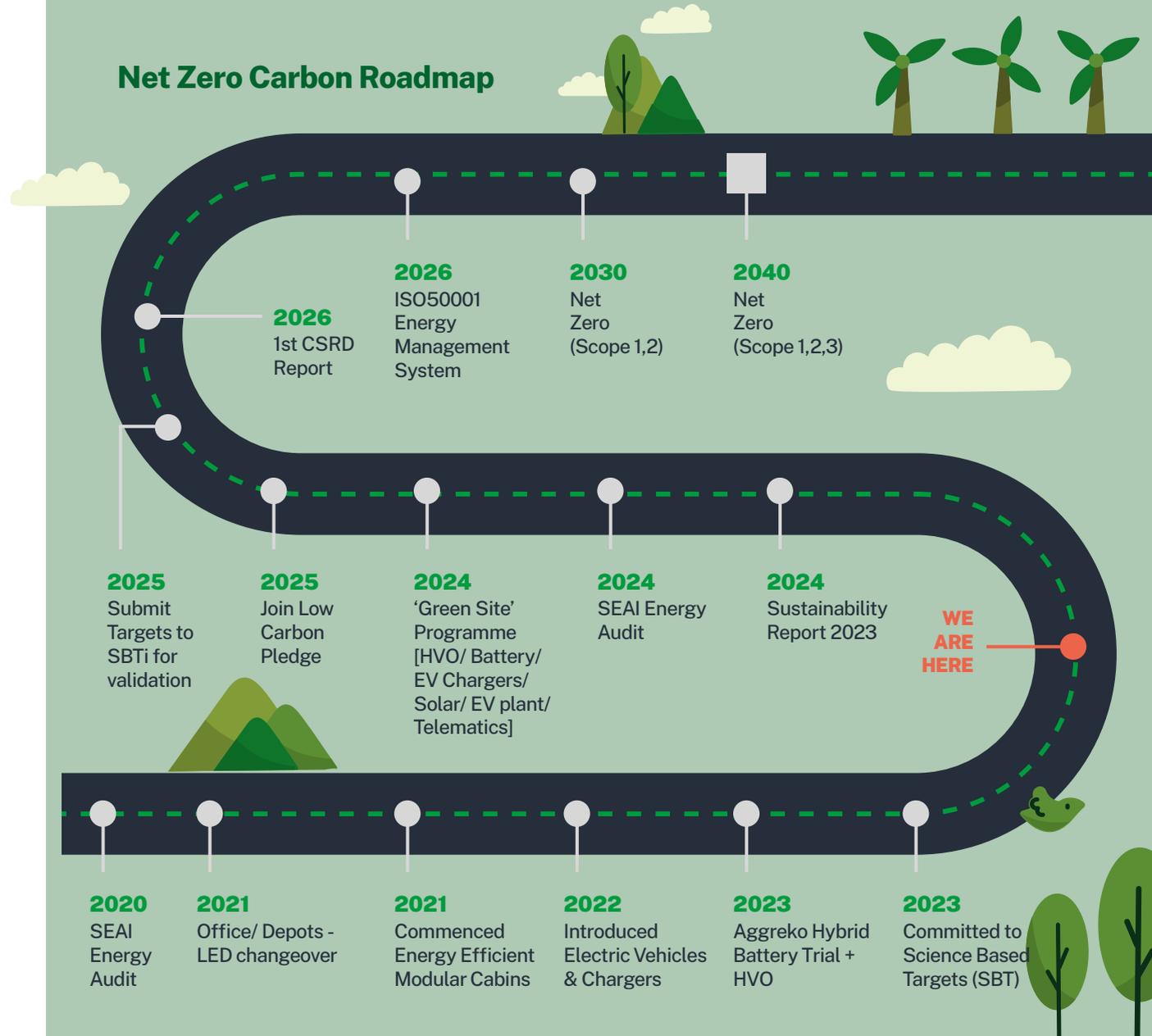
Headline Targets & Commitments

- Commit to and develop Science Based Targets, for validation in 2025
- Join BITCI's Low Carbon Pledge in early 2025
- Introduce solar power generation on all new projects
- 25% fleet to be electric vehicles by 2025
- HVO Biofuel transition plan in 2024
- SustainIQ full roll-out to all sites in 2024

Science Based Targets Initiative (SBTi)



Net Zero Carbon Roadmap



Water Conservation

As a key resource, we recognise that water must be managed responsibly. Our strategy for water management focuses on the integration of smart metering, leak detection, rainwater harvesting and other water reduction measures.

We focus on promoting water conservation on all projects in our welfare facilities and on site, such as push-taps and automatic flushing of urinals. Many of our sites are using recirculating water systems for road-sweeping, wheel-washes and concrete wash-out. Where washing by hand is still needed, we opt for high-pressure/low-volume spray-wash systems.

Rainwater harvesting is also promoted by incorporating rainwater harvesting infrastructure into construction projects, we can harness precipitation for various non-potable uses, such as site irrigation, thus reducing reliance on municipal water supplies.

Getting accurate and reliable data on our water consumption has been a challenge. One of our key actions going forward will be to address this problem by installing smart water meters on all new projects. This will allow us to tackle leakage and excessive use, by enabling us analyse our 'out of hours' consumption, and automate data collection for reporting purposes.

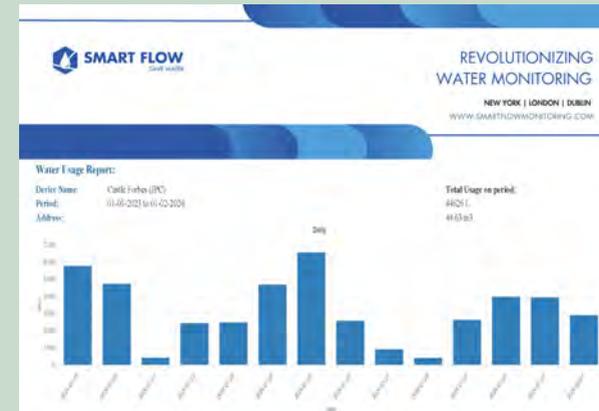
In 2024, as part of our Green Office and Green Site programmes, we will carry out water conservation initiatives to either avoid or minimise water use. We aim to install rainwater-capture systems and recirculation systems on all projects. We will train many of our site personnel, using resources from the Supply Chain Sustainability School and the Uisce Eireann Water Stewardship Programme.

Using SustainIQ data from all our sites, we will benchmark our water consumption (m³/€100k) compared to our peers in the industry and seek to continually improve over time.

Spotlight: Smart Flow: Our use of Smart-Metering Systems



We installed a smart water-metering system in our Castleforbes project, a major residential development comprising 702 apartments in Dublin's north docklands. The system uses smart metering to monitor real-time water consumption, detect leaks and capture accurate data on usage patterns so we can make informed decisions to reduce water consumption. Going forward smart meters will replace traditional water meters.



Water Management And Reduction Opportunities During Construction



Why should I improve water management on site?

The volume of water per m² on three Irish case studies ranged from **0.12 to 0.26m³/m²**

while the costs equal up to **€0.28/m²** of the project's floor area

Water Efficiency audits on three UK construction sites identified savings of between **15-50%** (WRAP/Mabbett and Associates, 2012)



01 Install a water meter to monitor usage on site



02 Ensure leaks are fixed promptly



03 Use a road sweeper with a recirculating water system



04 Install a tap system and tool washing facility



05 Use of mortar silos to reduce water usage



06 Use waterless or recirculating wheel wash systems



07 In the site accommodation, install low-volume toilet cisterns or cistern water-saving devices



08 Install push taps on all hand basins



09 Install an automatic urinal flushing device or use waterless urinals



The Results

Potential saving of up to **2.5% on water costs**

(based on 3 case studies and an assumed profit margin of 1.5%)

Biodiversity Management

We are committed to building in ways that enhance nature, foster resilient ecosystems and minimise disruptions to biodiversity. All our development activities are carried out in strict compliance with environmental regulations, including those related to biodiversity management. We ensure that hedgerows are retained where possible and seasonal hedge-cutting bans are enforced.

Project risks relating to biodiversity damage are managed carefully from pre-construction to handover stages. We carry out regular environmental inspections and audits to ensure there are no discharges to land/air/water that could pollute habitats or damage biodiversity. Our environmental plans assess proposed site activities and identify ways to avoid or mitigate any potential negative impacts. We regularly engage ecologists and other environmental specialists to assess our sites, develop appropriate strategies, and carry out monitoring.

In October 2023, we signed up as a business supporter of the All-Ireland Pollinator Plan (AIPP), which aims to arrest the decline of bees and other pollinating insects.



To mark our support, we held an internal biodiversity awareness session for all our people. During the event Sarah Kelly from the AIPP gave us a presentation on the importance of pollinators and setting out strategies to prevent their decline.

In 2024, we will further develop our Biodiversity Programme and ensure all our sites and buildings support local biodiversity efforts and carry out pollinator-friendly activities.

In 2024, we also aim to further develop our overall Biodiversity Programme to ensure biodiversity is a key consideration during the pre-construction phase. We will use SustainIQ to collect data on our biodiversity efforts and establish processes to calculate Biodiversity Net Gain.

Headline Targets & Commitments

- Achieve Biodiversity Net Gain of 10% or higher
- Sponsor planting of 5,000 trees per annum
- Pollinator-friendly actions on every site



Spotlight:



Native Tree Initiative: Trees that Count

In October 2023, we launched a tree-planting initiative to help raise biodiversity awareness across the company. Each of our 500+ employees was gifted a native tree. Over 220 trees were gifted directly to staff for them to plant, while the remainder (280) were donated to the DSPCA charity in Dublin as part of our partnership with Stepping Stone Forests. In January 2024, volunteers from John Paul Construction planted a 'mini-forest' at the DSPCA's site in South Dublin, using our donated trees plus a further donation of 440 trees of various species to increase biodiversity at the site. The DSPCA are delighted with their mini-forest of 700+ trees and we are planning to follow this up with many more tree-planting and biodiversity initiatives over the coming years.



Social

Social includes People, Health & Diversity as well as Community, Engagement & Partnering

People, Health & Diversity

We strive to be a great place to work by fostering a supportive, healthy and inclusive culture where people feel psychologically as well as physically safe wherever they work – on site, in our offices or at home.

Our People, Health & Diversity pillar focuses on four main themes:

- Health, Safety & Wellbeing
- Employee Engagement
- Training, CPD & Upskilling
- Diversity, Equity & Inclusion

Community, Engagement & Partnering

For us, success is measured not just by financial results or the number of quality projects we deliver, but by the manner in which we conduct our business. Our company is built upon strong values and ethical practices, and led by a management team that is fully committed to maintaining the highest standards of responsible corporate behaviour. This includes minimising the impact of our construction projects and creating social value through addressing the needs of local communities, representative bodies and wider society.

Our Community, Engagement & Partnering pillar focuses on five main themes:

- Charitable Work & Partnering
- Community Engagement
- Considerate Constructors Scheme
- Promoting STEM & Careers
- Supporting Local Employment



Health, Safety & Wellbeing

Health, safety and wellbeing are deeply embedded in the company’s culture and in our flagship Work Safe, Home Safe programme. This programme reflects our commitment to ensuring everyone returns safely home at the end of each day. Our commitment extends to everyone affected by our operations, either directly or indirectly, and encompasses overall wellbeing and mental health as well as physical safety and health.

Developed over many years, our systems, policies and procedures are industry leading (certified to ISO 45001:2015 level by the NSAI) and multi award winning, with accolades including the RoSPA Gold Medal 2023, recognising over 10 years at Gold Standard level; NISO Exceptional High Achiever Award, recognising over 10 years at high level; NISO Regional Award East, recognising us as overall winner in the Eastern region; and Intel Global Supplier Safety Leadership and Excellence Award 2022. We are also the only main contractor in Ireland to have won the NISO All-Ireland Supreme Safety Award (2016). When it comes to health, safety and wellbeing, however, there is always more work to be done, so we continue to develop our approach and policies so that we can continually improve.

"Our approach to safety defines how we run our business. This is an approach where we strive for excellence through continual improvement. This is part and parcel of a just culture that promotes honesty and openness leading to positive outcomes for everyone involved in our projects"



Liam Kenny
Managing Director

WORK SAFE HOME SAFE

- 
2023 NISO Exceptional High Achiever
- 
2023 NISO Regional Award East
- 
2023 ROSPA Presidents Award
- 
2023 AIBF - Health & Safety Construction Project of the Year
- 
2022 Intel Global Supplier Safety Leadership & Excellence Award

“If we are not improving, we are disimproving”

Our health, safety and wellbeing programme is extremely wide ranging, but some of the key highlights from 2023 include:

Supply Chain Safety Seminar with the theme of “Journey to Safety Excellence”, which brought together over 120 members of our supply chain for a discussion which covered leadership, behaviour, communication and teamwork as well as areas such as wellbeing and mental health.

Safety Leadership – we commenced our Safety Leadership programme with Mark Prendergast of Prendergast Leadership. In 2022 Mark delivered a four-part course on this topic with our Directors and Senior Management, and in 2023 this was extended to Project Managers, Site Managers, and Engineering and Safety Teams. These sessions have brought much greater consistency to our leadership, communication and planning across our projects.



Safety Campaigns – over the course of 2023 we ran a number of themed safety campaigns, including Work at Height, Tool-tethering, Hand Safety, Men’s Health, Respect, Mental Health & Wellbeing, Winter Ready, Safety Month, Summer Ready, Home Safe for Christmas, Work Safe, Home Safe and many more. The support and buy-in from our teams, clients and supply chain continue to be fantastic.



Theatre at work – Theatre at work is a B2B service that delivers behavioural safety programmes to businesses via experiential, theatre-based learning. In 2023 they delivered a number of programmes for us and we were also involved in developing their most recent construction programme – “The Final Push”.



Health, Safety & Wellbeing

Good Catch Awards – These awards are just one of the ways we promote the reporting of safety issues. Actively championed by our management teams, the awards help to create an open, positive safety culture which encourages involvement and engagement and frames all safety observations as positive.



Spotlight: **New Range of Male & Female PPE (Personal Protective Equipment)**

During 2023, we introduced a new range of male and female PPE. This PPE provides the highest levels of protection and additional comfort. All the jackets and vests came in both male and female fits.



Health, safety and wellbeing will continue to remain a top priority for us into the future. Each year we seek to improve on what has gone before and to engage with our clients and supply chain to ensure we never become complacent with regards to health and safety. We work in a high-risk industry where every injury is avoidable, and it is our responsibility to minimise this risk.



Employee Engagement

To have engaged personnel, wellbeing must be at the heart of our operations and culture. To ensure we remain an 'employer of choice' and that we continue to attract and retain quality staff, we run a diverse range of employee engagement and wellbeing initiatives.

We offer a comprehensive Employee Assistance Programme (EAP) in conjunction with LAYA Healthcare, which provides staff, their partners and any immediate family with access to professional advice on health, mental health and financial management. The programme's remit includes the provision of a confidential counselling service 24/7, 365 days a year. Users, who remain anonymous, are connected directly with a qualified and experienced clinical counsellor for immediate advice and support. If referred by the counsellor, users can avail of a number of free counselling sessions in person or virtually.

Each year, we sign up to various challenges. One of the highlights has been the annual PWC Staff Relay Series, which brings together various companies to complete a 5k route in the Phoenix Park, with a chance of winning the prestigious gold medal. 2023 saw our largest turnout ever, with over 100 of our people participating.

We also host family events each year way to foster community and engage employees and their families. In 2023 our Family Fun Day was held at the Pembroke Cricket Club. There was something for all ages, with inflatables, GAA skills, a barbeque and live music. Events like these contribute to a positive company culture and strengthen bonds among employees and their families.



Spotlight:



Sports & Social Club

Our Sports & Social Club provides great opportunities for colleagues to get to know each other in relaxed social settings. Overseeing it is the Sports and Social Committee, which comprises six employees who organise monthly activities and events. These include hiking, nights out, theatre shows and various sporting events.



In 2023, we introduced quarterly 'Company Update' Town Hall meetings led by our Managing Director, Liam Kenny which feature presentations from key departments. The entire staff is invited to these meetings, which look at both our achievements for the past quarter and what lies ahead in the next. To date, the Town Halls have proven to be a useful forum for HR and other departments to engage with staff on developments and changes at the company.



Employee Engagement

We run regular campaigns and training sessions to promote health and wellbeing initiatives. For example, we actively encourage people to eat healthy and stay active by providing signage around our offices and sites promoting healthy lifestyle choices and facilities for people to prepare their own lunch. Another key initiative is the appointment of Mental Health First Aiders (MHFA) on every project and in every office, which involves each MHFA receiving specialised training.



Another tool available to our employees is the Peptalk Team Experience platform. Underpinned by behavioural psychology, this award-winning, purpose-built Team Experience (TX) Platform is designed to enable teams to engage and perform at their best.

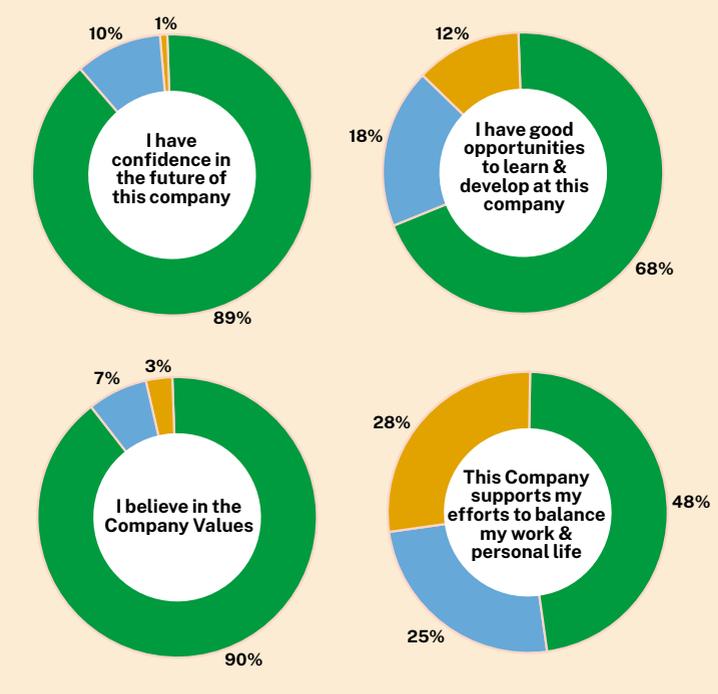
We find it helps get our people more engaged in wellness activities to boost morale within teams. Another very useful feature is the monthly Team Check-in, which enables employees to give direct, anonymised feedback on morale and psychological hazards from the site / workplace. This helps managers to stay on track and spot challenges before they escalate.

Spotlight:

Our Employee Engagement Survey

In September 2023, we launched an employee opinion survey to gain insights into how our people feel about the company. Overall engagement in the survey was high at 80% and the survey yielded some very useful insights.

■ Agree ■ Neither agree nor disagree ■ Disagree



Our key actions going forward include devising action plans for all departments to boost productivity and engagement by improving the areas identified in the survey as requiring attention. We will promote our wellbeing and mental health supports and validate our overall strategies for workplace wellbeing by working towards achieving the 'KeepWell Mark' from IBEC.

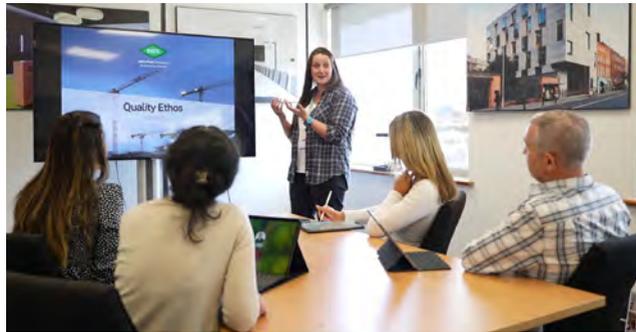
Headline Targets and Commitments

- Targeting 80% satisfaction or higher on all questions in our next employee engagement survey
- Sign up to IBEC KeepWell Mark in 2025



Training

Over our 75 years in business, we have seen that professional development not only enhances individual capabilities but contributes significantly to the overall success of our projects and of the company itself. We have a longstanding commitment to ongoing learning opportunities by providing a wide range of supports for our people, including payment of professional fees and support for further education. During 2023 we delivered a Management Development programme for our Senior Management Team.



Training

Regular training sessions on a wide range of topics ensure our people continue to learn and stay abreast of industry advancements as well as the latest company systems. To support and amplify our efforts, we make extensive use of SharePoint, with a training hub containing structured courses and webinar recordings of past training sessions.

During 2023, we logged a total of over 4,800 training hours, which was approximately a 5% increase over 2022.

Continuous Professional Development (CPD)

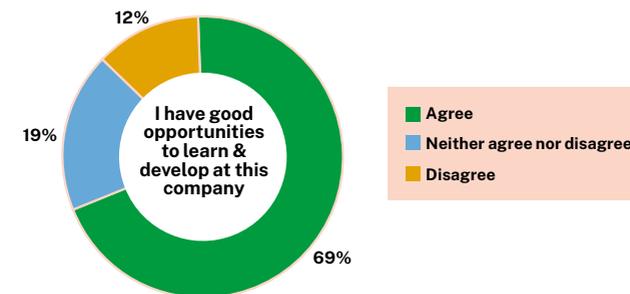
We develop annual CPD objectives for our teams which are supported by our CPD Committee and a dedicated engineering support group. We also offer several tailored programmes including a Performance Development Programme, Graduate Development Programme and Leadership Development Programme.

We are an Engineers Ireland “CPD Accredited Employer” which is valuable recognition of excellence in organisational practice with regard to professional development for engineers and technical staff.



RISE Badge

We were the first main contractor in the Irish construction industry to be awarded the RISE badge by the Royal Institution of Chartered Surveyors (RICS). The RISE (Retain, Invest, Sustain, Engage) badge is reserved for companies that support their employees on their journey to RICS Qualification.



Our key actions going forward will be to further improve our Learning & Development programmes and do more to promote and raise awareness about the learning opportunities available. We will seek to increase the percentage of our people who feel they have good opportunities to learn and develop within the company from the 69% reported in our September 2023 Employee Engagement survey to 80% or higher in the next two years.

To achieve this, we will continue to develop training hubs on SharePoint, for each department to support the development of our people and improve access to knowledge. We will also develop procedures to better track our performance in relation to sustainability training, CPD and upskilling.

Headline Targets & Commitments

- Trained LEED Accredited Professionals on all projects by 2025
- 10% year-on-year growth in employees supported in professional training, CPD and upskilling courses
- All operational staff to complete Sustainability CPD Training

Graduate Development Programme

To do our best work, we need the best people, which is why since 2020 we have been operating a comprehensive 30-month Graduate Development Programme. For our graduates, joining our company marks the start of their careers and their introduction to the construction sector, so we aim to make it a welcoming and immersive experience where they gain exposure to all areas of the business, from procurement to project completion.

Our Graduate Development Programme is comprised of two separate pathways which aim to support graduates to excel in the industry:

- Quantity Surveying (QS pathway)
- Engineering/Construction Management/Building Services (Engineering pathway)

Both pathways are designed to give graduates a rich and comprehensive on-the-job learning experience. This is augmented by tailored training, with specific tasks designed to help graduates acquire key skills and valuable experience.

Graduates also benefit from CPD programmes that are recognised by both Engineers Ireland and the Royal Institute of Chartered Surveyors. Every year, we issue an award for the best performing graduate on both pathways.

Our first cohort of graduates completed the programme in September 2023, and are all currently working in their respective fields with us, offering advice and guidance to the next tranche of graduates.

Our key actions going forward will involve continual improvement of the programme to ensure it provides graduates with an engaging, challenging and rewarding experience. We also recognise the need to address the ongoing issue of gender imbalance in the construction sector, where the pipeline of graduates remains significantly male from Engineering, Quantity Surveying and Construction third-level courses. To this end, we will continue to promote careers in construction for women in schools and universities via various initiatives, including career fairs and outreach programmes.

Headline Targets & Commitments

- Continue with both engineering and quantity surveying Engineers Ireland / Royal Institution of Chartered Surveyors accredited graduate development programmes
- 25% increase in female graduate intake over the next five years



Diversity, Equity & Inclusion (DE&I)

DE&I is a high priority in order to provide an inclusive and welcoming workplace where everyone is accepted and empowered to reach their full potential and to be themselves. In line with our values and ways, we endeavour to build and sustain exactly this kind of culture, in our people, our relationships with clients and supply chain partners, and our dealings with the communities we work in.

Ireland today is a far more diverse place than it was even ten years ago, and this is reflected in John Paul Construction. In addition to local recruitment, our recruitment from abroad continues to increase every year, as we try to fill positions amid a skills shortage. This has led to a positive change in the diversity of our people, where today we have people from approximately 28 different countries.

In 2023, in recognition of our DE&I efforts, we achieved 'Silver' level under the Investors in Diversity scheme run by the Irish Centre for Diversity and supported by the Construction Industry Federation. The award recognises our continued efforts in embedding DE&I into our culture by taking on-board feedback received from our people.



Addressing the gender pay gap is a major priority for our DE&I strategy. Our latest Gender Pay Gap Report (2023, [available here](#)) shows that significant gaps in gender pay still exist. These gaps reflect the fact that the construction sector has long been a male-dominated industry and that roles in the sector are perceived to be less attractive for females. As a result, we have fewer

females working in senior roles and more females working in the lower salary quartiles, which negatively affects our gender pay gap.

To ensure a holistic approach, our DE&I Strategy will ensure DE&I principles are integrated into all our resourcing and succession planning efforts from 2024 onwards. The DE&I lens will be applied across all our business processes and operational methodologies.

Spotlight:
Elevate - The Inclusive Workplace Pledge
 Since joining 'Business in the Community - Ireland' (BITCI) in September 2023, we have been working with them on a range of DE&I-related issues.

We have benefited from participating in forums where member companies discuss the challenges and opportunities faced on DE&I and sustainability issues.

As a member we have committed to their Elevate programme.

By signing up to this Pledge, we demonstrate our commitment to building a truly inclusive workplace, and supporting the broader values of inclusion, equality and opportunity in Irish society.



To track our progress, we will employ clear metrics, with senior leaders taking ownership and being held accountable for our journey towards a more diverse, equitable and inclusive workplace.

Our key actions going forward will be to finalise our draft DE&I Strategy and implement it throughout 2024, including further training sessions on DE&I issues, such as 'bias' training for management. We will continue to advance our efforts to improve diversity. Our HR Department and DE&I Committee will hold events to promote and foster a culture of diversity and inclusivity within the company. We will also validate our overall DE&I strategies by working towards achieving the Inclusive Workplace Pledge (ELEVATE) from BITCI.

Headline Targets & Commitments

- Achieve the Inclusive Workplace Pledge (ELEVATE) by 2025
- 10% increase year-on-year in the number of professional females in Engineering, Quantity Surveying, Health & Safety and other professional roles

Spotlight: Our Support for Women in Construction



We actively support and promote women in construction in order to increase their representation in operational and senior management roles.

Each year on International Women's Day (IWD) we partake in the annual CIF event. We also arrange our own events, in 2023, we held a companywide webinar with Helen Forbes, HR Director, and Emily Conroy HR Manager discussing the importance of the visibility of women in construction and the company's vision for increasing representation with Liam Kenny, Managing Director and John Keaveney, Operations Director

In June 2023, our Claire Cox, Quality Manager participated in a 'International Women in Engineering Day' and put together a video to promote roles in stem. A link to the video below, where Claire said:



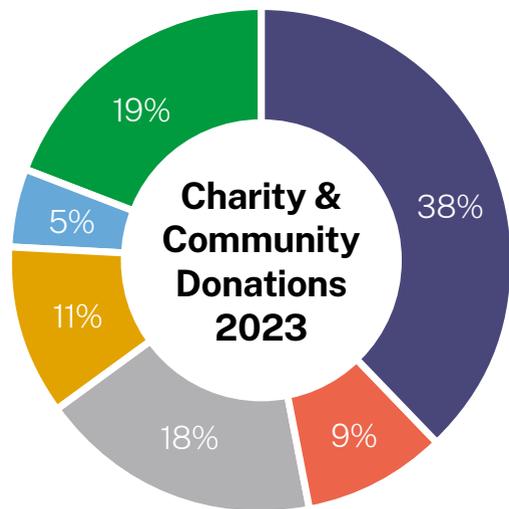
"My advice for women pursuing a career in engineering and construction is to go for it, stick at it. If it's your passion and it's what you want to do, it's worth it."



Charitable Work & Partnering

We are fortunate to be in a position where we can support a wide variety of charitable and local initiatives, both large and small. In our charitable endeavours we support mainly at local level, with a focus on causes that are relevant to our industry and which, insofar as possible, align with the causes our people support. Our approach is not just to donate funds, but to offer very real, practical support that leverages expertise from across our business and wider network.

Overseeing all our charitable activities is our Charity Committee, which meets regularly and maintains a structured plan for our work in this area. In 2023, we contributed over €150,000 to charitable and community projects.



● Specific Capital Project
 ● Christmas Donations
 ● Charity Events / Sponsorship
 ● Adhoc Donations
 ● Benevolent Fund
 ● Site Donations

The Lighthouse Construction Industry Charity

Having been a company partner of the Lighthouse Club since January 2021, in 2023 their Irish Ambassador, Natalie Ryan, spoke at our Supply Chain event, where she got to talk about the charity’s great work to over 120 members of our supply chain. In addition to being a company partner, we support the Club by attending events such as charity auction lunches and golf days, and by promoting their #MakeltVisible campaign. With work still to be done to break down the barriers and stigma associated with mental health, it remains a significant concern in both our industry and society in general.

This makes our support for the annual Darkness into Light event run by another important charity, Pieta House, even more important because, like the work of the Lighthouse Club, their work is such a powerful message of support to anyone suffering from mental health issues. Every year, we always see a great turnout of our staff at this event.



Over the course of 2023 we ran a number of initiatives that support local enterprises and schools.

During 2023 we also supported a number of charities working in homelessness, with donations to Focus Ireland, the Simon Community and Novas. Staff took part in Novas’s annual sleepout event in Limerick on the 8th of December and also ran a Christmas toy appeal for them.



Every year, we make an extra effort to donate to charities at Christmas, and this year our chosen Christmas charities were Little Seeds (autism charity) and Focus Ireland.

Spotlight:

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Saint Augustine’s School

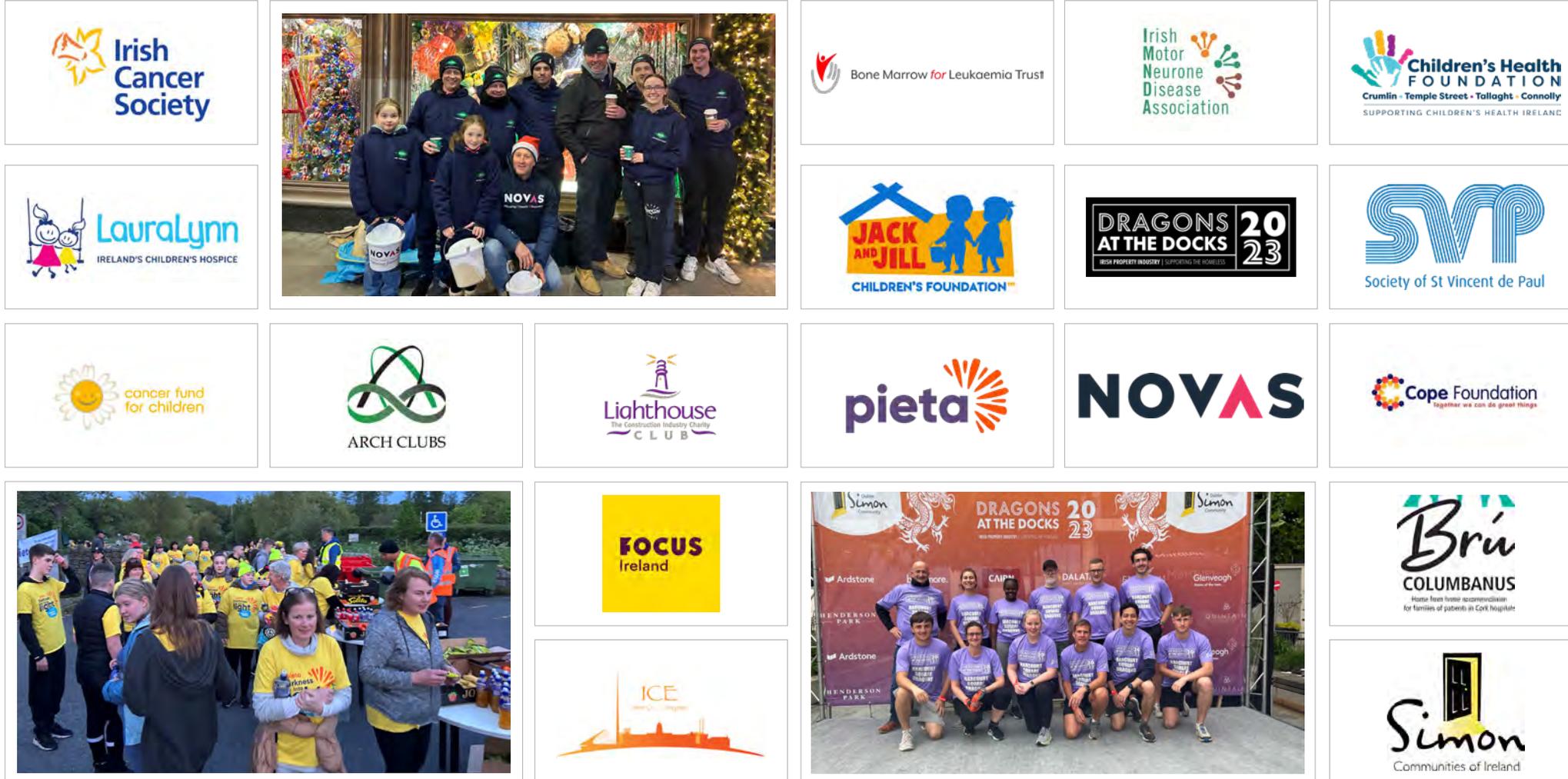
December 2023 marked the official opening of an Independent Living Space & Sensory Garden that John Paul Construction completed pro bono for Saint Augustine’s school in Stillorgan, Dublin, which is home to 160 students with additional needs.

Located near three large projects we were working on in the local area, Saint Augustine’s was chosen for the vital service it provides to families in both the local and wider Dublin area. Designed by our team with input from teachers, the new independent living space provides a bright, ergonomic and fully accessible space where students of all ages can develop independent living skills like cooking. Extensive glazing on one side offers views of the adjacent sensory garden, where students can safely enjoy time in nature.

The whole school community was delighted with the project, which embodies our dedication to sustainable development and meaningful community involvement.



Here are some of the charity groups we supported in 2023:



Going forward we plan to build further on our approach where we will have greater focus in the localities where we work; more support, empowerment and encouragement of our people; and greater leveraging of our expertise to create even bigger impacts.

Community Engagement

By their nature, our activities bring us into close contact with communities and business groups. Given the at-times disruptive nature of construction, it is important to minimise any potentially negative impacts through good communication, forward planning and innovative construction solutions. On every project, we strive to become a welcome part of the local community through professional engagement and support for local sports, schools and community groups.



Our engagement with local communities typically involves:

- Appointment of a community liaison officer
- Regular meetings (weekly) with resident and business associations
- Project/community newsletters and social media.
- Site signage – providing details on the project and contact details

We identify opportunities to engage with the local community through:

- Educational engagements with local community groups and schools
- Community initiatives with local community groups
- Supporting local charities or sports clubs, through events, donations, and volunteering

We are committed to registering all our sites with the Considerate Constructors Scheme. This scheme has allowed us to adopt a structured approach to interacting with local communities.

Our key actions going forward will be to establish a Community Engagement & Partnering (CEP) Workgroup (including charity and volunteering) and establish a strategic CEP Plan. This will develop processes for calculating our social value impact using SustainIQ. We will engage with Business in the Community Ireland to develop and implement this plan. With our Digital Transformation Programme and the roll-out of Procore, we will explore the use of its 'Announcements' feature to establish 'local community' groups which can be notified in advance of any potential disruptions caused by our activities.

SPOTLIGHT:

Our Membership of Business in the Community Ireland (BITCI)

In 2023, we joined Business in the Community Ireland as a Strategist-level member. The BITCI team undertook a detailed members' needs assessment, which involved workshops with members of our ESG Committee and Sustainability Department. The findings from this assessment were extremely beneficial and enhanced our sustainability strategy and targets. We are now working with BITCI and their specialists on a range of sustainability matters, as well as committing to achieve their Elevate and Low Carbon Pledges.

**BUSINESS
IN THE
COMMUNITY
IRELAND**



Headline Targets & Commitments

- 100% complaints followed up and resolved in a timely manner

Spotlight:

Bringing Life and Work to Dublin 7: Our Support for Inner City Enterprise (ICE)

On securing a former Dublin City Council depot to be their new home on Coleraine Street, Inner-City Enterprise (ICE), a non-profit for social and micro entrepreneurs, approached us for help with its renovations. A select team donated their time from April until the initial phases were completed. Having shown that ICE's limited budget was not going to cover the actual cost of all the planned work, our team developed a secondary cost plan that factored in an alternative scope and identified potential pro bono offerings from our extensive supply chain who readily gave their time and expertise to the project. The premises was opened in October 2023 and is now home to several micro businesses, social enterprises and young entrepreneurs. [More details here.](#)



Considerate Constructors Scheme

We have been implementing the Considerate Constructors Scheme (CCS) on our sites in the UK since 2010 and were one of the earliest adopters of the scheme when it launched in Ireland in 2017. The CCS is an independently managed, not-for-profit organisation that works side by side with the construction industry and the public to raise standards and build trust in the industry. To date, we have registered over 25 sites with the scheme, and have an average score of 42/50.

The CCS, which involves an assessment of how well the project is working with its neighbouring community, ensures that there are processes in place to receive and handle any complaints, as well as initiatives to support local communities. The CCS website facilitates the communication process between the public and site management, ensuring complaints are managed effectively.

The scheme ensures contractors manage their impact on neighbours and the public, and ensures they have a positive experience, by:

- Ensuring courteous and respectful language and appropriate behaviour in and around construction activity
- Providing a safer environment, preventing unnecessary disturbance, and reducing nuisance
- Proactively maintaining effective engagement with the community to deliver meaningful positive impacts

Our performance within the scheme is reviewed regularly to ensure that our sites are always compliant and to identify ways to improve further.

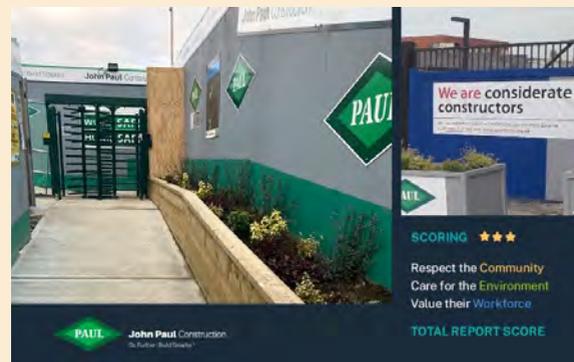
We apply the principles of the CCS on all of our sites, regardless of whether they are registered under the scheme.

Spotlight:

Considerate Constructors Scheme Score of 45/50 for Cornerstone Development in Stillorgan

Recently our Cornerstone Development in Stillorgan was awarded an overall score of 'Excellent' with 45/50 in its final inspection. On the final inspection CCS Inspector Nick Burke, noted

"While maintaining its programme [the site] has also managed to ensure the very high standards it set have not been dropped in any way. The scheme material is very much in evidence throughout site and separate office compound and site appearance and integrity have not been compromised even a little. Site continues to present an excellent appearance, in keeping with the company's high standards. Site compound as usual, was spotless and is first class with excellent, well-maintained facilities."



Our key actions going forward involve continued registration of all our sites with the CCS (subject to client approval); the adoption of all the principles of our Considerate Constructors Policy on all our projects; and using SustainIQ to monitor and track our performance across all sites.

Headline Targets & Commitments

- Considerate Constructors Scheme – maintain average score of 42/50 across our registered sites

Spotlight:

Use of Local Catering Businesses

We always seek to use local companies to provide canteen services on site where possible. On the Rosslare Europort Terminal 7 Upgrade Project we have engaged the Garden Café, a small Rosslare based business, to provide catering services. They are providing a fantastic service on site, with high quality and good value food. In addition, we use the café for breakfast and lunch vouchers as part of our safety reward scheme on site.



Construction Careers

We invest a lot of time in promoting careers in the construction sector in order to nurture a solid pipeline of talent and help build the workforce of the future. To bolster our efforts, we participate in major career fairs held across Ireland. With our partners such as Engineers Ireland, the Irish Green Building Council and BITCI, we also get involved in Engineers Week and other educational programme initiatives.



As part of our efforts to promote the industry generally, our project teams often reach out to local primary and secondary schools to arrange events and site visits. We encourage the students we meet to take STEM subjects at school and to consider careers in Architecture, Construction and Engineering (ACE). We also promote the potential for exciting careers in construction, especially for women. In 2023, for example, as part of Engineers Week and International Women's Day, we hosted transition-year students from Sion Hill College in Dublin at our Sandyford Central Residential Development. As well as a tour of the site, the students were given a presentation on construction career options, modern methods of construction and an overview of the construction process.

During Engineers Week in 2023, we also worked with the students in the 'Stillorgan Educate Together School' on a LEGO challenge

"Before our visit, we provided the children with LEGO and encouraged them to get creative by choosing a famous building as inspiration to build their engineering creations. We then got to see their wonderful creations in person and were delighted to hear that some of the pupils are now keen to pursue a career in engineering."

Roy Wolfe, Associate Director.



Spotlight:

Nurturing the Next Generation: Our support for Technical University Dublin (TUD)



In 2019, we partnered with TUD to help develop Ireland's first Centre of Excellence for Architecture, Engineering & Construction (AEC) education and research. To be called the Design + Construct centre, this state-of-the-art facility aims to drive performance in the AEC sector through talent and technology. Featuring research facilities critical to the next generation of AEC graduates in technologies such as 'off-site' and modular construction, near zero energy building, and robotic construction, it will play a key role in delivering on Project Ireland 2040 and the government's key priority areas of apprenticeship, digitalisation, productivity and innovation, climate, and gender action.

We donated €150,000 to 'Transforming Tomorrow,' TUD's inaugural capital campaign for the scheme. Construction of the centre involves the redevelopment of a 3.25-hectare site at TUD's campus in Broombridge, which will become a satellite campus to TUD's Grangegorman and Bolton Street facilities.



We also sponsor an award at TUD in its School of Construction Management and Quantity Surveying. Each year, the John Paul Construction Award is open to second-year students in Quantity Surveying and Construction Economics.



Our key actions going forward include increasing our attendance and coverage of career fairs at major exhibitions throughout Ireland. We will also develop a structured approach for promoting construction careers within schools and colleges. We will continue our support for TU Dublin and seek opportunities to work with more universities and schools. We will also continue to support apprenticeships and promote careers in construction by arranging site tours and presentations.

Glossary

BITCI: Business in the Community Ireland (www.bitc.ie)

BIM: Building Information Modelling

CIF: Construction Industry Federation

CSRD: Corporate Sustainability Reporting Directive

CPD: Continuous Professional Development

DE&I: Diversity, Equity and Inclusion

EMS: Environmental Management System

EPD: Environmental Product Declaration

ESG: Environment, Social, Governance

ESRS: European Sustainability Reporting Standards

EV: Electric Vehicles

GHG: Greenhouse Gas

GO: Green Office

GRI: Global Reporting Initiative

HVO: Hydrotreated Vegetable Oil

IGBC: Irish Green Building Council (www.igbc.ie)

LCA: Life-cycle Assessment

LED: Light Emitting Diode

LEED: Leadership in Energy & Environmental Design (www.usgbc.org)

PEFC: Programme for the Endorsement of Forestry Certification

PHEV: Plug-in Hybrid Electric Vehicles

SBTi: Science Based Targets Initiative

SDGs: [United Nations] Sustainable Development Goals

SMEs: Small and Medium Enterprises

VOC: Volatile Organic Compound





John Paul Construction