



**John Sisk & Son**

# Sustainability Report 2024



**Building today, Caring for tomorrow**



ABOUT THIS REPORT

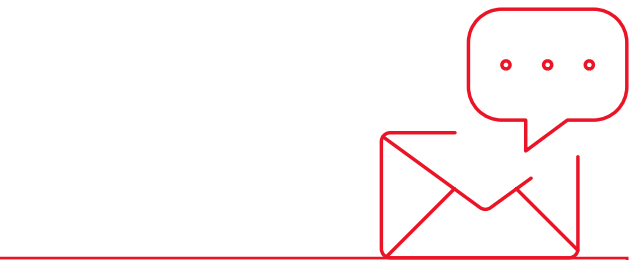
Launched at the end of 2020, **Building today, Caring for tomorrow** sets out Sisk’s sustainability commitments and our ambition to lead in decarbonising the built environment while contributing to a more equitable and sustainable future.

Sisk’s fourth sustainability report outlines our progress against the 21 targets set out in the roadmap. Covering the reporting period from 1 January to 31 December 2024, it reaffirms our commitment to transparency, accountability and continuous improvement.

Our roadmap is structured around five core themes: Tackling Climate Change and Air Pollution; Caring for the Environment; Enhancing Communities; Leading on Responsible Business Practices; and Embracing Innovation and Digital Technology. These themes and targets within align with the United Nations Sustainable Development Goals (UN SDGs), reflecting the priorities of our clients, supply chain partners, and wider stakeholder network. This shared global agenda strengthens collaboration, sharpens our focus, and supports long-term impact through partnership.

This report has been prepared with reference to several internationally recognised sustainability standards and frameworks including GRI ([see pages 48 to 51](#)), UN SDGs and TCFD. We are also continuing to prepare for future reporting under the Corporate Sustainability Reporting Directive (CSRD), ensuring our disclosures continue to meet evolving expectations for transparency, comparability, and verifiability.

Note: the majority of data in this report is based on historical data. Where actual data is not yet available, carefully selected estimates or proxies are used. Methodologies are regularly reviewed and enhanced, supported by improvements in data systems, including analytics and business intelligence tools. Several key metrics, such as greenhouse gas emissions, are externally assured, with plans to expand coverage in the future.



Contact Us

Our stakeholders are invited to contact our sustainability team at **sustainability@sisk.ie** with any comments, questions, or suggestions on our Sustainability Report.

**On the front cover:** The Brian Ború Bridge spanning 210 metres, completed as part of the Killaloe Bypass, is the first new vehicular crossing of the River Shannon in over thirty years. The project enhances regional connectivity while supporting sustainable travel through dedicated pedestrian and cycling facilities. Environmental protection was central to delivery, with rigorous controls in place to prevent concrete and other materials from entering the River Shannon during construction in the Shannon Special Area of Conservation. Biodegradable hydraulic oils were used on piling rigs and the jack up barge to further reduce the risk of pollution. These measures reflect our commitment to responsible infrastructure that respects both people and the environment.

<b>Introduction</b>	
A Message from our CEO	1
Sustainability Highlights 2024	2
<b>About Sisk</b>	
Our Business	3
Our Quality Management Approach	4
Sustainability at Sisk	5
Governance and Risk Management	6
Our Approach to Stakeholder Engagement	7
Advancing Our Double Materiality Assessment	8
<b>Sustainability Roadmap</b>	
Progress against our 2030 Sustainability Roadmap	10
Tackling Climate Change and Air Pollution	12
Caring for the Environment	20
Enhancing Communities	28
Leading on Responsible Business Practices	34
Embracing Innovation and Digital Technology	40
Vision Built	45
Sensori Group	46
<b>Memberships &amp; Awards</b>	
47	
<b>GRI Index</b>	
48	



## A MESSAGE FROM OUR CEO

Sustainability is deeply embedded in our strategy and culture; shaping how we build, innovate, and grow responsibly.



### Dear Stakeholder,

I am delighted to introduce our 2024 Sustainability Report and to thank our people and our external stakeholders for continuing this journey with us. In a world of constant change and disruption, we remain committed to doing what's right, guided by our core values – Care, Integrity, and Excellence.

Five years ago, we launched our 2030 Sustainability Roadmap, **Building today, Caring for tomorrow**, which set out our medium-term sustainability objectives. This year's report marks an important milestone as we are now at the mid-point on our journey to 2030. Globally, we are over halfway through the timeline for the United Nations Sustainable Development Goals, reinforcing the urgency and shared responsibility to accelerate progress. Over the past year, we have built strong momentum, delivering meaningful results, laying the groundwork for continued success.

In 2024, our teams worked on a range of great projects that reflected steady progress towards more sustainable solutions. From the reopening of the Limerick to Foynes Railway line, which is part of a wider strategy to move more freight transport onto rail, to handing over the technically complex Isle of Man Ferry Terminal facility in Liverpool, we delivered vital infrastructure that enhances connectivity. We advanced major projects including the Etihad Stadium expansion in Manchester, high-rise residential development at the Glass Bottle site in Dublin, Community Nursing Units across Ireland, and broke ground on the Astellas Pharmaceutical plant in Kerry. One of the most high-profile sustainability themed projects in 2024 was for our own business, we completed the fitout and moved into our new HQ in Citywest, Dublin. The building was a deep retrofit project which delivered an energy rating of A3, up from D2, reflecting our commitment to leading by example.

We also participated in leading-edge innovative research in 2024 aimed at shaping a lower carbon future for our industry. One of the highlights was the successful testing of a new low-carbon technology to decarbonise concrete, based at our Wembley Park site in London. Initial test results demonstrate over 70 percent of carbon savings compared to standard concrete. Backed by Innovate UK funding as part of its Contracts for Innovation, this was the first time ACT, Ecocem's low-carbon concrete technology was used in a structural application, marking a significant milestone in decarbonising construction materials.

We are extremely proud to be one of just six Irish companies to receive an 'A' score for CDP climate reporting in 2024, an improvement from 2023 when we received an A-, placing us in the top 1% of responding companies globally. This reflects our journey as a business and underscores our commitment to climate action and transparency. It comes at a time when we are navigating the complex challenge of reducing absolute carbon emissions while sustaining substantial business growth. Balancing expansion with environmental responsibility is not easy, especially as we face hurdles such as uneven progress in fleet electrification and a heavy reliance on carbon-intensive materials in our supply chain. Nonetheless, we remain focused on collaborative decarbonisation and long-term solutions that will enable us to grow responsibly and sustainably.

As we continue our journey, we remain focused on accelerating climate solutions and leading the way toward a more sustainable construction industry. Last year saw the formal establishment of the Irish Supply Chain Sustainability School. Sisk is one of the fifteen founding members. The School provides free industry-supported training and knowledge sharing to promote best practices in sustainability across the Irish built environment. It plays a vital role in supporting supply chain engagement, enabling organisations of all sizes to build capability, collaborate more effectively, and drive continuous improvement. By embedding a sense

of shared responsibility, the School is helping to raise the bar for sustainable performance and resilience throughout the Irish construction sector.

Our diversity and inclusion initiatives were recognised through the Investors in Diversity Gold status and Platinum Investors in People (IIP) certification. Through new policies, workshops, and employee resource groups, we are working to foster a more inclusive and diverse workplace. I want Sisk to be a place where everyone feels respected, supported and empowered to bring their true authentic self to work every day. We know that complimentary teams deliver enhanced results, helping us to attract and retain the best possible talent pool. We work hard to deliver on that experience for all our people.

We remain firmly committed to meeting the evolving expectations of the Corporate Sustainability Reporting Directive (CSRD). Our Double Materiality Assessment (DMA) for our parent company, the Sicon Group, is nearing completion and will inform the midpoint review of our 2030 Roadmap. We are also taking stock of our medium-term corporate strategy Breaking New Ground, to ensure continued alignment and integration between our sustainability priorities and business objectives. Climate change, diversity and inclusion, health and safety, the circular economy, biodiversity, mental health are all key priorities for our business.

In 2024, we continued to make positive strides, underscoring our deep commitment to reducing environmental impact and creating lasting social value. Our achievements reflect not only our internal drive but also the strength of the partnerships and support we have received along the way. With your continued support, we are excited to build on this momentum toward a more resilient and inclusive future.




**Paul Brown**  
CEO, John Sisk & Son  
30th June 2025



SUSTAINABILITY HIGHLIGHTS 2024

As we continue our journey towards a more sustainable and socially responsible future, our Sustainability Roadmap remains our guiding star.

We have made positive strides across various initiatives, underscoring our commitment to reducing environmental impact and enhancing social value.

<div>CDP A</div> <div>Leadership Band Achieved</div>		<div>ClimateCDP</div> <div>A List 2024</div>	<div>ISO 50001</div> <div>Recertified</div>	<div>52%</div> <div>Reduction in carbon intensity (mandatory emissions) since 2019</div>	
				<div>98%</div> <div>of construction and demolition waste diverted from landfill</div>	
	<div>+£970k</div> <div>Spent with Social Enterprises in the UK</div>	<div>Mental Health Peer Support</div> <div>bespoke Programme launched</div>		<div>13</div> <div>CCS National Site Awards achieved</div>	<div>CONSIDERATE CONSTRUCTORS SCHEME</div>
<div>Gold</div> <div>Achieved Investors in Diversity Gold from Irish Centre for Diversity</div>			<div>Neurodiversity</div> <div>Beyond the Blueprint ERG set up to support neurodivergent employees and their allies</div>	<div>75%</div> <div>of total workforce has completed <i>It's Only Banter</i> workshops</div>	
<div>25+</div> <div>MMC Design Optimisations completed</div>	<div>35+</div> <div>Material Optimisations Completed</div>	<div>Smart Building Digital Twin</div> <div>deployed at HQ for real-time performance optimisation</div>		<div>Boosting Efficiency</div> <div>Partnered with Dalux for unified information across projects</div>	



OUR BUSINESS

For over 165 years, Sisk has made a lasting contribution to the built environment: shaping communities, supporting economic growth, and delivering projects that stand the test of time.

Founded in Cork in 1859, we remain a family-owned business with a strong sense of purpose and responsibility. Our current team of 2,500 professionals delivers complex projects across a wide range of sectors combining deep expertise with innovative building practices that ensure we continue to deliver to the highest standards.

Our strategy, [Breaking New Ground](#), sets out clear business priorities, **Modern Methods of Construction, Digital Transformation, People & Culture, Quality of Earnings, and achieving Net Zero**, reflecting our commitment to continuous improvement and long-term value creation.

We are driven by a clear purpose: *creating places for future generations*. Guided by our vision to be at the heart of change and our mission to embrace innovation and new ways of working, we focus on delivering sustainable, future-ready solutions. This means creating environments where people can thrive in their careers, driving positive change within our industry, and embracing innovative ways of achieving building excellence that delivers powerful results for all stakeholders.

We provide cutting edge technology solutions across our full range of business services and sectors, including our subsidiaries, Sisk Rail, Sensori Group, Vision Built and Fuse Rail.

[+ READ MORE ABOUT OUR VALUES](#)

[+ READ MORE ABOUT OUR SERVICES AND OUR SECTOR EXPERTISE](#)

Our Values

 Care

 Integrity

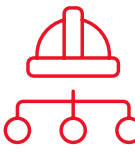
 Excellence

2,500



Employees

80+



Live projects

€2.7bn




Turnover

Our Presence

10 Countries

50 Different nationalities employed



Countries of operation



Our legacy is built on more than 165 years of delivering enduring value. As we continue to grow across sectors and geographies, our focus remains on sustainable performance, innovation, and creating places that serve generations to come.

**Ger Penny**  
Chief Financial Officer



OUR QUALITY  
MANAGEMENT APPROACH

At Sisk, our quality mindset is embedded in every aspect of our work.

We are committed to delivering projects that are right first time. This means achieving zero snags and zero defects, not as an ambition but as a standard.

Recognising that effective engagement is not a singular, standardised process, our approach is tailored to the specific needs and characteristics of each stakeholder group.

Our approach is built around ‘Our Quality DNA’, a structured twelve-stage framework aligned with the **Plan, Do, Check, Act** cycle. This approach, and our ISO 9001:2015 certified quality management system, ensures consistency, collaboration, and continuous improvement across all our projects. From early planning through to final handover, we equip our teams with the tools, training and support they need to deliver excellence.

Our focus on quality directly supports our sustainability goals. By reducing rework and material waste, we improve resource efficiency and promote responsible construction practices. When we get it right first time, we not only meet our clients’ expectations but also create positive impact through smarter, more sustainable project delivery. That is why our quality start-up events are designed to align teams, clarify deliverables and ensure every project is set up for success from the beginning. A key part of this approach is the use of samples, mock-ups and benchmarking.

These tools help us define and agree the quality standards before work begins. They ensure clarity, buildability and alignment with client expectations. By incorporating digital rehearsals, digital twins and collaborative reviews, we reduce uncertainty and enable more efficient delivery.

We utilise a range of learning tools to ensure consistent quality across projects. These include: a structured lessons learned process; a Knowledge Hub; and our Knowledge Sharing Network, each designed to connect teams, minimise repeated errors, and foster continuous improvement through open collaboration.

Our ‘Zero Vision’ of zero snags and zero defects is about more than achieving precision. It is about building a culture where excellence is expected, innovation is encouraged, and sustainability is embedded in everything we do. Through ‘Our Quality DNA’, we are not just delivering projects. We are helping to shape a better, more resilient built environment.



With collaboration driving our efforts, our recent audit results demonstrate that quality, environmental, and health & safety are not isolated goals, but interconnected achievements made possible by working together.

**Brian Dillion**  
Head of Quality





## SUSTAINABILITY AT SISK

Sustainability is a core business priority, integral to how we build, operate, and plan for the future.

Guided by our 2030 Sustainability Roadmap, [Building Today, Caring for Tomorrow](#), we are committed to creating long-term value for people, the planet, and our business. This strategy shapes every aspect of our operations, ensuring we deliver meaningful environmental and social impact while maintaining commercial resilience.

Our strategy is built around five key focus areas that reflect both our operational priorities and stakeholder expectations:

[Tackling Climate Change and Air Pollution](#)

[Caring for the Environment](#)

[Enhancing Communities](#)

[Leading on Responsible Business Practices](#)

[Embracing Innovation and Digital Technology](#)

These themes guide our efforts to reduce carbon emissions, improve resource efficiency, support local communities, and embed ethical governance practices across our operations. Sustainability considerations are embedded across our operations, from early-stage planning right through to project delivery and supply chain collaboration.

Our sustainability objectives are aligned with the UN Sustainable Development Goals (SDGs), ensuring our actions contribute to global progress on climate action, sustainable infrastructure, responsible consumption, and inclusive economic growth. We focus our efforts where we can deliver the greatest impact, supported by robust governance, data-driven performance monitoring, and continuous improvement.

### UN Sustainable Development Goals directly relevant



Our accreditations and sustainability recognitions reflect the high standards we uphold across our projects and operations. These external validations highlight our commitment to environmental responsibility, compliance, and excellence in performance, setting us apart as a trusted and progressive construction partner.

### Certifications and commitments



“



At Sisk, sustainability is about leading with purpose. We are determined to be a force for positive change in our industry, working collaboratively to deliver projects that leave a lasting legacy for generations to come.

**Sinéad Hickey**  
Group Sustainability Director



GOVERNANCE AND RISK MANAGEMENT

At Sisk, strong governance and risk management ensures that sustainability is embedded across the business.

Sustainability is a standing agenda item at monthly Board of Directors’ meetings reviewing progress against our 2030 Sustainability Roadmap targets. Our 'Breaking New Ground' business strategy and 'Building today, Caring for tomorrow' sustainability strategy work in tandem to ensure sustainability is embedded at the core of our operations. This alignment ensures that commercial growth, environmental and social considerations advance together. To support this, each board member sponsors one of the eight working groups of our Roadmap. These groups that comprise of subject matter experts right across our entire business, help drive implementation and maintain accountability across the organisation. Accountability for our targets is reinforced through our performance management systems. Climate-related targets, including reductions in carbon intensity, are directly tied to senior leaders and executive remuneration and supports driving meaningful action across the organisation.

To strengthen governance and oversight, we have had the support of an external Sustainability Advisory Council since 2021 which comprises of leading experts in sustainability and construction. Their insights help challenge our business, identify emerging risks and opportunities, support innovation, and ensure our sustainability ambitions remain forward-thinking and aligned with stakeholder expectations.

**Dr. Tara Shine**  
(Chairperson), CEO, Change by Degrees

**Ingrid De Doncker**  
Co-founder and Head of Research and Innovation, Future Planet

**Juliana Weiss Dalton**  
Head of Investor Relations, Harworth Group

**Marci Bonham**  
President Americas, Kingspan Light and Air

**Martin Baxter**  
Deputy CEO, IEMA

**Matt Voyce**  
Executive Director Construction, Quintain

**Patrick Barry**  
CEO, Irish Green Business Council

**Shaun McCarthy**  
Chair, Supply Chain Sustainability School UK & Director Action Sustainability

In 2025, the sustainability team became a standalone function under the leadership of our Group Sustainability Director, Sinéad Hickey, reporting directly to the CFO. This multidisciplinary team supports the delivery of our strategic goals, advises on best practices, and collaborates across departments to implement our 2030 Sustainability Roadmap. The team also oversees the implementation of our ISO-certified management systems, ISO 14001 (environmental), and ISO 50001 (energy), ensuring consistent, high-quality performance across projects.

Sustainability Governance at Sisk



- GENDER PAY GAP REPORT
- CARBON REDUCTION PLAN
- TCFD REPORT

Risk Management Framework

The Sicon Audit and Risk Committee, chaired by an Independent Non Executive Director with membership including our CFO, Chief Commercial and Legal Officers and others by invitation, oversees our enterprise risk management approach. The committee ensures that robust internal controls are in place throughout the Group and that our businesses are equipped to manage both current and emerging risks.

Risks are assessed based on likelihood and impact, and are categorised into strategic, reputational, financial, investment and acquisition, compliance, fraud, cyber or climate-related. This structured approach enables targeted mitigation strategies and supports the identification of opportunities aligned with our sustainability objectives.

Our sustainability management system integrates risk identification and mitigation into daily operations, ensuring that sustainability is embedded not only at the strategic level but also in day-to-day project delivery and office environments.

Alignment with internationally recognised standards and frameworks

Our reporting approach is guided by internationally recognised standards and frameworks that ensure transparency, accountability, and continuous improvement. We report in alignment with the Global Reporting Initiative (GRI) and published our first Task Force on Climate-related Financial Disclosures (TCFD) report in 2024. We also map our contributions to the United Nations Sustainable Development Goals (UN SDGs) and are actively preparing for compliance with the Corporate Sustainability Reporting Directive (CSRD), ensuring our disclosures remain robust, future-ready, and aligned with evolving regulatory expectations. We also complete several standalone reports in response to current regulatory reporting obligations, including carbon reduction reporting and gender pay gap disclosures. These commitments reflect our broader responsibility to operate ethically, equitably, and in line with evolving stakeholder and legislative expectations.



## OUR APPROACH TO STAKEHOLDER ENGAGEMENT

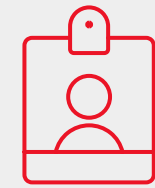
At Sisk, we prioritise the cultivation of our relationships with our stakeholders, built upon the cornerstones of clear two-way communication and genuine engagement.

In today's rapidly evolving world, our commitment to staying connected with all our stakeholder groups is more critical than ever. This ongoing interaction enables us to gather vital, nuanced insights into the key issues and emerging trends shaping the built environment, allowing us to anticipate challenges and collaborate effectively on solutions.

Recognising that effective engagement is not a singular, standardised process, our approach is tailored to the specific needs and characteristics of each stakeholder group.

### Stakeholder Group

### Key methods of engagement



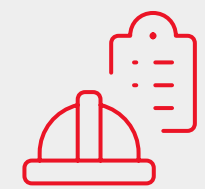
#### Employees

Employee Surveys  
Sisk iSite Intranet  
Meetings, Forums and Focus Groups  
Performance Development Programme  
Viva Engage Groups  
Health and Wellbeing Hub on iSite Intranet  
Employee Resource Groups  
Regular Employee emails



#### Clients / Customers

Client Meetings  
Business Development Managers  
Sisk Website  
Social Media (YouTube® and LinkedIn®)  
Client Surveys  
Construction Industry Federation  
Client Reports



#### Suppliers & Sub-Contractors

Preferred Supplier Agreements  
Strategic Manufacturer Agreements  
Formalised B2B Meetings  
Supplier Engagement Surveys  
Meet the Buyer Events  
Industry Working Groups  
Trade Missions (Foreign Supply Chain Engagements)  
Sisk's Prequalification Process  
Tenders  
Expression of Interest via Sisk Website  
Supply Chain Awards  
Social Media (YouTube® and LinkedIn®)

### Stakeholder Group

### Key methods of engagement



#### Local Communities

Project / Site tours  
Participation in Local Events  
Project Website and Noticeboards  
One-to-One Meetings  
Considerate Constructors Scheme  
Fundraising / Donations  
Sisk Website  
Social Media (YouTube® and LinkedIn®)  
Public Information Events  
Public Meetings  
Traffic Management  
Business / Resident Liaison



#### Government and Industry Bodies

Industry Associations  
Site / Office Visits  
Multistakeholder Forums  
Meetings and Workshops



#### Media

Interviews  
Media Briefings  
Press Releases  
Sisk Website  
Social Media (YouTube® and LinkedIn®)



ADVANCING OUR DOUBLE MATERIALITY ASSESSMENT

As the regulatory landscape around the Corporate Sustainability Reporting Directive (CSRD) continues to evolve, we recognise the current ambiguity surrounding its scope and implementation.

While the recent “stop-the-clock” directive has extended the reporting deadline to FY27, we remain firmly committed to advancing our sustainability agenda. For Sisk, sustainability is not a compliance obligation; it is a strategic priority that underpins long-term value creation, competitiveness, and relevance.

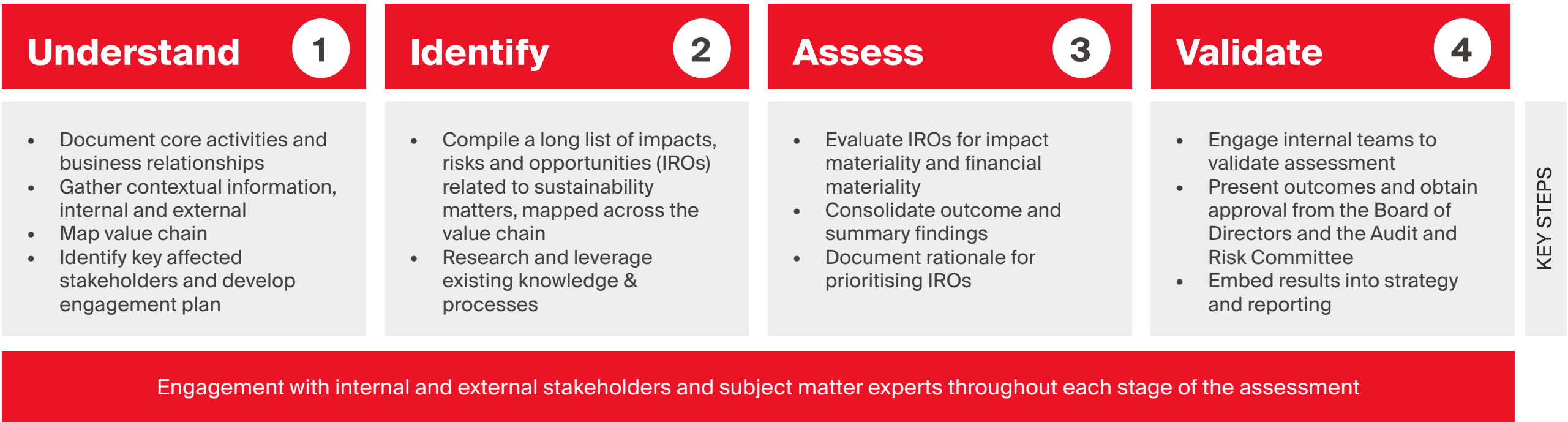
We are currently finalising our latest Double Materiality Assessment (DMA), which was conducted in full alignment with the current set of European Sustainability Reporting Standards (ESRS). This comprehensive process followed recognised best practices, enabling us to evaluate our environmental and social impacts, alongside financial risks and opportunities, across the entire value chain. While the material topics identified remain broadly consistent with our 2023 assessment, this latest exercise refined

our methodology and terminology to reflect ESRS expectations. The depth of stakeholder engagement throughout has further strengthened our confidence in the outcomes.

The insights will inform the next iteration of both our business strategy, 'Breaking New Ground', and our sustainability strategy, 'Building today, Caring for tomorrow', which are currently underway. The results of the DMA will be shared in future sustainability reports.

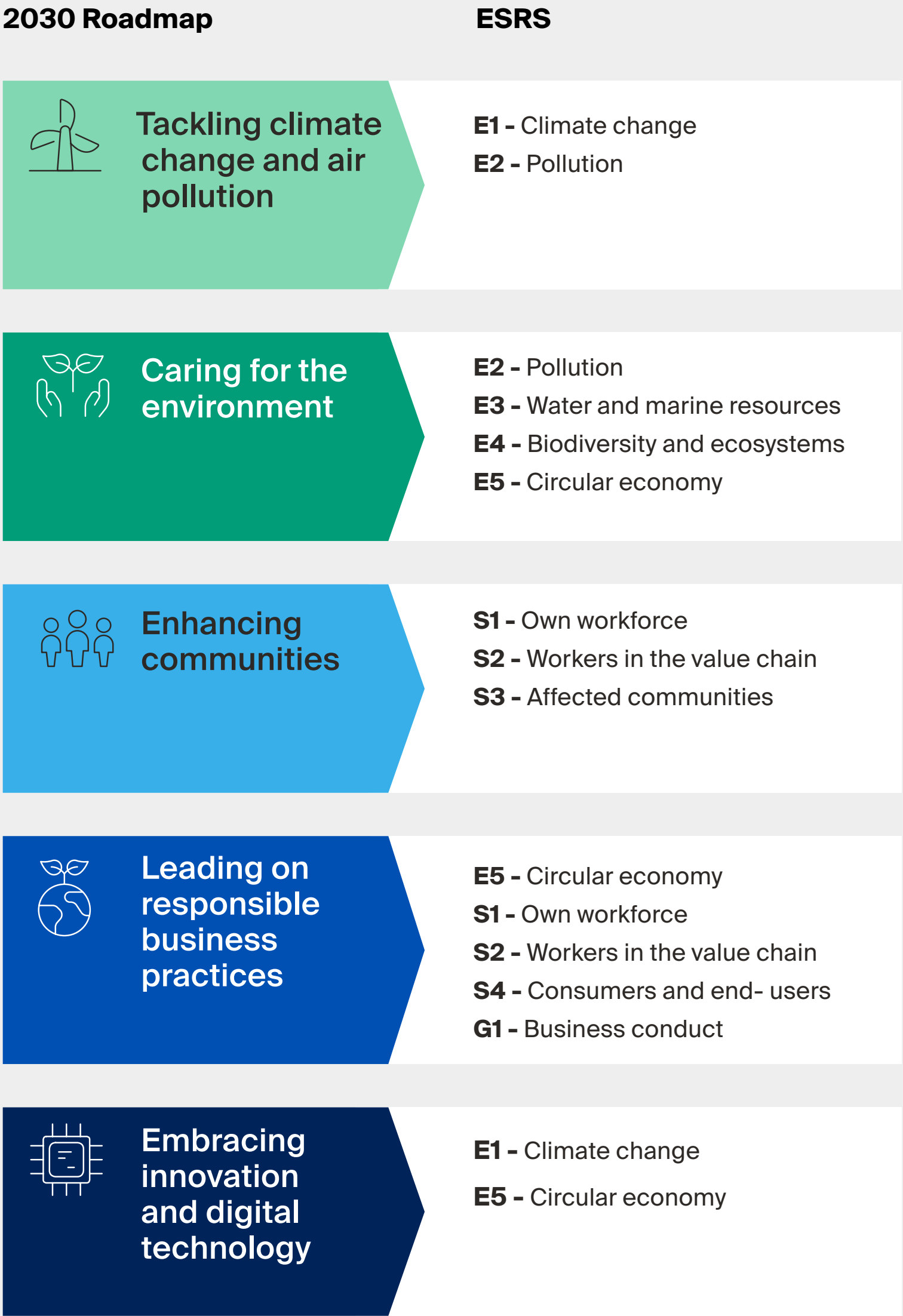
Following this assessment, we will undertake a detailed gap analysis to prepare for future CSRD disclosures. We see significant value in CSRD’s focus on evidence-based and externally assured reporting across the value chain. The directive’s emphasis on transparency, through the provision of complete, relevant, and comparable information, enhances our understanding of the broader stakeholder ecosystem, including employees, supply chain partners, customers and communities. These insights support more informed and robust decision-making as we continue building a sustainable, resilient business.

Double Materiality Assessment Process



The ESRS do not mandate how the DMA process is designed or conducted, but the above process is regarded as best practice, as outlined in EFRAG guidance.

Mapping our 2030 Roadmap to the ESRS





# Sustainability Roadmap


Our Sustainability Roadmap reflects our unwavering commitment to creating a sustainable and socially responsible future. We are proud of our achievements and remain focused on our goals, continuously striving to make a positive impact on the environment and society.



UK | Isle of Man Ferry Terminal, Liverpool







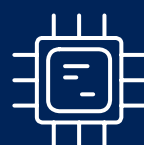



PROGRESS AGAINST OUR 2030 SUSTAINABILITY ROADMAP

Theme	Targets	Key achievements	Sponsor
<div>Climate change</div> <div></div>	<div><div>1</div><div>We will reduce our carbon intensity by 25% from our 2019 baseline by 2023</div><div>✓</div></div> <div><div>2</div><div>We will reduce our carbon intensity by 50% from our 2019 baseline by 2026</div><div>➤</div></div> <div><div>3</div><div>We will achieve a CDP A rating Climate by 2022</div><div>✓</div></div> <div><div>4</div><div>We will achieve carbon neutral status in 2021 by offsetting the emissions from our operations through internationally accredited carbon reduction schemes</div><div>✓</div></div> <div><div>5</div><div>We will achieve carbon neutral status by 2030</div><div>⚠</div></div>	<div>✓ 52% reduction in our mandatory carbon emissions achieved in 2024 against our 2019 baseline year.</div> <div>✓ Joined the Low Carbon Concrete Group in the UK (who produced the Low Carbon Concrete Roadmap for the industry), in addition to continuing our membership of ConcreteZero and SteelZero.</div> <div>✓ Over 75% of fuel used on our projects in Ireland during 2024 was HVO, whilst the UK has fully transitioned.</div> <div>✓ 3.52 million litres of HVO fuel used across Ireland, Europe and the UK reducing emissions by over 9,600 tCO<sub>2</sub>e in 2024.</div> <div>✓ 18 Life Cycle Assessments completed across Ireland and the UK by our Integrated Sustainable Solutions team in 2024.</div> <div>✓ CDP A rating achieved placing us in the leadership category.</div> <div>✓ Seven projects across Ireland and the UK set ambitions under our Exemplar Project Standard in 2024.</div> <div>✓ Uber for Business setup for taxi bookings companywide providing improved detail for carbon reporting with low emission vehicle options for users.</div>	<div></div> <div>Paul Brown</div> <div>Chief Executive Officer</div>
<div>Electric vehicles</div> <div></div>	<div><div>6</div><div>By 2024 50% of the vehicles in our fleet will be electric</div><div>⚠</div></div> <div><div>7</div><div>We will eliminate internal combustion vehicles from our company car fleet by 2030</div><div>⚠</div></div>	<div>✓ 30.4% of total company fleet are now either Electric Vehicles (EV) or Plug-in Hybrid (PHEV).</div> <div>✓ Our UK company car list is now exclusively EV or PHEV options only.</div> <div>✓ Average range across our EV fleet is 450km on a single charge, with longest range now over 600km.</div> <div>✓ 18 vehicle charging points available at our head office in Dublin.</div>	<div></div> <div>Ger Penny</div> <div>Chief Financial Officer</div>
<div>Caring for the environment</div> <div></div>	<div><div>8</div><div>We will plant 1.7 million trees as native woodland in Ireland, the UK and wider Europe by 2029</div><div>➤</div></div> <div><div>9</div><div>We will establish sustainable partnerships supporting the successful restoration of peat bogs</div><div>✓</div></div> <div><div>10</div><div>We will reduce our potable water use intensity by 50% by 2025 against our 2019 baseline</div><div>➤</div></div>	<div>✓ Over 250,000 native trees planted in Ireland and mainland Europe in 2024 – taking the total to over 1 million planted to date.</div> <div>✓ Partnerships continued with Green Restoration Ireland and North Pennines National Landscape team to support peat bog restoration – including through providing both volunteers and financial donation.</div> <div>✓ Potable water use intensity reduced by 47% against baseline down to 2.33 m3/€100k.</div> <div>✓ Continued use of smart water meters and leak detection systems saving over four million litres of water in 2024.</div>	<div></div> <div>Bernie McGarrity</div> <div>Chief People Officer</div>
<div>Supply chain, packaging and waste</div> <div></div>	<div><div>11</div><div>We will reduce our waste intensity by 50%, when measured against our 2019 baseline, by 2025</div><div>⚠</div></div> <div><div>12</div><div>All operations will be undertaken with Zero Avoidable Waste by 2028</div><div>➤</div></div> <div><div>13</div><div>We will eliminate the use of single use plastics in all our operations by 2023</div><div>⊖</div></div> <div><div>14</div><div>We will successfully embed circular economy principles into strategic business planning by 2023</div><div>⊖</div></div> <div><div>15</div><div>We will successfully embed the ISO 20400 Sustainable Procurement principles into our way of working by 2022</div><div>✓</div></div>	<div>✓ 36% reduction in waste intensity against baseline down to 0.87 tonnes/€100k.</div> <div>✓ 98% of construction and demolition waste diverted from landfill.</div> <div>✓ Our Vantage Data Centre project became the first construction site to be awarded 'Zero Plastic to Landfill' certification.</div> <div>✓ Zero Plastic to Landfill case study became the most viewed story on iSite with 3,749 page views. This highlights the massive interest within Sisk for sustainable initiatives.</div>	<div></div> <div>Marcus Carne</div> <div>Chief Commercial Officer</div>



PROGRESS AGAINST OUR 2030 SUSTAINABILITY ROADMAP

Theme	Targets	Key achievements	Sponsor
<div>Occupational Health and Safety</div> <div></div>	<div>15 We will achieve an independently assessed health and safety and maturity of ‘Calculative’ by 2023</div> <div>16 We will achieve an independently assessed health and safety maturity of ‘Proactive’ by 2025</div>	<div>✓ Sixth year of continued improvement in our company All Accident Frequency Rate (AAFR).</div> <div>✓ Pathfinder project to digitise our permit processes initiated and successful field trials completed in anticipation of full adoption in 2025.</div> <div>✓ Third and final module of our Safe Safer Sisk programme launched.</div> <div>✓ Over 400 people attended our Introduction to Occupational Health and Wellbeing sessions.</div>	<div></div> <div>Wayne Metcalfe Group OHSQ Director</div>
<div>Social value</div> <div></div>	<div>17 We will increase our added Social Return on Investment by 5% year on year against out 2019 baseline</div>	<div>✓ €283.6 milllion of social value generated in 2024.</div> <div>✓ £970,582 spent with Social Enterprises in the UK during 2024.</div> <div>✓ 18 Social Enterprises and 27 not for profit organisations in our supply chain. As part of continued engagement we agreed a partnership with Social Enterprise Republic of Ireland (SERI).</div> <div>✓ Hosted Social Value workshops for our supply chain in collaboration with the Supply Chain Sustainability School.</div> <div>✓ Successful uptake of our Volunteering Policy providing all employees the opportunity to avail two days to participate in volunteering activities each year.</div>	<div></div> <div>Steven McGee Chief Operating Officer, Ireland &amp; UK</div>
<div>Equality, diversity, inclusion and belonging</div> <div></div>	<div>19 We will achieve the Irish Centre for Diversity Investors in Diversity Gold standard by 2023</div>	<div>✓ Investors in Diversity Gold status achieved with the Irish Centre for Diversity in 2024.</div> <div>✓ Achieved Platinum Investors in People (IIP) certification.</div> <div>✓ 75% of employees completed our inclusive language and behaviour workshop: ‘It’s only banter’.</div> <div>✓ Our new neurodiversity Employee Resource Group launched: Beyond the Blueprint.</div> <div>✓ Two new EDIB policies were introduced: Domestic Violence Support policy and Fertility Leave policy.</div> <div>✓ Signed up to two external pledges: Business in the Community Elevate Inclusive Employer Pledge and Chartered Institute of Builders Diversity and Inclusion Charter.</div>	<div></div> <div>Maura Toles Group Company Secretary &amp; Chief Legal Officer</div>
<div>Innovation &amp; digital technology</div> <div></div>	<div>20 By 2021 we will have successfully transitioned from our BIM Level 2 certification to be certified as ‘BIM Ready’ against the requirements of ISO 19650</div> <div>21 By 2025 we will have 10 Data Apprentices working in ‘earn and learn’ positions</div>	<div>✓ 7 data apprentices completed ‘earn and learn’ positions.</div> <div>✓ Initiated and commenced a low carbon concrete demonstrator project with our consortium partners at Wembley Park as part of the Innovate UK, Contracts for Innovation: Decarbonising concrete.</div> <div>✓ Enabled a smart building digital twin at our head office in Dublin to optimise building performance with real-time analytics.</div> <div>✓ Established a partnership with Dalux as our new unified information management partner – rolling the system out across our projects to further improve construction efficiency.</div> <div>✓ 25+ MMC Design Optimisations completed.</div> <div>✓ 35+ Material Optimisations completed.</div>	<div></div> <div>Donal McCarthy Chief Operating Officer - Data, Life Sciences and Technology</div>



# Tackling climate change and air pollution



## Driving energy efficiency and reducing our carbon footprint as we work towards carbon neutrality and better air quality.

The built environment plays a pivotal role in addressing global carbon emissions. The World Green Building Council notes that buildings account for 39% of energy-related emissions—28% from operational energy use such as heating, cooling, and power, and 11% from the materials and processes involved in construction. The Intergovernmental Panel on Climate Change also underscores the sector’s potential to drive significant emissions reductions by accelerating the decarbonisation of building practices.

We recognise that leadership brings a responsibility to redefine the industry’s relationship with our planet. We are continuing our drive to challenge convention, drive innovation and use our position to shape a sustainable legacy that will endure. Energy Management plays a critical role on this journey and Sisk’s energy management system has been certified to ISO 50001 since 2015. This approach has been key in enabling us to monitor, analyse, and reduce our consumption and enhance our energy efficiency across our business.

By identifying improvement opportunities, introducing use of hydrotreated vegetable oil (HVO), taking a different approach to temporary electrical setups, and introducing smart and submetering at our sites, we have focused on phasing out wasteful practices. Utilising telematics for our plant vehicles has also enabled us to reduce inefficiencies. This more precise approach to measurement has allowed us to implement impactful energy efficiency and carbon reduction programmes and identify some additional opportunities for reduction.

The business has appointed a Head of Energy Management who, together with the wider team, plays a central role in leading on our energy efficiency and net zero programmes. This role ensures the business has the skills and expertise to implement a coordinated and strategic approach to reducing energy consumption and emissions across the business.

We're reshaping how our industry impacts the planet by pushing boundaries, embracing innovation, and setting new standards for environmental responsibility.





# Sisk achieves CDP A

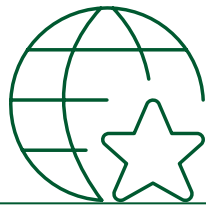
**For over 25 years, CDP has provided a global platform for organisations to measure and manage their environmental impact, promoting transparency and accountability on climate change, deforestation, and water security. In 2024, more than 24,800 companies disclosed environmental performance data through CDP.**

Following our 2024 submission, we received CDP’s highest rating, ‘A’, for climate reporting. Being named on CDP’s A List is a significant achievement and a key milestone for our 2030 Sustainability Roadmap. We are proud to be one of six Irish companies to earn this distinction, placing us among the top 1% of companies globally.

This recognition reflects our commitment to reducing emissions, embracing innovation, and embedding sustainable practices across our operations and supply chain. It also reinforces the value of strong partnerships with our clients and industry peers, whose collaboration and shared commitment are essential to driving meaningful progress.

While this result is a proud moment, it is not the end goal. Achieving an A score affirms that we are on the right path and serves as a powerful motivator to maintain momentum and continue improving. Reaching and sustaining this level of performance is the result

of a company-wide and collaborative effort, from those addressing climate challenges on our projects to the many colleagues who supported the submission process. It is a signal of progress, grounded in collective commitment, and a reminder that the sustainability journey is ongoing.



Top 1%

We are proud to achieve CDP’s A rating for climate reporting, placing us among the top 1% of responding companies globally.



1/6



We are one of only six Irish companies to be named on CDP’s Climate A List



## Exemplar Project Standard

**The Exemplar Project Standard is a key element of our Sustainability Strategy and demonstrates our commitment to identifying and implementing improved practices in energy use, carbon emissions, waste reduction, and health and wellbeing.**

The standard challenges project teams to meet defined performance levels across 30 key processes. Each process is assessed against four tiers: Minimum, Best Practice, Innovative, and Exemplar, and scored using a standardised set of criteria to ensure consistency, rigour, and continuous improvement.

By embedding the Exemplar Project Standard across our operations, we aim to accelerate the transition to more sustainable ways of working and raise performance expectations throughout the organisation.





# Advancing Climate Goals Through Energy Efficiency

## Harnessing the Power of the Sun

In 2024, our Plant Department collectively generated 17,797 kWh of solar energy across Ireland. This achievement marks a small but meaningful step in our broader renewable energy journey. Solar power is one of the most accessible and impactful renewable technologies available today. By capturing energy directly from the sun, we're not only reducing our reliance on fossil fuels but also cutting down on greenhouse gas emissions, helping to create a cleaner, more sustainable future. The energy generated through our solar installations contributes directly to powering our operations, reducing demand on the grid, and lowering our carbon footprint. Further expansion of solar infrastructure is under review, with the aim of increasing on-site generation capacity across operations.



**IRELAND** | Major Pharmaceutical Facility, Co. Kerry

## Battery Integration and Emissions Reduction - 2024 Results

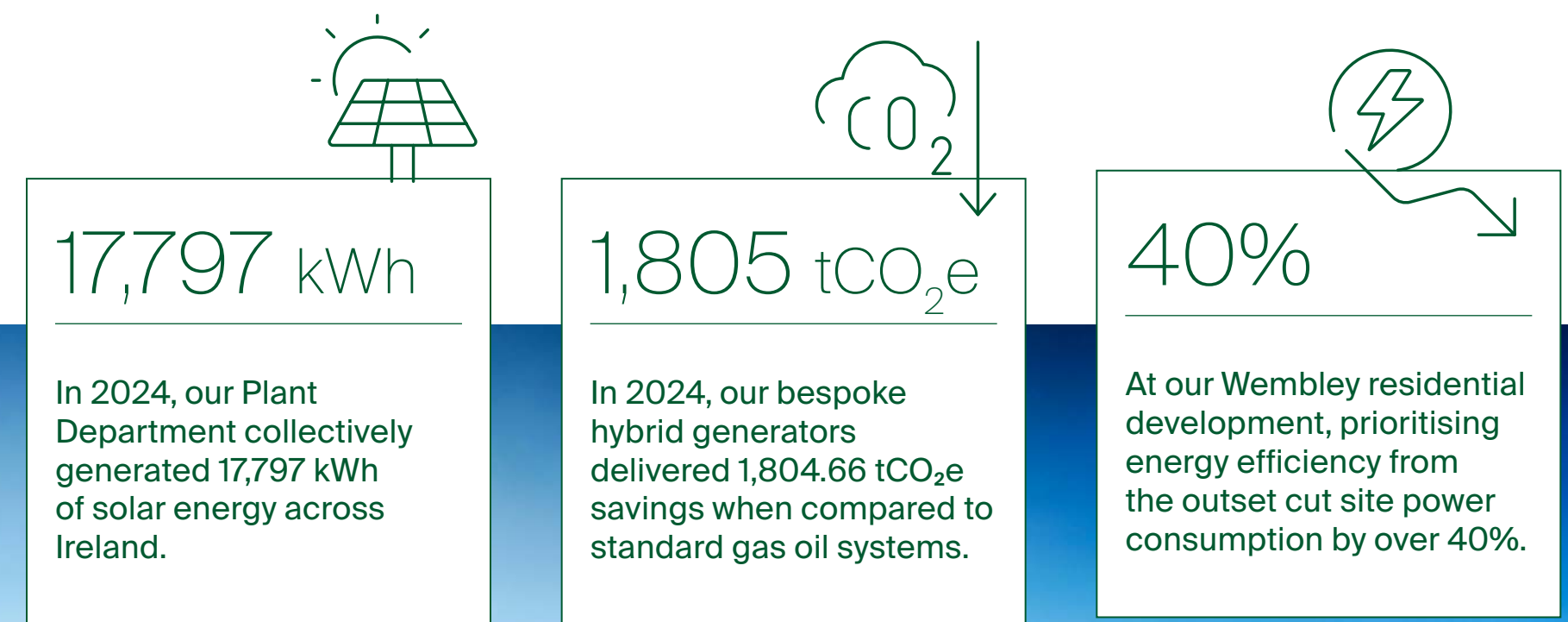
In 2024, we deployed our largest battery to date, a 320 KVA Cube, powering a large site compound in Kerry, Ireland. This forms part of a broader shift toward battery-powered equipment, including a bespoke hybrid generator and battery bank system integrated with a solar inverter. In 2024, these systems delivered 1,804.66 tCO<sub>2</sub>e reduction, equivalent to approximately 26% of our Scope 1 emissions, when compared to standard gas oil systems.

## Site Accommodation

Through our Exemplar Project Standard, several projects have prioritised energy reduction. In Copenhagen, the team deployed durable smart relays tailored for construction use, enabling precise control of site cabin power and ensuring energy was used only when needed, an industry first. The resulting study has identified further notable savings opportunities, which are now being explored.

## Site Power Demand

At our Wembley residential development, the building services team reimagined traditional temporary electrics by prioritising energy efficiency from the outset. They halved the size of energy-intensive transformers, installed smart breakers on distribution boards, and used lighting with integrated presence and daylight sensors. These measures cut site power consumption by over 40%. We are now developing this as a case study to help define best practices and support wider adoption across our sites.



**UK** | Wembley Park, London



By integrating battery energy systems and solar, we are taking steady, practical strides towards more sustainable and resilient project sites.

**Tom Grant**  
Director of Assets and Internal Services



# Building Better: Sisk's Smart HQ

**In June 2024, we relocated over 200 staff to our newly retrofitted headquarters in Citywest, Dublin. This move marks a significant commitment to reducing operational carbon emissions, with the building's energy rating upgraded from D2 to A3.**

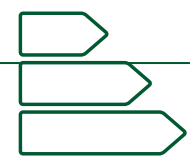
Rather than constructing a new facility, we chose to retrofit an existing building, an approach that significantly reduces embodied carbon. The structure, shell, and core of a typical office building can account for over 70% of its total carbon footprint, so retaining these elements was the single largest contributor to carbon savings. The fit-out also embraced circular economy principles, reusing materials such as carpet tiles, raised access floors, ceiling tiles, and external paving. This strategy delivered a 17% reduction in emissions compared to a full new fit-out.

The building incorporates a range of energy-efficient technologies, including rooftop solar panels, an external air source heat pump, and a Variable Flow Fan (VFF) air conditioning system. Eighteen electric vehicle charging stations support the transition to low-emission transport, while the building's LEED Gold certification reflects its high environmental performance across energy, water, and indoor air quality.

A standout feature of the new HQ is its full 'Digital Twin' building, a virtual model that mirrors the physical building in real time, enabling remote

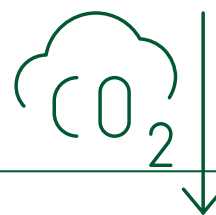
monitoring and optimisation of energy use and occupancy by Sisk facilities management company, Sensori.

Our new HQ is more than just a workplace, it's a living example of how the construction industry can lead by example in the transition to a low-carbon future. By prioritising reuse, digital innovation, and energy efficiency, the project sets a benchmark for sustainable office retrofits in Ireland and beyond.



## A3

The energy rating of our newly retrofitted headquarters in Citywest was upgraded from D2 to A3 as a result of the retrofit.



## 17%

The retrofit strategy focused on reducing embodied carbon and delivered a 17% reduction in emissions compared to a full new fit-out.





# Life Cycle Assessments

## Our Integrated Sustainable Solutions (ISS) team is driving the wider adoption of Life Cycle Assessments (LCAs) across our projects.

In 2024 alone, we completed 18 LCAs, helping to embed carbon-conscious thinking into the design and delivery of our work. By expanding the use of this approach, we aim to build a deeper understanding of embodied carbon impacts and support more sustainable decision-making across the group.

An LCA is a structured study that estimates the greenhouse gas emissions associated with an asset throughout its entire life cycle - from raw material extraction and product manufacturing to transportation, construction, maintenance, and eventual demolition and disposal. During early design stages, LCAs can identify opportunities for carbon emissions reduction. This enables our teams to collaborate with supply chain partners to explore alternative construction methods or materials that can lower carbon impacts during the build phase.



We're turning insight into impact by supporting carbon-conscious action that will reshape the future of the industry.

**Juan A. Morillas**  
Head of Sustainable Design

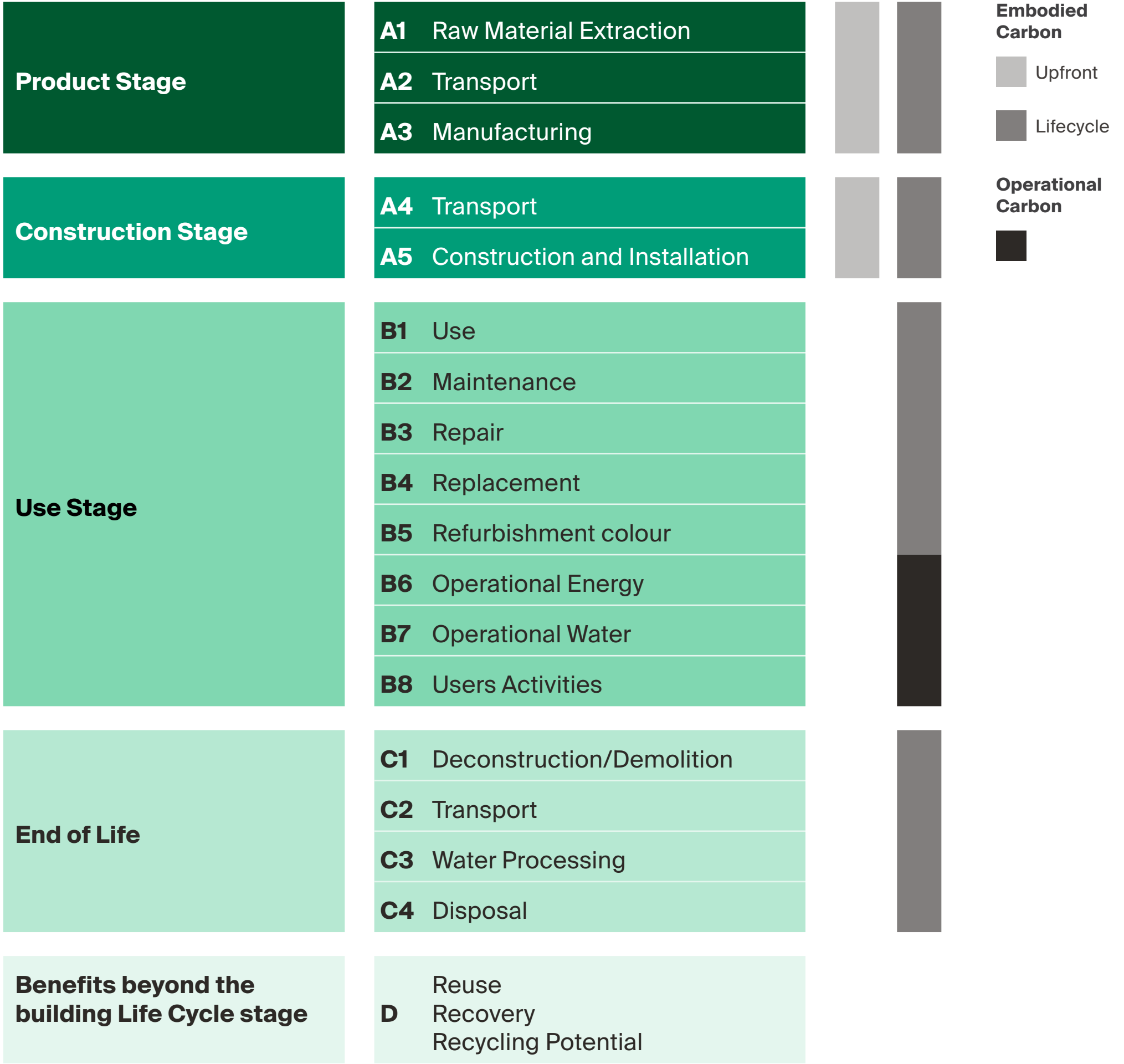


Our LCA methodology aligns with the Royal Institution of Chartered Surveyors (RICS) Professional Standard for Whole Life Carbon Assessment for the Built Environment (2023). This standard is closely harmonised with key national and international frameworks, including:

- EN 15978 for building-level environmental assessments
- EN 17472 for infrastructure project sustainability assessments
- EN 15643 framework for sustainability assessment of buildings and civil engineering works
- EN 15804 for environmental product declarations (EPDs) of construction products and materials.

Through this work, we aim to support informed, low-carbon decision-making and contribute meaningfully to the decarbonisation of the built environment.

### Lifecycle stages of a built asset





# Carbon neutrality

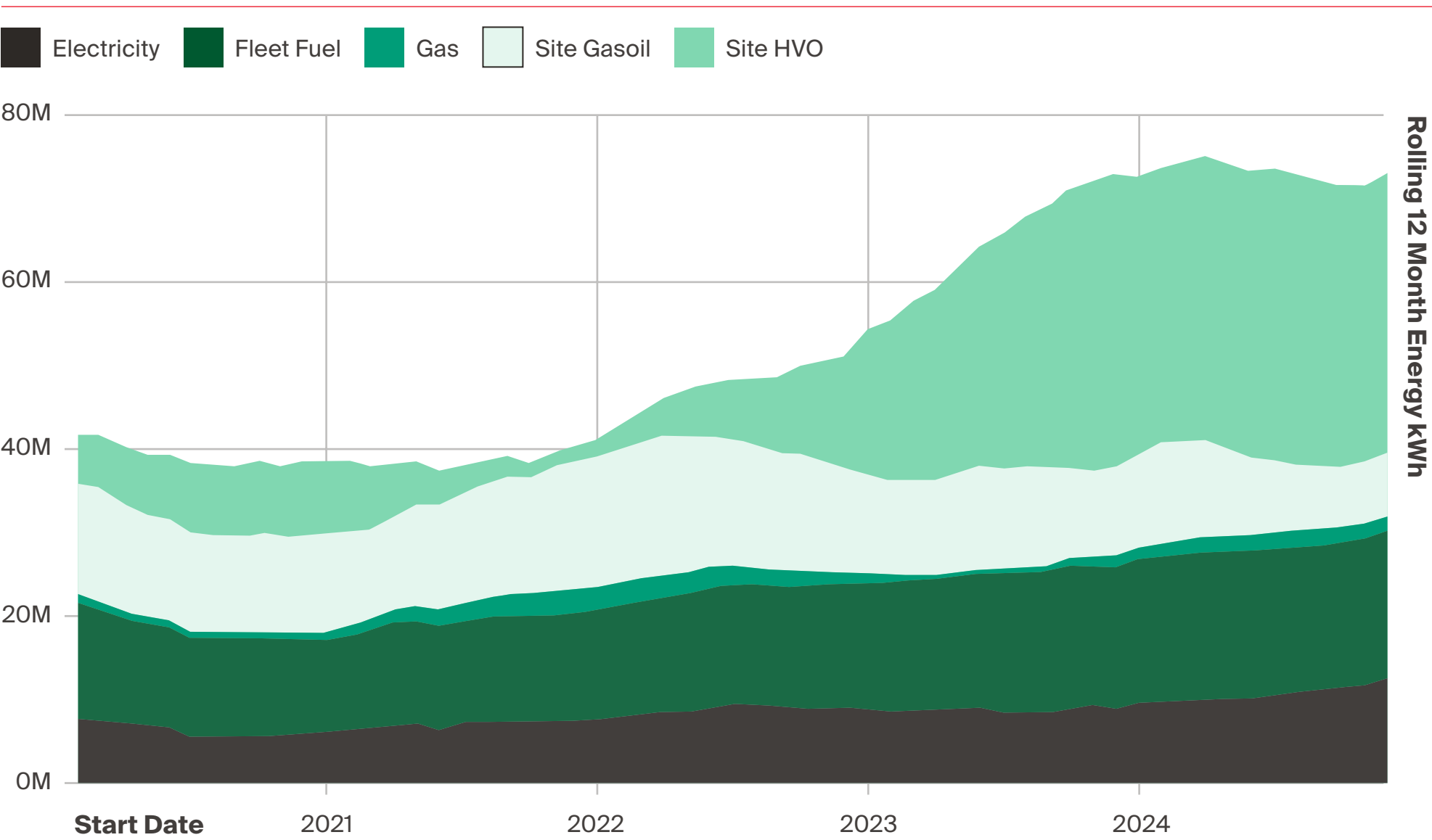
Sisk has significantly advanced its transition to hydrotreated vegetable oil (HVO), overcoming the supply challenges faced in 2023 through stronger supplier engagement. HVO usage rose from 11% of total site fuel in 2021 to 82% in 2024, delivering a carbon saving of over 30,000 tCO<sub>2</sub>e. To ensure the responsible sourcing of HVO, in 2024, we audited all fuel suppliers to ensure certification compliance, even influencing some to obtain full ISCC certification.

We recognise HVO as a transitional fuel and continue to monitor the development and availability of green hydrogen as a long-term alternative. In parallel, we are actively addressing the challenges of securing grid connections to reduce reliance on liquid fuels for power generation. Our energy management procedures, which are certified to ISO 50001, are designed with these goals in mind.

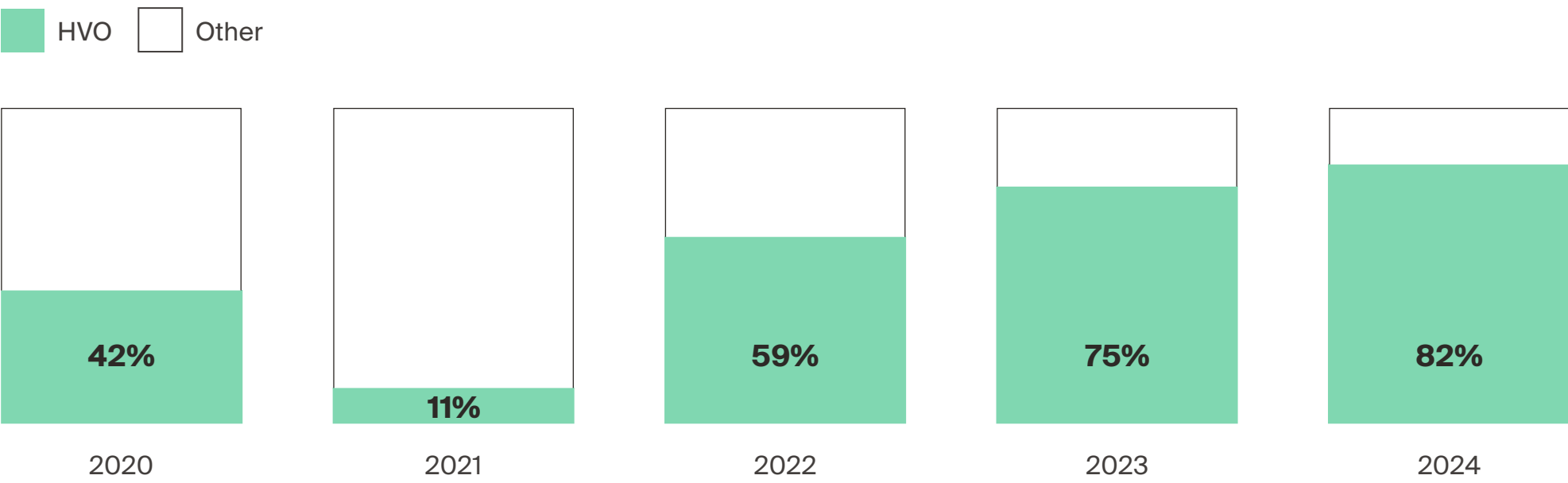
## Energy Efficiency

The reduction in our energy intensity is a strong indicator of progress, and it increases our ambition to enhance energy management, utilise industry best practice, and lead on developing innovative energy efficient practices. In collaboration with Trinity College Dublin, we completed a research study examining electricity use during on-site construction. The study revealed significant out-of-hours energy consumption and identified opportunities to reduce demand and emissions through smart controls and submetering. It also provides benchmark data to guide more energy-efficient construction practices. The findings were published in the Institution of Civil Engineers' journal Engineering Sustainability in June 2025. These insights are now informing the development of procedures to eliminate energy waste and optimise site efficiency.

Rolling 12 Month Energy kWh by Start Date and Report Value



Use of HVO per year (% of total energy)



The collaboration between Sisk and Trinity College Dublin enabled a groundbreaking study on the energy performance of on-site construction practices, expanding the focus beyond embodied carbon.

**Ian O'Connor**  
Head of Energy Management



This research, shaped by student projects and expert input, highlights the significant energy waste during construction and marks a vital step toward more sustainable site operations.

**Dr. John Gallagher**  
Associate Professor in Environmental Systems  
Modelling, Department of Civil, Structural &  
Environmental Engineering, Trinity College Dublin

[+ READ THE FULL RESEARCH PAPER HERE](#)



# Tracking our emissions

**Our greenhouse gas (GHG) emissions have been independently verified through the Achilles Carbon Reduce Programme in accordance with ISO 14064-1. The data presented details our Scope 1, Scope 2, and Scope 3 GHG emissions inventory since 2019, our baseline year.**

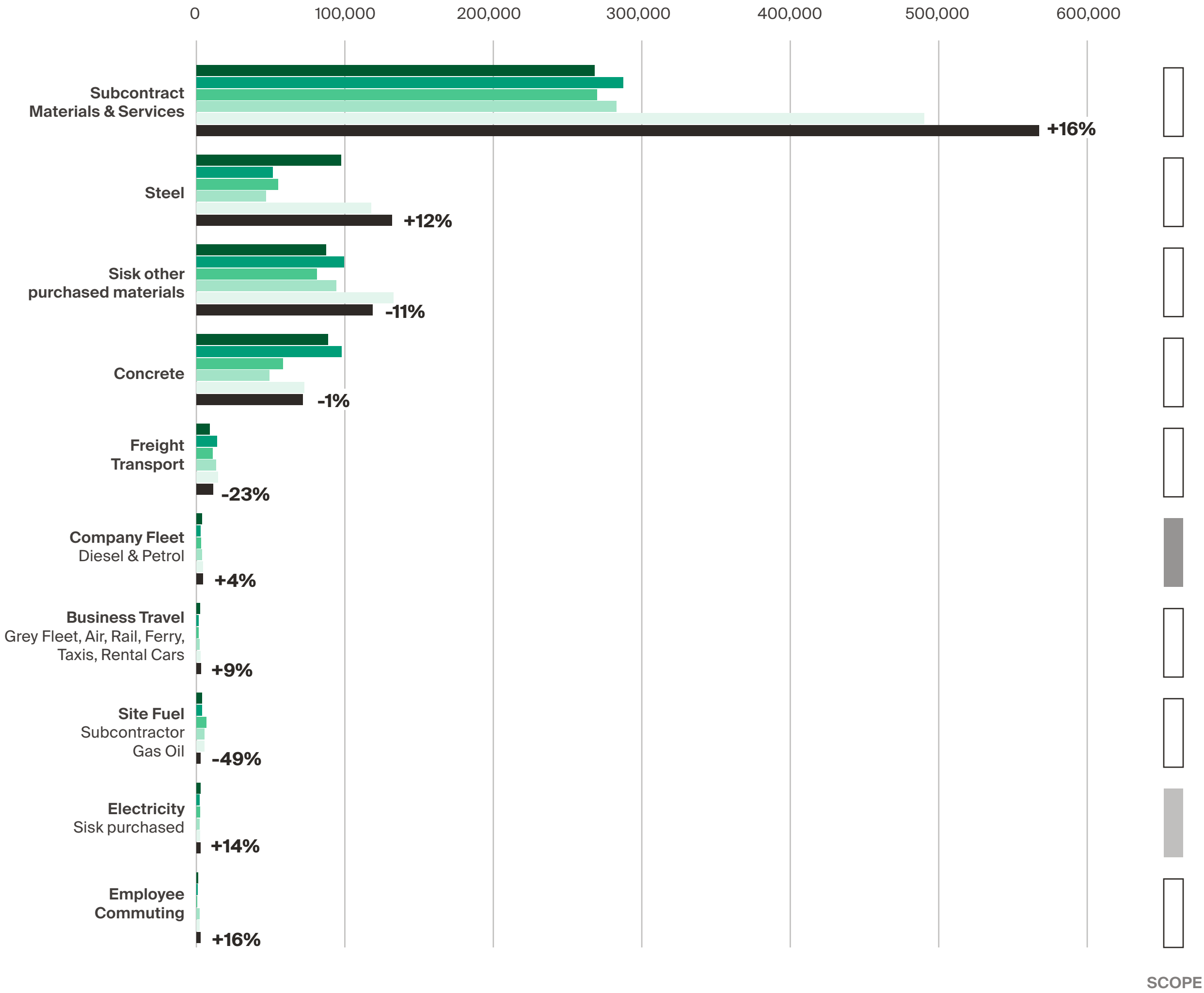
The Achilles Carbon Reduce Programme uses an operational control approach to define the mandatory reporting requirements for achieving certification. These include Scope 1, Scope 2 and various Scope 3 categories over which the organisation exercises operational control.

Mandatory Scope 3 emissions are based on actual data where available and include: fuel and energy-related activities; waste generated in operations; business travel. Our externally verified inventory also covers additional Scope 3 categories such as: purchased goods and services [material purchases, subcontract services and water supply], fuel and energy related activities not included in Scope 1 and Scope 2 [client supplied electricity including T&D losses, and subcontract fuel], upstream transportation and distribution [road freight], waste generated in operations and water treatment, business travel [hotel accommodation] and employee commuting. Where actual data is unavailable, estimates are used. Category 9 ‘downstream transportation and distribution’ has not been included in our inventory as this category is not applicable to our operations due to Sisk providing project management and construction services, and do not own or sell the end products.

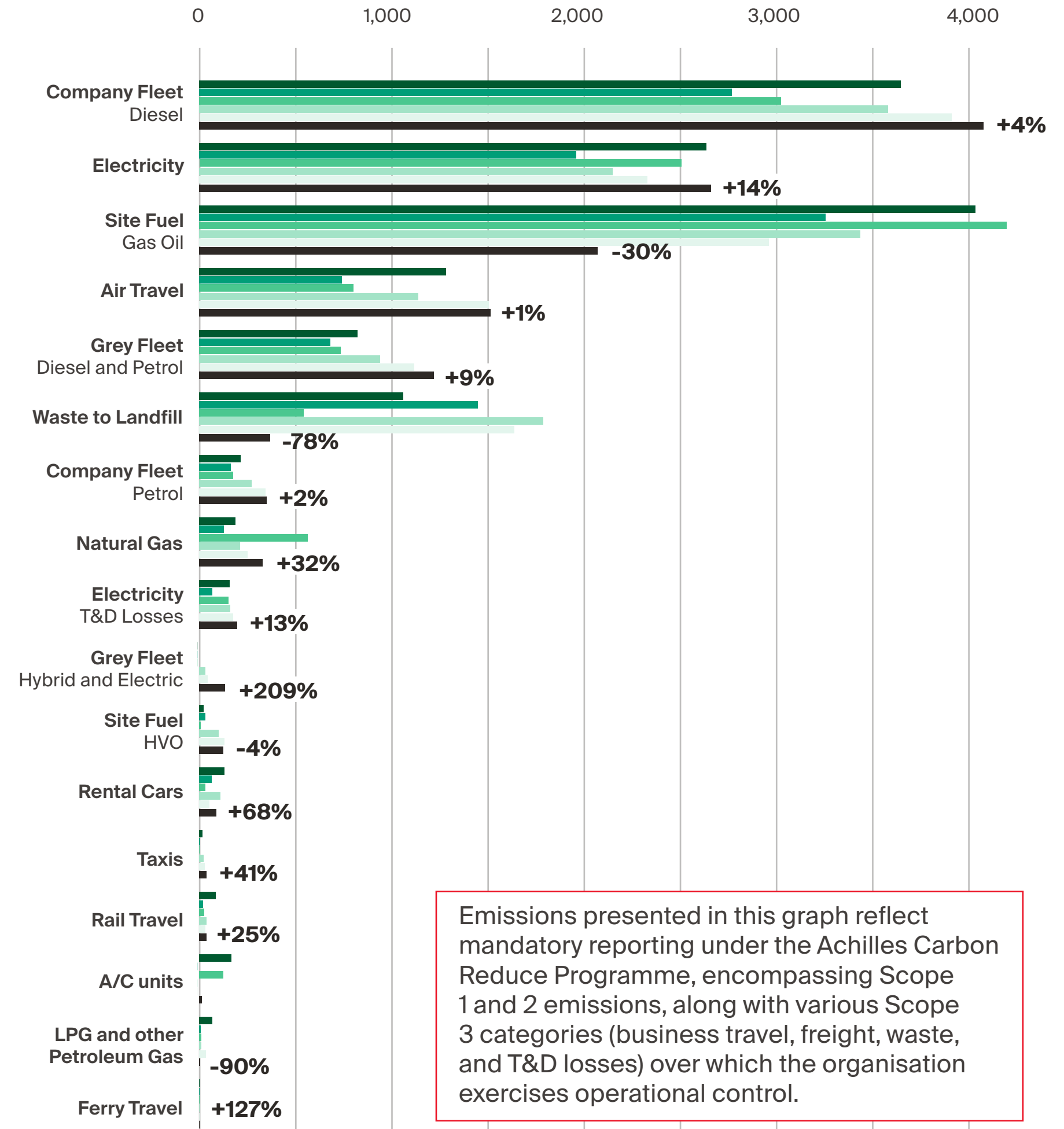
Emission source and scope	2019	2020	2021	2022	2023	2024
Direct emissions (Scope 1)	8,347 (Mandatory 8,347)	6,361 (Mandatory 6,361)	8,110 (Mandatory 8,110)	7,617 (Mandatory 7,617)	7,639 (Mandatory 7,639)	6,973 (Mandatory 6,973)
Indirect emissions from imported energy (Scope 2)	2,637 (Mandatory 2,637)	1,961 (Mandatory 1,961)	2,507 (Mandatory 2,507)	2,149 (Mandatory 2,149)	2,333 (Mandatory 2,333)	2,663 (Mandatory 2,663)
Indirect emissions from purchased goods and services (Scope 3 Category 1)	541,700	535,938	464,166	472,932	812,707	889,056
Indirect emissions from capital goods (Scope 3 Category 2)	0	0	0	0	0	0
Indirect emissions from fuel and energy related activities (Scope 3 Category 3)	4,047 (Mandatory 158)	3,972 (Mandatory 69)	7,004 (Mandatory 151)	5,900 (Mandatory 162)	6,000 (Mandatory 175)	3,095 (Mandatory 197)
Indirect emissions from upstream transportation and distribution (Scope 3 Category 4)	8,909	13,900	10,769	13,280	14,380	11,111
Indirect emissions from waste generated in operations (Scope 3 Category 5)	3,237 (Mandatory 1,060)	3,265 (Mandatory 1,449)	1,378 (Mandatory 542)	2,756 (Mandatory 1,789)	3,030 (Mandatory 1,640)	911 (Mandatory 368)
Indirect emissions from business travel (Scope 3 Category 6)	2,706 (Mandatory 2,341)	1,627 (Mandatory 1,514)	1,754 (Mandatory 1,597)	2,514 (Mandatory 2,282)	3,321 (Mandatory 2,777)	3,559 (Mandatory 3,036)
Indirect emissions from employee commuting (Scope 3 Category 7)	1,258	946	349	2,112	2,270	2,625
Indirect emissions from upstream leased assets (Scope 3 Category 8)	0	0	0	0	0	0
Indirect emissions from downstream transportation and distribution (Scope 3 Category 9)	0	0	0	0	0	0
Indirect emissions from processing of sold products (Scope 3 Category 10)	0	0	0	0	0	0
Indirect emissions from use of sold products (Scope 3 Category 11)	0	0	0	0	0	0
Indirect emissions from end-of-life treatment of sold products (Scope 3 Category 12)	0	0	0	0	0	0
Indirect emissions from downstream leased assets (Scope 3 Category 13)	0	0	0	0	0	0
Indirect emissions from franchises (Scope 3 Category 14)	0	0	0	0	0	0
Indirect emissions from investments (Scope 3 Category 15)	0	0	0	0	0	0
Total gross emissions tCO <sub>2</sub> e	572,841	567,970	496,038	509,260	851,680	919,993
Carbon Intensity tCO <sub>2</sub> e/€1M (All emission sources)	419	388	345	317	370	357
Total mandatory emissions tCO <sub>2</sub> e	14,544	11,353	12,907	13,999	14,563	13,238
Carbon Intensity tCO <sub>2</sub> e/€1M (Achilles mandatory boundary emissions)	10.63	7.75	8.98	8.72	6.32	5.14



Total emissions (tCO<sub>2</sub>e) - Top 10  
Comparison by source



Total mandatory emissions (tCO<sub>2</sub>e)  
Comparison by source



Emissions presented in this graph reflect mandatory reporting under the Achilles Carbon Reduce Programme, encompassing Scope 1 and 2 emissions, along with various Scope 3 categories (business travel, freight, waste, and T&D losses) over which the organisation exercises operational control.



# Caring for the environment



## Steering sustainable management and use of natural resources whilst contributing to the circular economy to drive environmental improvement.

Each year, our commitment to environmental sustainability becomes more embedded in how we operate. As we continue to innovate and integrate sustainable practices across Sisk, we remain focused not just about meeting expectations but taking a leading role in sustainable construction.

Our ISO 14001-certified environmental management system is central to this approach—since 2005 environmental considerations are embedded into the core of our operations from the board room to project execution. This system enables us to proactively identify and mitigate risks, prevent pollution, and protect the ecosystems and communities where we work.

At Sisk we take a precautionary, risk-based approach to environmental management with regular healthchecks, inspections and audits, to minimise and eliminate any adverse outcomes that might result from site activities. Pollution prevention is always a core priority, and we are committed to ensuring our operations respect and preserve local ecology.

Through our Responsible Procurement Policy, we collaborate with our suppliers to build supply chains that respect biodiversity, underpinned by trusted sourcing and certification standards. These partnerships are essential to achieving our environmental goals, and we continue to strengthen them through shared commitment and action. Our dedicated sustainability team delivers expert guidance, knowledge, and specialised skills on key subjects pivotal to the success of our projects, such as:

- Environmental Management on projects
- Early-stage sustainability considerations in construction, design, and planning
- Site inspections and audits
- Management of dust, emissions, and odours
- Control of lighting, ambient noise, and vibration
- Water resource management
- Ecological protection and habitat preservation
- Community and stakeholder engagement and social value creation

At the core of our sustainability commitment is the drive to find ways to define our methods, anticipating risks and advancing environmental sustainability and leadership. Waste management continues to be a key focus area and with continuous monitoring and improvement to ensure compliance and reduce impact.

To solidify our dedication to environmental stewardship, we've the well-established role of Project Sustainability Champions. These individuals play a vital role in managing environmental risks and driving performance on site. At the heart of our environmental approach is a commitment to continuous improvement—refining our methods, anticipating risks, and advancing sustainability through innovation and leadership.

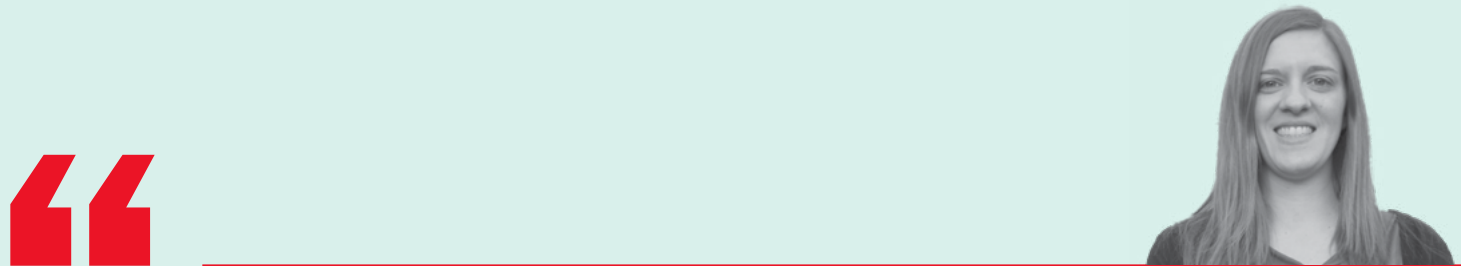




# Protecting nature for future generations

**Biodiversity is fundamental to resilient ecosystems and sustainable development.**

At Sisk, we’re integrating biodiversity into decision-making, projects, partnerships, and planning. From restoring peatlands to enhancing ecological value on-site, we aim to deliver measurable Biodiversity Net Gain. We are currently developing a company-wide biodiversity strategy to strengthen and future-proof our approach. Guided by global frameworks and supported by team-wide upskilling, we’re taking meaningful steps to ensure our business supports nature, now and for future generations.



Protecting biodiversity is essential to the resilience of both our ecosystems and our business. By integrating it into decision-making and building internal knowledge, we are not only protecting the environment, we are future-proofing our projects for generations to come.

**Sarah-Jane Davies**  
Head of Sustainability UK

# Kex Gill A59: infrastructure, engineering, and environmental integration

**The Kex Gill A59 re-alignment project in North Yorkshire continues to progress steadily, with a strong focus on environmental stewardship and community benefit.**

The scheme, which began in 2023 and is due for completion in 2026, aims to improve road safety and reliability in an area historically affected by landslides, while protecting the surrounding sensitive habitats.

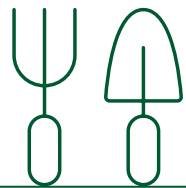
In 2024, ecological protection has remained a top priority on this project with ecologists visiting the site weekly to monitor wildlife and guide protective measures. This year, ground-nesting birds, including oyster catchers, pheasants, and ducks, were identified across the site. Buffer zones were established around nests to avoid disturbance during the breeding season. Fish rescue operations are ongoing to enable further in-channel works, which are scheduled for completion before the next spawning season in October. These efforts are essential to preserving aquatic habitats and supporting long-term biodiversity. To reduce environmental impact, the project is reusing site-won material wherever possible which significantly limits the need for waste removal and off-site transport.

As work continues, the Kex Gill project stands as a leading example of how essential infrastructure can be delivered in a way that respects and works with nature, honours local heritage, and benefits the wider community.





# Peatland restoration



6,500

The 6,500 native species planted by the team help boost climate resilience.

In March 2024, employee volunteers supported our ongoing peat bog restoration efforts in partnership with the North Pennines National Landscape team. The initiative focused on restoring degraded peatland in northern England, an essential natural carbon store that, when damaged, releases carbon into the atmosphere. By planting around 6,500 native species, the team helped revive this vital ecosystem and boost its climate resilience.



North Pennines National Landscape volunteering



1.17 million

We've pledged to plant 1.7 million native trees by our 170th anniversary in 2029.

## Planting Today, Protecting Tomorrow

We've pledged to plant 1.7 million native trees by our 170th anniversary in 2029. Since 2021, we've already planted over 1.17 million trees in Ireland, Sweden, Denmark, and the UK, a testament to the dedication of our tree-planting partnerships we have established and our employee volunteers. This initiative is helping to combat soil erosion, restore natural habitats, and support local biodiversity. It's a long-term investment in the health of our planet, one that will benefit generations to come.





# Innovative Clean Air Hoardings at Great Ormond Street Hospital

**At Great Ormond Street Hospital (GOSH) in central London, we're proud to be delivering a new children's cancer hospital with sustainability at the forefront.**

As part of our commitment, we've installed environmental hoardings treated with CleanAir's titanium dioxide coating, a first for any Sisk project. These hoardings actively reduce nitrogen dioxide (NO<sub>2</sub>) levels, a common pollutant from vehicle emissions. Positioned around the hospital, they help mitigate the impact of traffic on patients, staff, and the local community. This trial, launched in September 2024, reflects our proactive approach to minimising construction-related disruption in sensitive environments. Although isolating the hoardings' direct impact is complex due to variables like road closures, ambulance bay relocation, and weather, the technology shows great promise and has been validated in controlled settings.



As the Sustainability Champion for our GOSH project, I take pride in championing innovations like the CleanAir hoardings. It is a meaningful way we can reduce our environmental impact and help protect the health of patients, families, and local communities.

**Kashif Hussain**  
Apprentice Civil Engineer and  
Sustainability Champion





# Waste management

## Our zero avoidable waste commitment

In 2024, we achieved our first ‘Zero Plastic to Landfill’ certification, diverted 98% of Construction and Demolition waste from landfill, achieved a 36% reduction in waste intensity compared to our 2019 baseline. These results highlight the tangible progress we’re making toward our zero-waste ambition.

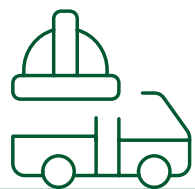
These outcomes are driven by our commitment to circular economy principles, where waste is treated as a resource and materials are kept in use for as long as possible. We focus on preventing waste at the source and repurposing surplus materials across our operations. Supporting this approach are robust systems for forecasting, measuring, and benchmarking, alongside detailed waste stream management. These tools enable us to track performance, identify opportunities, and continuously improve the effectiveness of our waste strategies.

36%



In 2024 we achieved a 36% reduction in **waste intensity** compared to our baseline.

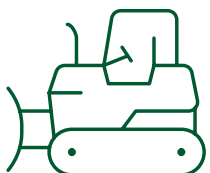
98%



In 2024, 98% (tonnes diverted 39,862) of **Construction and Demolition waste** was **diverted from landfill**.

99.4%

In 2024, 99.4% (tonnes diverted 476,363) of **Excavation waste** was **diverted from landfill**.



# Zero Plastic to Landfill

## In 2024, our Vantage Data Centre project became the first construction site to achieve Zero Plastic to Landfill certification in Ireland

This marks a significant step forward in addressing the construction sector’s plastic waste challenge. Construction generates nearly 40% of all waste in the EU, with plastics making up a large portion. At Vantage, our team collaborated with Responsible Plastic Management, Thorntons Recycling, and Waste Matters to remove all plastic packaging from general waste. Through on-site segregation, soft plastic compaction, and dry storage of polystyrene, we ensured that 100 percent of plastic waste was recycled. The initiative supports Sisk’s circular economy targets and has become a leading case study across the company, demonstrating how practical action can deliver measurable environmental impact.

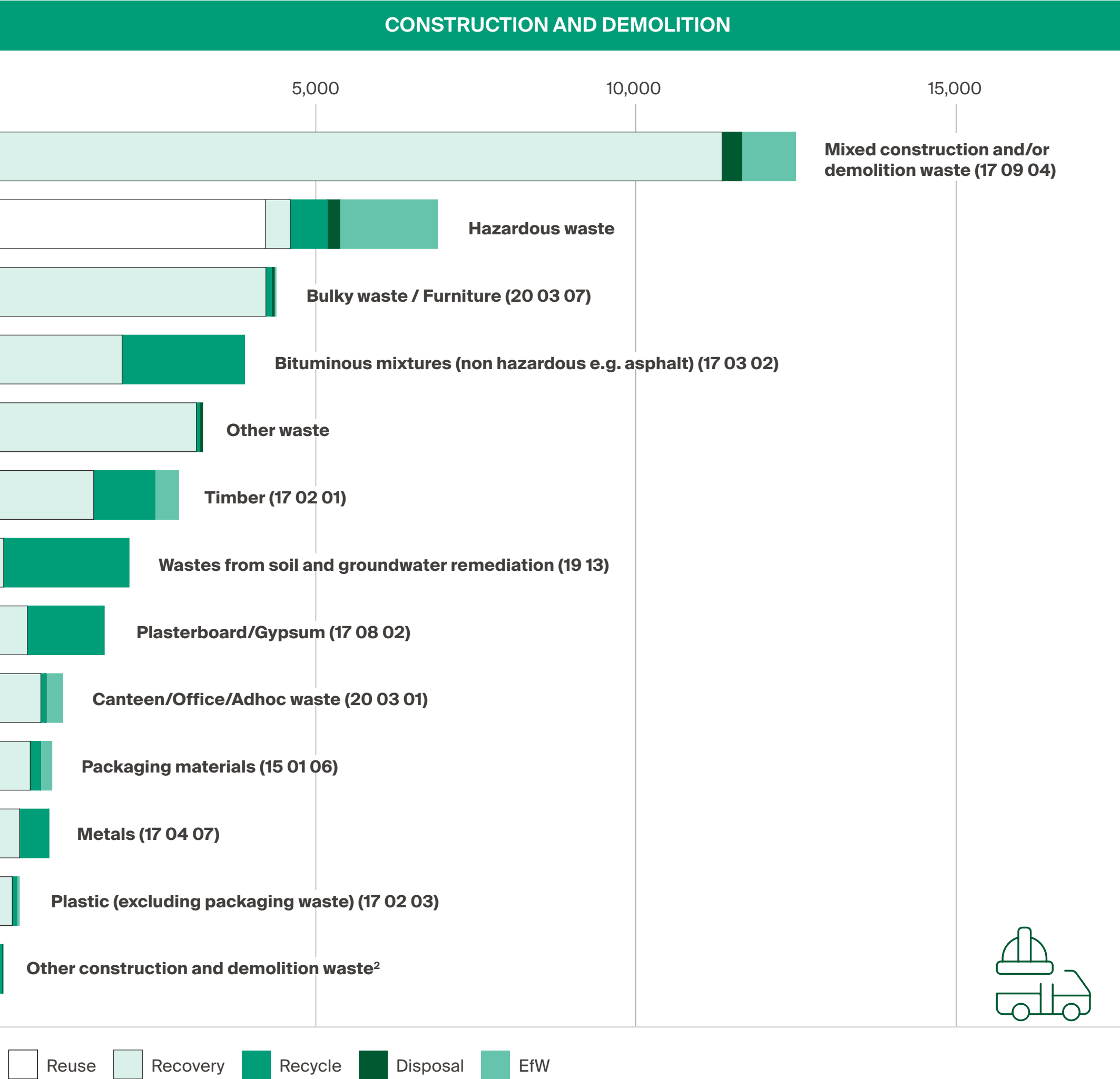


Achieving Zero Plastic to Landfill at Vantage is a powerful example of what’s possible when innovation, collaboration, and commitment to sustainability come together. By rethinking how we manage plastic waste on site, we’ve not only met a major milestone but also set a new benchmark for the industry.

**Keith O'Flynn**  
Group Supply Chain Sustainability Manager



Sisk waste by type<sup>1</sup> and disposal route (tonnage)



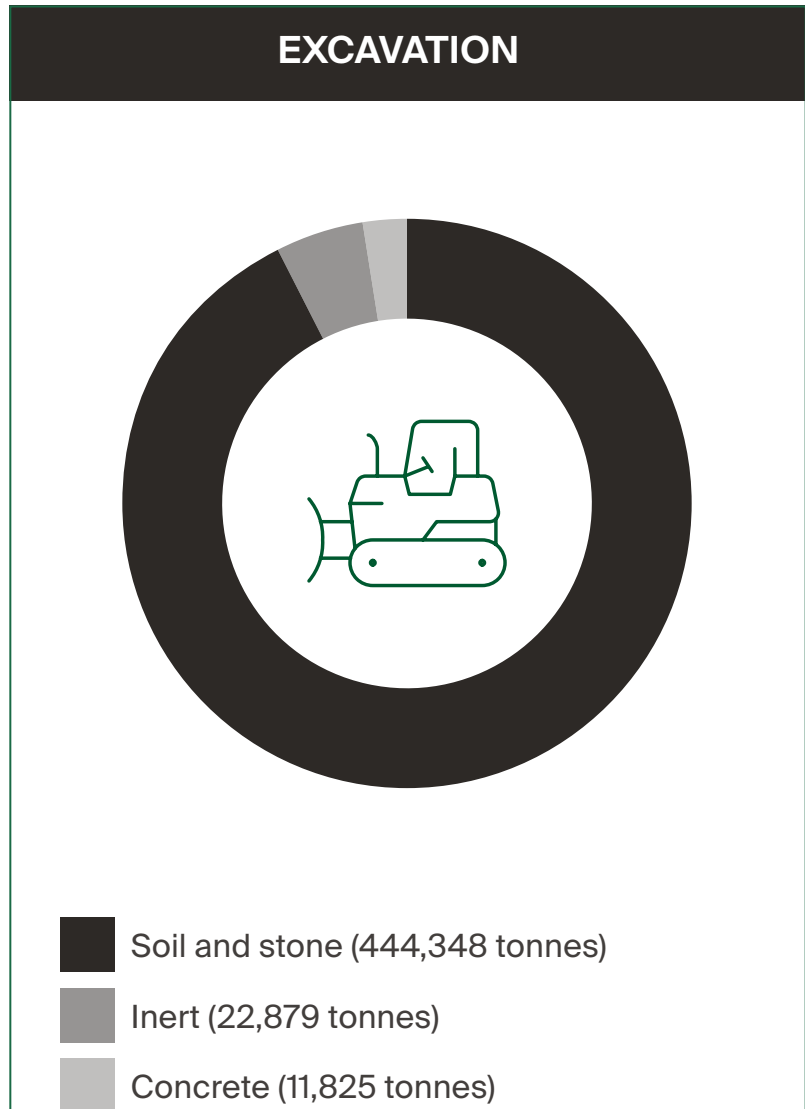
1 Waste codes classified under the European Waste Catalogue (EWC).

2 Bricks (17 01 02), Insulation materials (non hazardous) (17 06 04), Tiles and Ceramics (17 01 03), Wastes from the mechanical treatment of waste (for example sorting, crushing, compacting, pelletising) not otherwise specified (19 12), Electrical and electronic equipment (non hazardous) (20 01 36), Wastes from physico/chemical treatments of waste (including dechromatation, decyanidation, neutralisation) (19 02), Waste paint and varnish (non-hazardous) (08 01 12), Binders (17 01 01), Floor coverings (soft) (20 01 11), Liquids (16 10 02), Oils (13 01 13)

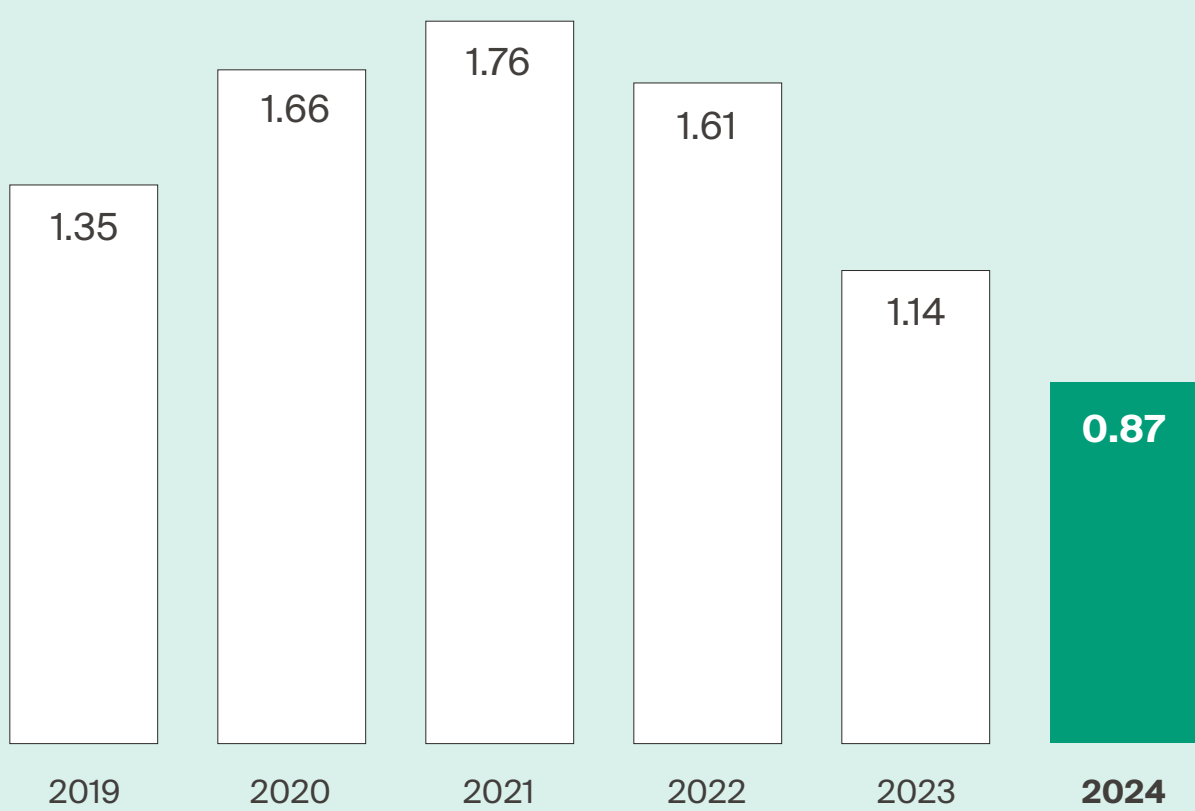
**Overall Waste**

Excavation (479,051 tonnes)

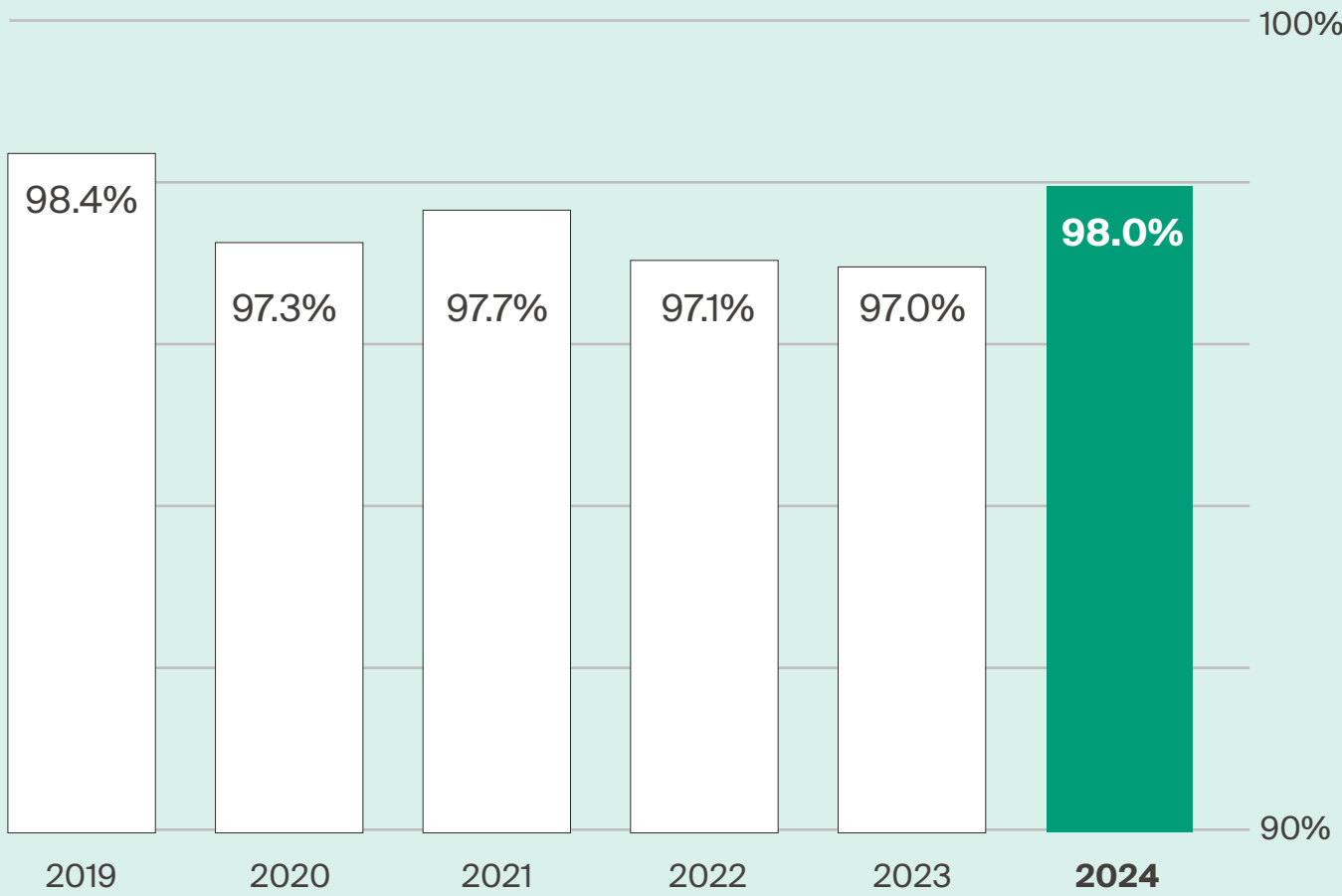
Construction and demolition (40,676 tonnes)



Construction waste intensity (Tonnes/€100k)



Total % of construction and demolition waste diverted from landfill





# W6 targeting waste

The W6s represent the six largest waste streams generated by Sisk, highlighting the areas with the greatest potential to reduce overall waste.

Through our SmartWaste system, we accurately capture and monitor waste data across projects. By actively implementing W6-specific practices, we ensure that waste is correctly identified, thoroughly assessed, strategically avoided where possible, and effectively managed in line with Duty of Care requirements. Each waste stream is supported by detailed best practice guidance documentation. In addition, our Sustainability in Pre-Construction, Design, and Planning procedure plays a key role in eliminating waste at the earliest stages, supporting more efficient and environmentally responsible project delivery.





# Water & effluents management

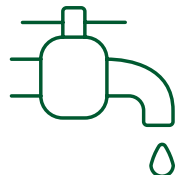
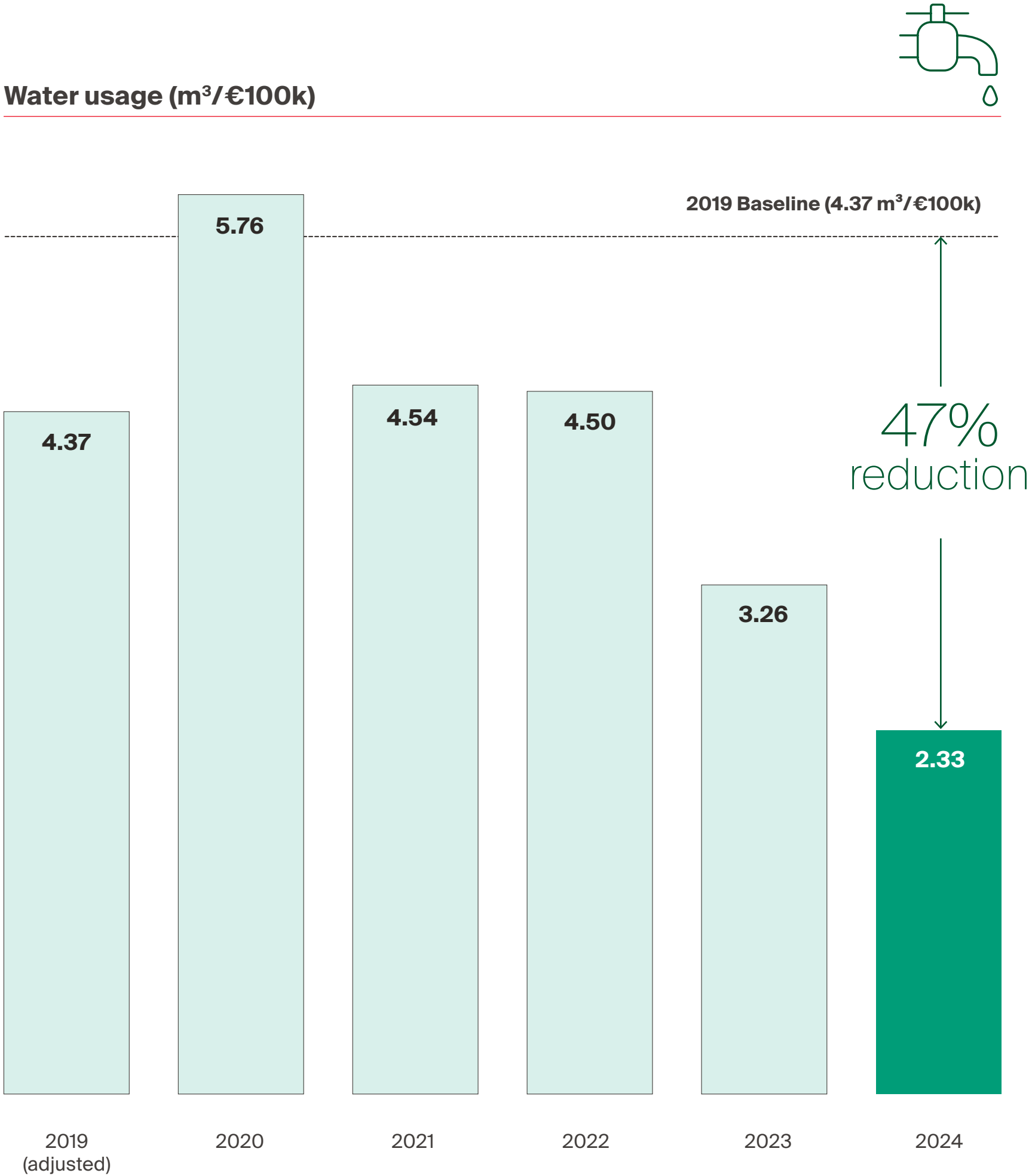
**Recognising water as a finite and vital resource, we have tracked our consumption and water use intensity since 2013.**

Our goal is to reduce potable water use intensity by 50% by 2025 against our baseline with 47% already achieved by the end of 2024. Our efforts have focused on embedding water-saving measures across our sites including high adoption of smart water meters that provide real-time data; flow restrictors; and low-consumption welfare facilities. We’ve also continued to utilise rainwater harvesting, improved wastewater management, and ensured water control measures are built into our systems of work. We continue to build a culture of conservation through training, partnerships, and collaboration with our supply chain. By sharing insights, delivering toolbox talks, and celebrating success, we’re driving collective action and long-term impact.

## Water circularity

One example of how we reuse water on-site is through the implementation of a grey water system that captures rainwater via a network of water butts connected to the site’s pipework. The collected rainwater is then repurposed for boot washing and used throughout the welfare unit.

This simple yet effective solution significantly reduces the reliance on potable (drinking-quality) water, demonstrating how low-tech interventions can support circular resource management. By reusing water that would otherwise go to waste, the system contributes to more sustainable site operations and helps conserve valuable freshwater resources.



## Improving concrete washout

**At the Bravo 1 Zulu project, part of the daa Framework, we’re trialling Kelly Tanks to improve how we manage concrete washout.**

The system allows concrete equipment to be washed on-site using a closed-loop process that separates solids and recycles the remaining water. High-pH wash water is treated with CO<sub>2</sub> gas, neutralising it safely and eliminating the need for further treatment. This approach removes the need for skips or suction wagons and avoids trucking waste off site, offering a more sustainable solution for concrete washout management.



# Enhancing communities



## Generating lasting, positive impacts for the communities where we work and the people we work with.

At Sisk, we see ourselves as an essential part of the wider community—one that includes not only our employees but also the broader public that we actively engage with. We are committed to building a future that is both sustainable and fair for all stakeholders through collaboration and shared purpose. Reflecting this commitment, our health and safety strategy extends beyond the management of physical and occupational risks. We strive to foster a culture of wellbeing and support, empowering every team member to thrive and reach their full potential.

We also acknowledge the importance of our connection to the communities we serve, and we remain deeply committed to creating lasting, positive impacts with them and always addressing any negative impacts associated with the construction industry. From the outset of each project, we promote open and transparent communication with all stakeholders. We firmly believe that through collaborative dialogue, we can identify solutions that deliver shared value.

### Occupational Health and Safety Management Approach

Guided by our core values, we remain firmly committed to the wellbeing of our people, partners, the environment, and the communities we serve. Our occupational health and safety practices are central to this commitment and deeply embedded in how we operate. We uphold the belief that all accidents and injuries are preventable and are resolute in our ambition to achieve Zero Incidents and Zero Injuries across all our sites.

This unwavering focus on health and safety underpins every aspect of our operations, and we expect the same high standards of all our stakeholders. Our mission, vision, and values reflect this commitment, which is brought to life through robust management systems and carefully developed plans.

We recognise the shared responsibility of maintaining a safe and healthy working environment and actively collaborate with all project stakeholders, to ensure continuous communication and engagement throughout our activities.

We carefully assess the competencies and skills of our team members, providing them with the training, tools, and support needed to perform their roles safely and effectively. Our Occupational Health and Safety (OHS) Management System is ISO 45001:2018 certified, underscoring our commitment to continual improvement. In addition, we fully acknowledge our legal obligations and consistently uphold these standards across all areas of operation and industry sectors.

At Sisk, we apply a hierarchy of control to eliminate or reduce hazards as far as reasonably practicable and to minimise risks to the lowest achievable level. We actively engage and consult with our workforce and their representatives to ensure that every voice is heard as we continuously enhance our OHS Management System. Health and safety objectives are integral to our strategic direction and are reviewed monthly as part of our drive for operational excellence. Our people remain our highest priority, and we are committed to going beyond compliance—focusing on proactive measures and using both leading and lagging indicators to monitor and improve performance.





# Safety

## Our Safety Promises

Safety is a core value embedded in every aspect of our operations. Our Safety Promises define the behaviours we expect from our people and partners, guiding actions from the office to the construction site. These promises are prominently displayed across our locations and serve as the foundation for regular, constructive conversations led by our leadership teams. Our **Step Up to Zero** programme is structured around five key pillars: Leadership, Fair and Just Culture, Communication and Engagement, Standards and Expectations, and Competence. Each area is supported by targeted actions designed to improve both culture and performance.

## SAFE SAFER **SISK**

### Safety leadership programme

In 2024, the third and final module of our **SAFE SAFER SISK** programme was launched. This is a coordinated safety leadership programme with three immersive workshops tailored to different roles:

#### Stepping Up

Senior leaders-focuses on the power of leadership to influence safety outcomes.

#### Leading the Way

Managers and supervisors in Sisk and our Supply Chain-highlights their role in guiding teams.

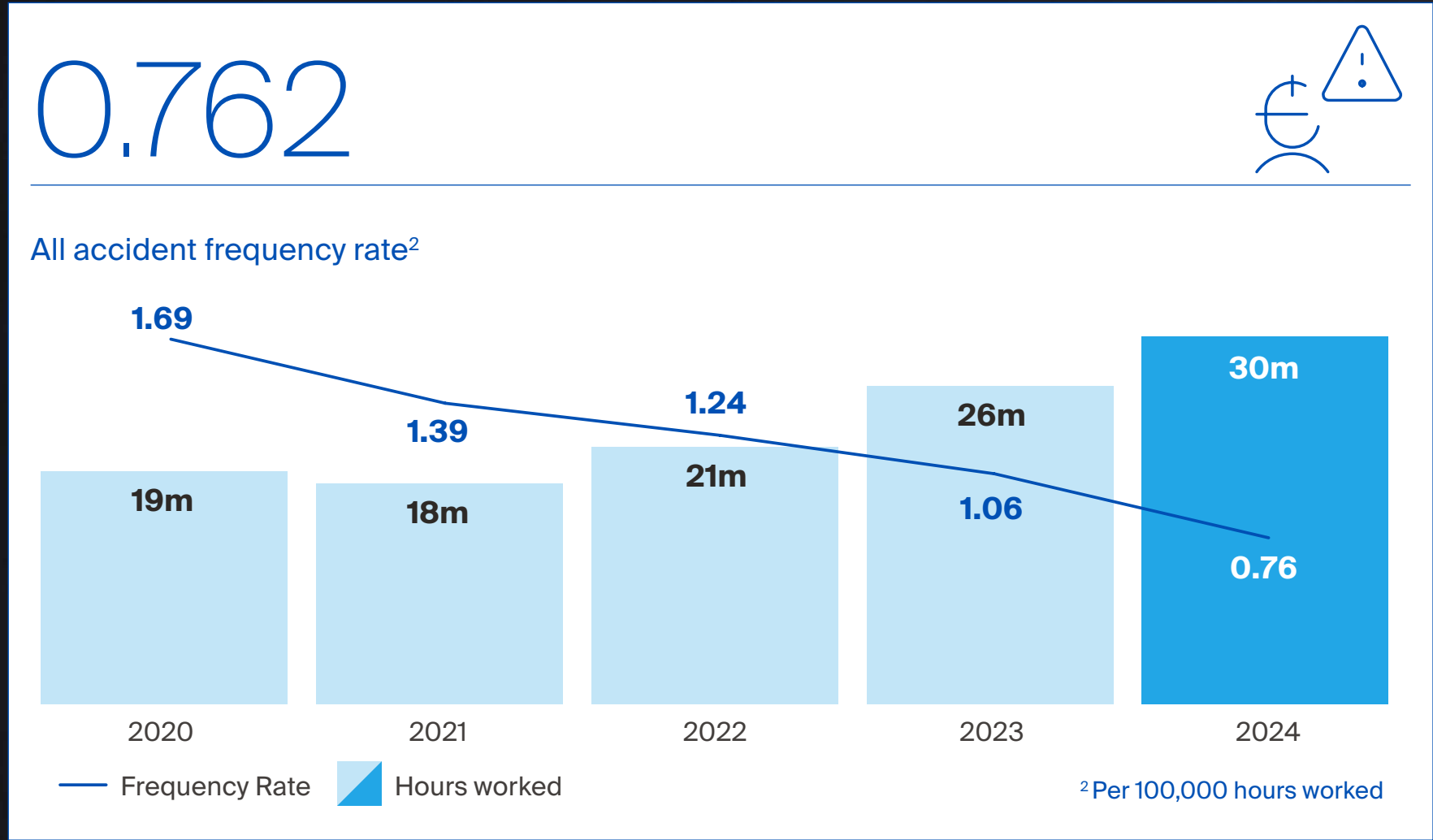
#### Keeping our Promises

All frontline workers in Sisk and our Supply Chain-reinforces personal responsibility for safety.



While we know there's always more to do, the year-on-year improvement in our All Accident Frequency Rate shows that our continued focus on safety is moving us in the right direction. Other lagging and leading indicators are also trending the right way and our focus on understanding and eliminating high potential events helps us to continually improve.

Wayne Metcalfe  
Group OHSQ Director.



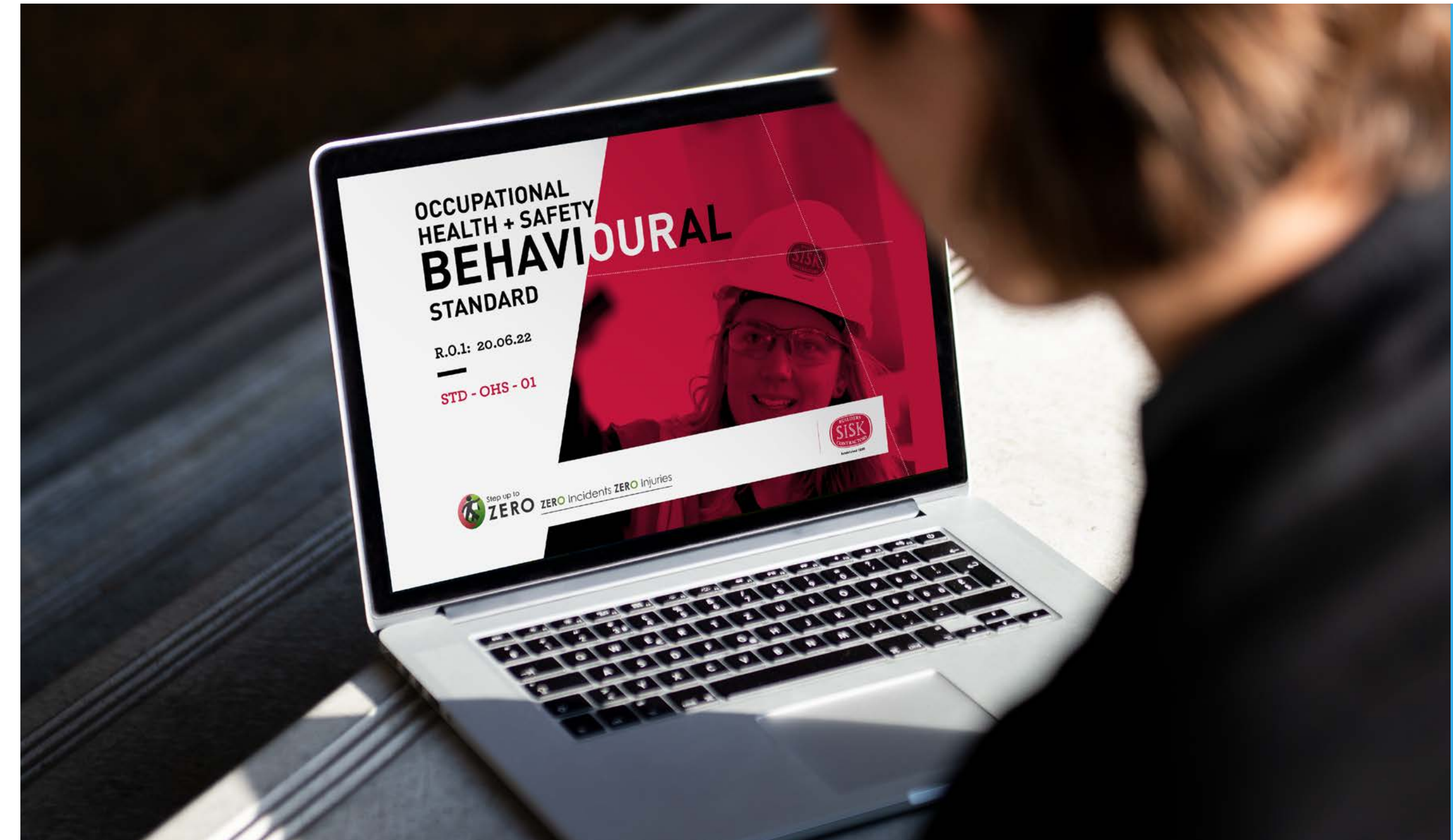


# Safety

## S5 Risk Focus Areas

We have identified five high-risk areas, referred to as the Sisk S5 Risk Focus Areas, which are integrated into our management systems and awareness campaigns. Our approach prioritises hazard elimination and the implementation of robust controls. Each has dedicated procedures, guidance, and forms, and is used in event classification and investigations.

In 2024, we continued the digitisation of our processes, building digital permits and using QR codes to drive feedback. We also increased our training efforts through the development of a knowledge hub, issued timely alerts on high-potential events, and began developing e-learning modules to complement in-person forums on critical topics.



## Behavioural Standard

We developed an Occupational Health and Safety Behavioural Standard through company-wide consultation. It defines a clear set of behaviours that support a positive safety culture across four themes:

- **Standards,**
- **Communication,**
- **Risk Management,**
- **Involvement.**

It applies to all employees, with tailored expectations for everyone; managers, and senior leaders. This standard is a practical tool used in team meetings, project planning, recruitment, and performance discussions.

Together, these initiatives reflect our unwavering commitment to ensuring that everyone who works with us goes home safe, every day.

**SAFE  
SAFER  
SISK**



# Occupational Health and Wellbeing

**At Sisk, we are committed to fostering a healthy, supportive, and safe work environment.**

Our occupational health and wellbeing strategy is built on three interconnected pillars: Promote, Protect, Respond. This approach ensures we not only encourage healthy behaviours but also support and manage employee health proactively and compassionately. Our wellbeing framework is further supported by four key pillars: Physical, Emotional, Social, and Financial wellbeing. Our goal is to drive positive health behaviours across the organisation, improving the health span and overall wellbeing of all Sisk employees.

## Key initiatives in 2024

- Health screening is a crucial step in protecting ourselves from the potential risks of chronic diseases. In 2024, 1,200 employees across Ireland, the UK, and mainland Europe participated in comprehensive health checks.
- Mental Health Matters is our foundation mental health awareness course, designed to give all participants a basic understanding of mental health. In 2024, 385 employees attended the course.

- Targeted campaigns addressing a wide range of health topics, including:
- 6-week Running programme
  - Cancer Awareness
  - Summer Wellbeing
  - Neurodiversity
  - Flu Vaccinations
  - safeTALK training (suicide alertness for everyone)

Our in-house health experts offer employees 1:1 support across the following areas:

Functional Movement Screening
Stop Smoking
Stop Vaping
Nutritional Coaching
Physical Activity
Sleep
Back and neck pain
DSE (Display Screen Equipment) management

“



Our multidisciplinary Occupational Health and Wellbeing team takes an integrative, evidence-based approach, drawing on expertise in exercise science, physiotherapy, mental health, public health, and occupational health to deliver practical, science-backed programmes that make a meaningful impact in the workplace.

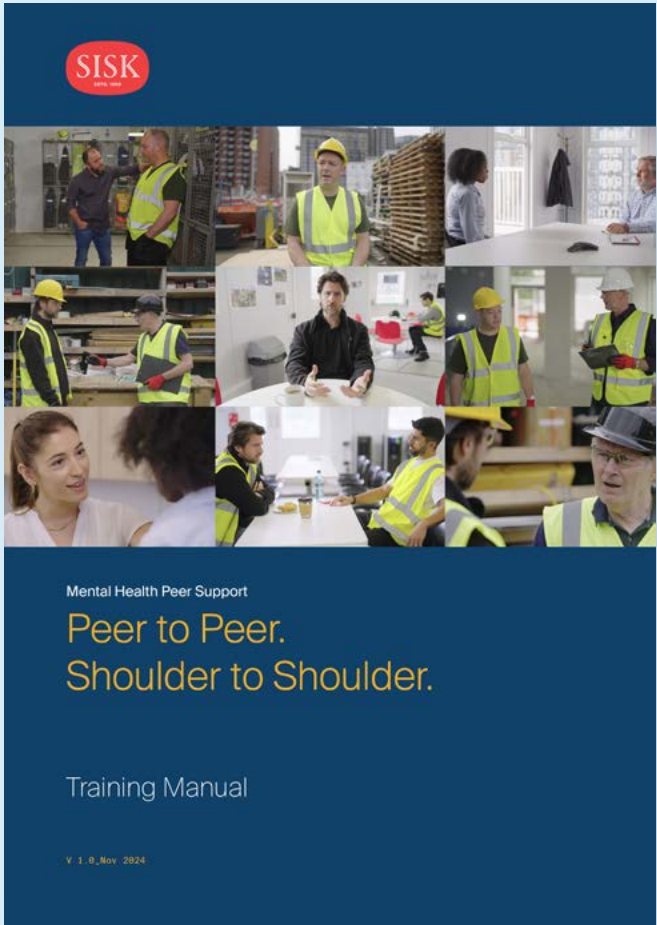
**Richard Butler**  
*Head of Occupational Health and Wellbeing*

“



We’re proud of the overwhelmingly positive response to the programme. It’s empowering Peer Supporters with skills like empathy and active listening—enabling them to support not just colleagues, but also those in their personal lives who may be facing mental health challenges.

**David Hamill,**  
*Mental Health Lead (Ireland)*



## Peer to Peer. Shoulder to Shoulder.

**Launched on World Mental Health Day in October 2024, Sisk’s bespoke Mental Health Peer Supporter Programme is led by dedicated Mental Health Leads to raise mental health literacy, reduce stigma, and ensure timely support.**

Staff involvement is central to this initiative. To date, 114 employee volunteers have been carefully selected as Peer Supporters. To prepare for this role, they complete 12 hours of industry-specific training using real site scenarios, engage in quarterly learning, 1:1 debriefs, and are safeTALK trained in suicide alertness. The programme puts people at its core, ensuring support is practical, accessible, and grounded in real workplace needs.





# Social Value

**Since our founding in 1859, Sisk has been committed to creating meaningful positive change in the communities where we work.**

We believe in the power of collaboration and actively support community groups through partnerships and volunteering. Our policy enables employees to take two days' leave annually to support causes they care about. By leveraging our expertise and resources, we aim to build stronger, more inclusive communities for the future.

“

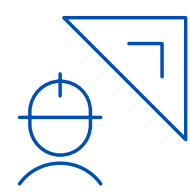


At Sisk, social value isn't just part of what we do, it's at the heart of how we work. We're always pushing ourselves to go further and make a real difference.

**Christina Nichols**  
Social Value & Stakeholder  
Engagement Manager (UK)



6,329



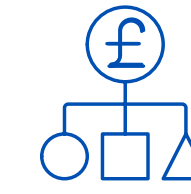
Apprentice weeks

+€283.6m



Total of Social Value generated in 2024

£970,582



Social enterprise spend (UK)

3,772



Volunteer hours

1,036



Hours supporting unemployed people into work

€284,839



Value of donations

This information is provisional and may be revised as we continue to expand and improve our datasets and source systems. Currently data is captured and reported through the Social Value Portal, against the UK National TOMs framework. The 2024 information has not been audited and likely significantly underrepresents the wide-ranging impact of our social value activity across our business.

## Considerate Constructors Scheme

Sisk has partnered with the Considerate Constructors Scheme since 2009 in the UK and 2017 in Ireland. This partnership, alongside our Sustainability Management System and Social Value Procedure, helps us uphold high standards and ensure our work positively impacts the communities where we build.

In 2024, Sisk won 13 [CCS National Awards](#). Winners of these awards are exceptional sites, organisations and individuals who have demonstrated outstanding commitment to the Code of Considerate Practice in the areas of Community, Environment and Workforce.



“



None of it would be possible without the passion and commitment of our project based social value champions.

**Anthony Burrowes**  
Social Value Manager  
(Ireland & Europe)



# Social Value

## Annual 'Shine A Light' sleepout

In October 2024, 45 Sisk employees participated in the annual 'Shine A Light' sleepout for Focus Ireland raising over €157,000 for the charity. Homelessness is a complex issue with devastating consequences. Through our continued support for the sleepout, we hope to contribute to a future where everyone has access to safe and secure homes.



## Bermondsey

In August 2024, our S&T Bermondsey project team, with the help of our fantastic supply chain who donated materials, helped transform the outside area of the Single Homeless Project hostel in Woolwich that focuses on supporting 16-25 year olds.

## Manchester City

In 2024, projects in Manchester City delivered a strong social value impact, donating 1,110 volunteer hours and £23,800 to local communities. A key highlight was their focus on supporting early careers, with 84 apprentices and 59 work experience placements throughout the year. Several of the apprentices came through the PlanBEE programme, which we proudly sponsor at several projects. This innovative two-year apprenticeship offers A-level graduates a hands-on route into the built environment, blending digital skills, design, and collaborative learning to prepare them for careers in construction and design.

## Eliza & Jersey

The Eliza & Jersey team established a Bee Garden at the Miles Platting Community Library, honouring the 22 lives lost in the Manchester Arena bombing and offering a peaceful green space for the local community. As part of a wider community-led initiative to promote climate-friendly spaces, we supported the project by donating nectar plants and Seeds for Bees to help create a vibrant, sustainable garden for all to enjoy.



## Vantage

Sisk joined forces with the Trinity Centre for People with Intellectual Disabilities (TCPID) to become one of their business partners, ensuring their graduates have opportunities for further education, meaningful ongoing employment and the ability to contribute to their local community. In June 2024, our Vantage Data Centre project and our Plant Department welcomed students on-site as part, providing valuable industry insight for the students by demonstrating our plant operations and showcasing our sustainability initiatives.



## Glass Bottle

The Glass Bottle site, in collaboration with The Joinery, has created and donated a bespoke, large memorial plaque for the Ringsend and Irishtown Community Centre. This beautiful piece was designed to honour the local community's rich history and serve as a lasting tribute to the area's residents, highlighting the strong community connections fostered through the project.

## Project Joyce

Project Joyce has been a driving force in supporting the Re-Turn for Children Campaign, an innovative initiative to promote recycling while supporting children in need. This program, active at six Sisk project sites with plans to expand further in 2025, not only helps the environment but also generates vital funds for children's charities. Smaller versions of this initiative are also operating across the country, supporting local charities and GAA clubs, demonstrating the flexibility and broad impact of this creative approach.

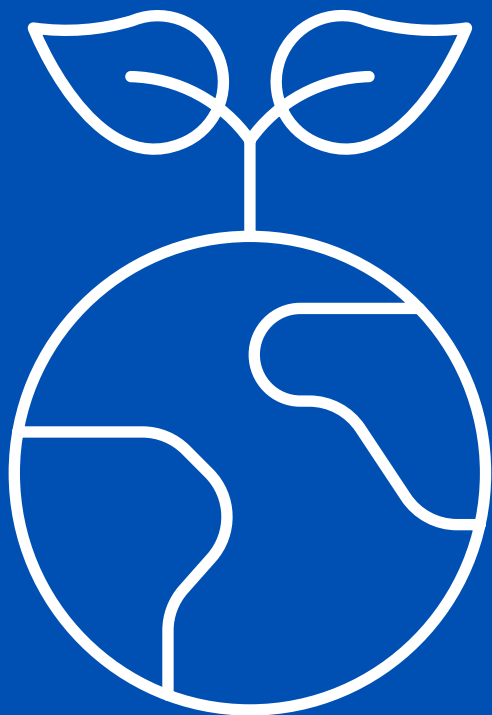


## York Central and Station Gateway

Sisk partnered with the North Yorkshire Business Enterprise Partnership (NYBEP) to welcome Year 9 students from Danesgate Community School for a hands-on introduction to the York Station Gateway project. Students explored redesign ideas for the station, discussed how to balance modern needs with York's heritage, and took on a bridge-building challenge. The visit sparked curiosity and enthusiasm, with students leaving inspired and more informed about careers in construction.



# Leading on responsible business practices



## Engaging and collaborating with a supply chain with shared values and creating a sustainable legacy across our industry.

We understand that our business decisions have far-reaching impacts, which is why we are committed to ensuring that every interaction, every procurement decision, and every partnership aligns with rigorous environmental, legal, social, and economic standards. As an organisation that is ISO 20400 business ready, we embed sustainable procurement principles into our operations, reinforcing our dedication to responsible sourcing and ethical supply chain practices.

By placing these core values at the heart of our procurement strategy, we aim to generate meaningful, lasting benefits for the people, communities, and environments where we operate.

Ethical conduct and compliance are fundamental to how we operate. We uphold the highest standards of integrity, transparency, and accountability across all aspects of our business. Our governance frameworks are designed to ensure full compliance with applicable laws and regulations, while also promoting

ethical decision-making and responsible behaviour at every level of the organisation.

By placing these core values at the heart of our procurement and operational strategies, we aim to generate meaningful, lasting benefits for the people, communities, and environments where we operate.

As a business leader, we embrace the responsibility of championing sustainable and responsible practices—driven by the belief that our actions can positively influence the broader industry. We are committed to continuous improvement, always seeking new ways to enhance our sustainability impact. Our dedicated team is central to this mission, and we take pride in a 160-year legacy defined by innovation, excellence, and enduring success.

Recognising that sustainability is a dynamic journey, we remain focused on ongoing progress, collaboration, and creative thinking. Our commitment extends to building strong, trust-based relationships

with our suppliers, clients, and partners—working together to develop sustainable solutions that deliver shared value. Through collective effort, we are confident in our ability to contribute meaningfully to environmental stewardship, uphold ethical standards, and help shape a more resilient and prosperous future for generations to come.





# Responsible supply chain management

**Our approach to supply chain management is grounded in ethical procurement and transparency, a deep commitment to sustainability, and a drive for continuous improvement.**

We are committed to working with partners who share our values of care, integrity, and excellence and uphold high standards. Our governance framework ensures that every supply chain relationship is built on transparency, accountability, and compliance. It is supported by our range of policies including Modern Slavery and Human Trafficking; Responsible Procurement; Anti-Bribery and Corruption; Speak Up (whistleblower); and Conflict of Interest. We apply rigorous due diligence when selecting partners, assessing their capabilities, risk profile, and alignment with our sustainability goals. Ongoing monitoring and structured feedback loops help us maintain high standards and address issues proactively.

We invest over €1 billion annually with supply chain partners, primarily in Ireland and the UK, but increasingly across Europe and globally. We support our partners through clear onboarding guidance, open communication, and collaborative action plans when improvement is needed. By embedding responsible practices into every stage of our supply chain, we aim to deliver positive impact, ensuring our projects benefit clients, communities, and the environment alike.



Supply Chain Sustainability School Ireland Launch

## Supply Chain Sustainability School

**In 2024, building on success in the UK, we co-founded the [Supply Chain Sustainability School \(SCSS\)](#) in Ireland, to help raise standards and build capability across the sector.**

The School fosters dialogue, shares insights, and drives innovation for a more sustainable construction industry. Sisk is actively involved, John Devereaux, Group Supply Chain Director, serves on the Board, and many Sisk colleagues contribute to topic-specific working groups. We’re also engaged in the UK School, where Keith O’Flynn, Group Supply Chain Sustainability Manager, chairs the Construction Leadership Group. As a partner, Sisk helps fund the Supply Chain Sustainability School alongside clients, contractors, suppliers, and peers—ensuring it remains completely free to access. The School offers expert training on key topics such as carbon and net zero, biodiversity, health and wellbeing, the circular economy, and much more. Guided by the School’s values of collaboration, impact, inspiration, and inclusion, we’re working together to build a more sustainable built environment for the future.



Establishing the School in Ireland was a strategic step toward strengthening supply chain capability. It enables consistent, high-quality learning across the sector and supports our sustainability goals and those of our partners

**John Devereaux**  
Group Supply Chain Director



# Supply Chain Awards

We celebrated our annual Supply Chain Awards in December 2024 at Dublin’s Convention Centre, recognising the outstanding achievements of our supply chain partners across Ireland, the UK, and Europe.

Over 900 industry professionals gathered to honour 18 exceptional suppliers whose work exemplifies innovation, collaboration, and sustainability.

Condron Concrete was named Ireland Supplier of the Year, while GRS Roadstone received the UK Supplier of the Year award. These accolades reflect the high standards and dedication of partners who help deliver complex projects and drive continuous improvement across the sector.

This year’s awards placed a strong focus on sustainability, highlighting efforts to reduce carbon emissions and embrace modern construction methods

such as offsite fabrication and digital technologies. The event also included a networking session, offering suppliers the opportunity to connect with Sisk’s leadership and explore future collaboration. We delivered another strong performance in 2024 alongside our partners, completing major projects such as the Dunkettle Interchange and the Ukrainian Rapid Modular Housing development, which provided 700 homes and earned an Irish Construction Excellence Award. The Supply Chain Awards are a catalyst for progress across the built environment, recognising excellence, strengthening partnerships, and accelerating the transition toward a more responsible, resilient, and future-focused industry.

## Congratulations to our 2024 winners

- Ireland Award**  
Condron Concrete
- UK Award**  
GRS Roadstone
- Health & Safety**  
Crown Roofing
- Equality, Diversity & Inclusion**  
McCann
- Digital Transformation**  
Vodafone
- Net Zero**  
Thorntons Recycling
- Modern Methods of Construction**  
Shannon Valley
- Health & Wellbeing**  
Castle Group
- Life Sciences & Technology**  
Kirby Group
- Data Centres**  
Errigal
- Vision Built**  
O’Dwyer Steel
- Strategic Projects**  
Treysta
- Ireland East**  
OMC Group
- Regional Building**  
Rhino Roofing
- Infrastructure Ireland**  
Breedon
- UK South**  
Techrete
- UK North**  
MPB
- Infrastructure UK**  
Ramboll
- Rail**  
J&K Mechanical
- Fuse Rail**  
Phase Electrical Distributors



**A:** Paul Brown, CEO; **B:** Supplier of the Year Ireland Award, Condron Concrete; **C:** Supplier of the Year UK Award, GRS Roadstone.



# Our people and culture

## United by our Purpose: *Creating Places for Future Generations, our talented people remain our greatest strength.*

As a family-owned company, our core values, Care, Integrity, and Excellence, guide everything we do. We strive to foster a supportive, inclusive environment where individuals are empowered to grow, collaborate, and thrive. By actively listening to our employees and driving continuous improvement, we ensure our workplace evolves with their needs. With a rich diversity of skills and perspectives across the business, we are committed to making a lasting, positive impact. Our success is built on attracting and nurturing top-tier talent. By investing in our people, we strengthen both our culture and our capabilities, laying the groundwork for long-term success.



## Learning and Development

Our learning and development programme supports every stage of a career, from early careers to senior leadership. Our programme offers expert courses facilitated both online and in-person; apprenticeships; chartership pathways; and an overarching Continuing Education Policy that encourages employees to continuously develop their technical and professional skillsets. We are shaping a culture where learning is part of everyday life, where curiosity is encouraged, strengths are developed, and everyone is supported to contribute their best in their role and beyond.



## Careers

At Sisk, we offer careers with no limits. We take pride in the positive impact our work has on society and future generations. We support early career development through structured programmes for students, graduates, and apprentices, delivered via project-based learning, education partnerships, and local engagement. We also invest in the long-term growth of all employees. Our Career Toolkit provides clear guidance to help individuals deliver excellence and shape meaningful, lasting careers at Sisk.

[⊕ READ MORE ABOUT CAREERS AT SISK](#)

## Sisk's Torchbearer Recognition Awards

The annual Torchbearer Recognition Awards were introduced in 2024 to recognise employees who demonstrate excellence, leadership, and a strong commitment to Sisk's values. Nominated by their peers, these colleagues are recognised for going above and beyond in their roles. Each year, the Board reviews the nominations and selects the final award recipients and winners are announced during key company events. The Torchbearer Awards are an important part of how we recognise and share the contributions that make a real difference across the organisation.

“



At Sisk, our people are at the heart of everything we do and we are constantly evolving our culture, capabilities and workplace to ensure everyone has the opportunity to grow, belong and contribute their best

**Bernard McGarrity,**  
Chief People Officer





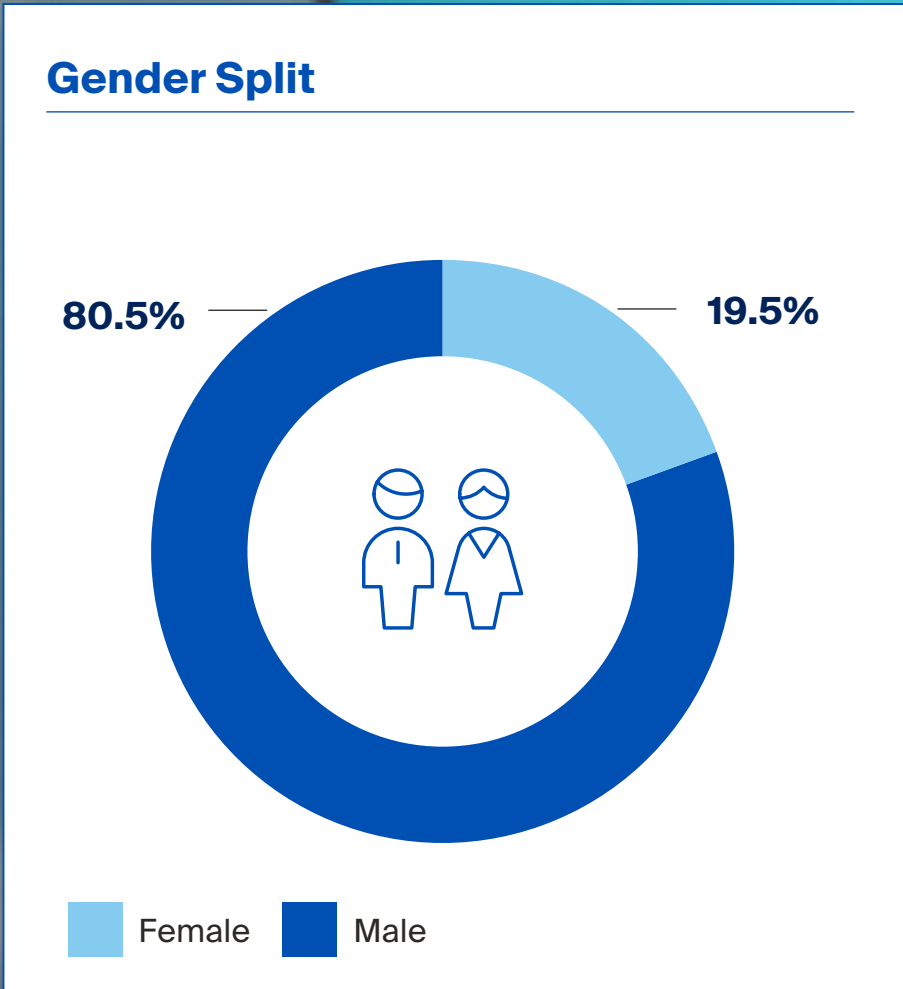
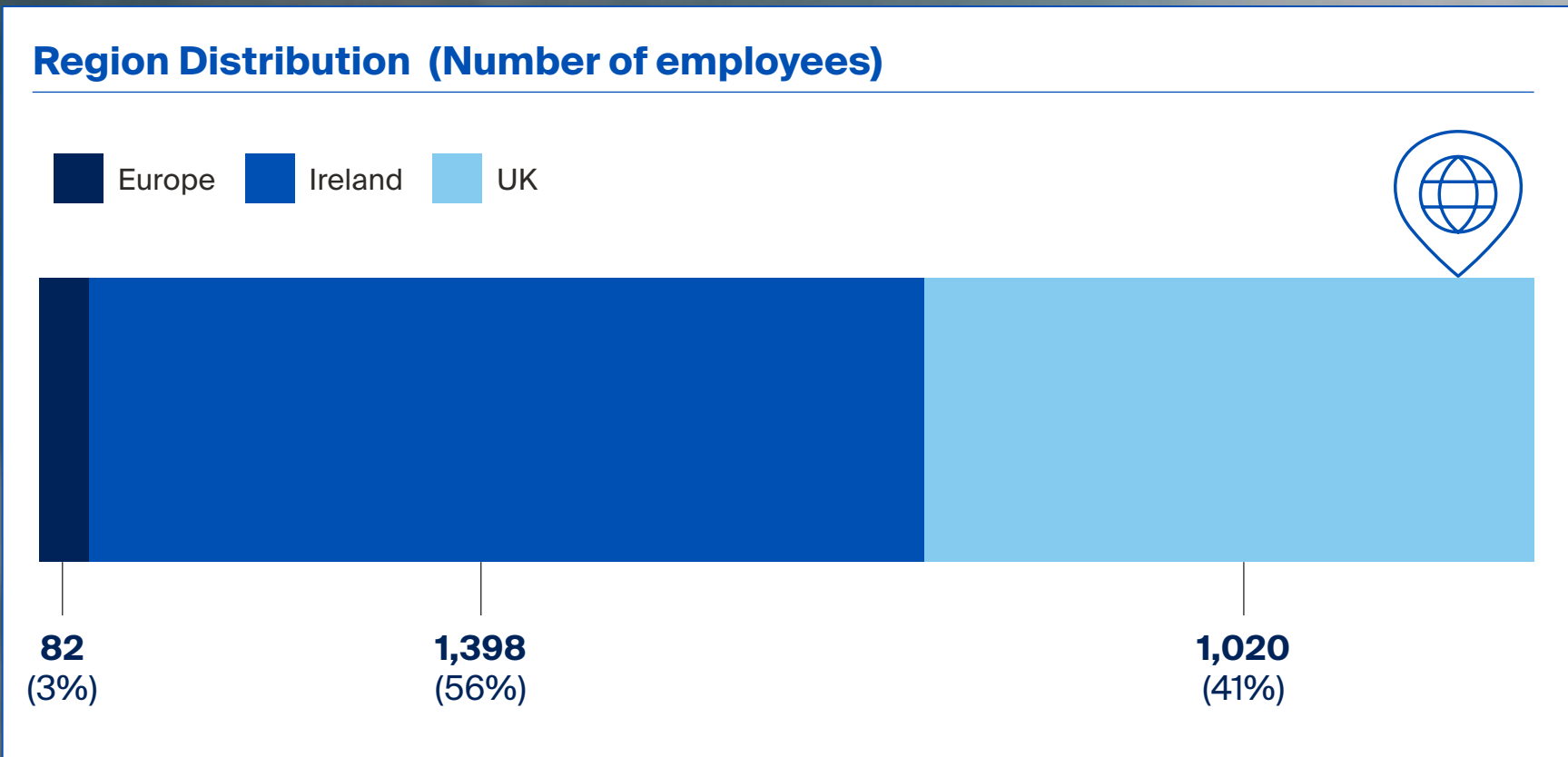
# Our people in numbers

2,500

Total number of employees

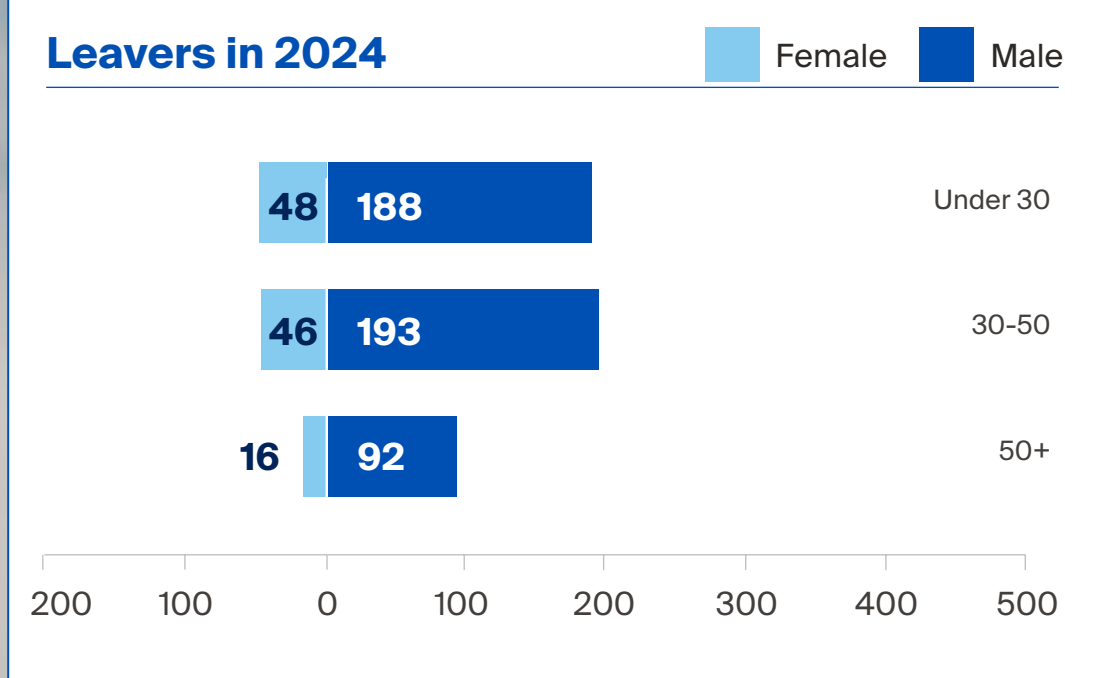
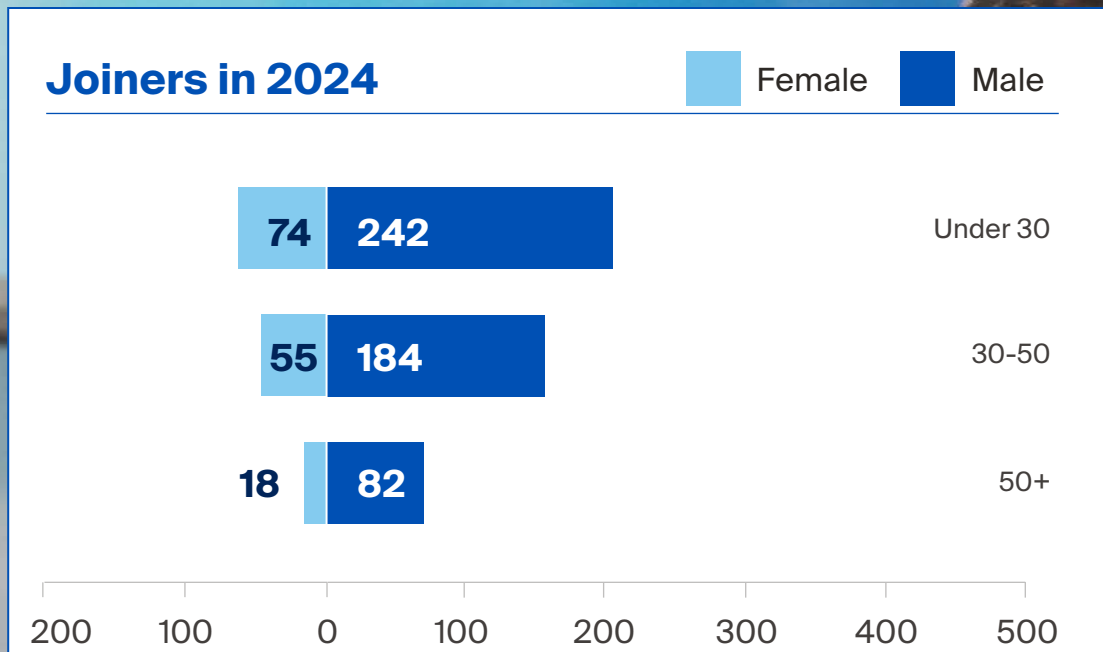
655

New employees during 2024



50

Different Nationalities



40

Average Age of Staff

### Parental Leave

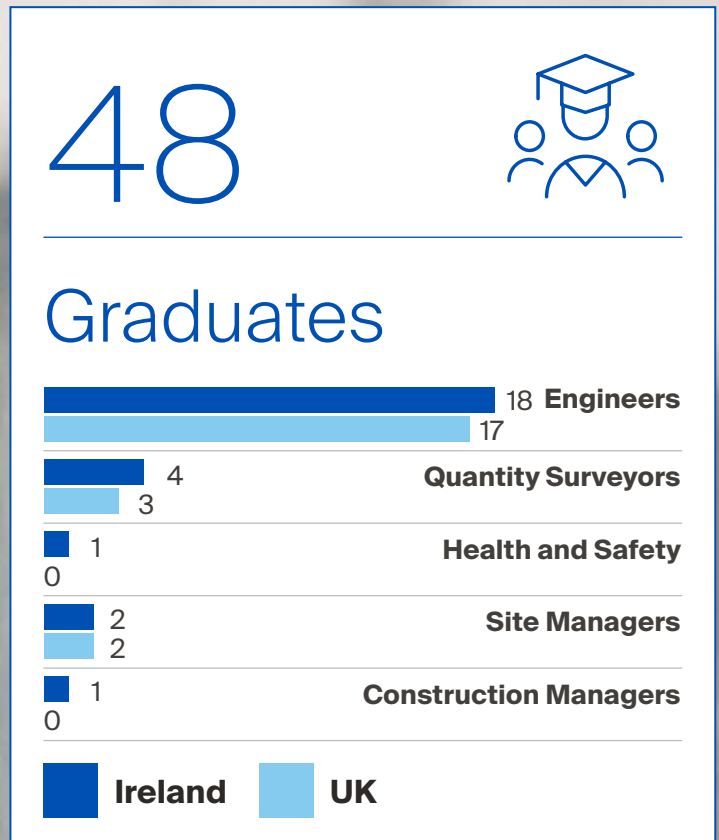
91 males (77%)  
27 females (23%)

The positive outcomes for employees returning from maternal, paternal and parental leave are a testament to our enhanced maternity and parental leave policies. In 2024, 99% of individuals returned to their roles, and 97% remained with the company for beyond three months post-return, showcasing strong reintegration.

184

Employees training through our leadership development programme, Elevate, in 2024

Elevate Inspire: 11  
Elevate Lead: 58  
Elevate Manage: 115





# Equality, Diversity, Inclusion and Belonging



We are committed to progressing and embedding equality, diversity, inclusion and belonging (EDIB) into employees' everyday experience. Our EDIB strategy (captured in our Inclusion and Belonging Compass) is central to our People and Culture vision. From inclusive leadership and recruitment, to education, community partnerships and cultural celebrations, we strive to create meaningful change and create a workplace where everyone belongs.

## 2024 Key Achievements

### Recognition

In 2024, we were awarded Gold status by the Irish Centre for Diversity, and achieved Platinum Investors in People (IIP) certification, recognition of our progress in embedding inclusive practices across the organisation.



### Inclusive Language and Behaviour Training

Circa 75% of employees have completed our 'It's Only Banter' workshop. These 90-minute sessions, led by senior leaders, challenge everyday language and behaviours, promoting a respectful and inclusive workplace. The programme is now a core part of onboarding for all new hires.

### Neurodiversity ERG: Beyond the Blueprint

We launched Beyond the Blueprint, our Employee Resource Group focused on neurodiversity. Following our Neurodiversity 101 webinar, this group is raising awareness, advocating for inclusive practices, and ensuring neurodivergent colleagues are supported and empowered.

## Our Inclusion and Belonging Compass

At the heart of our commitment to EDIB is the Inclusion and Belonging Compass; our strategic roadmap for building a more inclusive, equitable, and high-performing organisation.

Since its launch in 2023, it has been the framework that has turned intention into action. Built around six interconnected 'Pillars for Success', it's given us a shared structure and direction, ensuring that EDIB is embedded in everything we do.

Our six Pillars for Success are: 1. Leadership & Accountability; 2. Operational Excellence; 3. Learning & Education; 4. External Impact; 5. Communication; 6. Recruitment, Retention & Development

## Transparency and accountability

We are committed to transparency in our journey. As part of our legal and ethical obligations, we publish a [Gender Pay Gap Report](#). In 2024, we signed two external pledges reinforcing our commitment to advancing EDIB, the Business in the Community Inclusive Employer Pledge and the Chartered Institute of Building's Diversity and Inclusion Charter.



## Governance and Community

Our EDIB Steering Group plays a central role in embedding EDIB across our organisation. Comprising of senior executives, HR leaders, Employee Resource Groups (ERGs) representatives, and employees from a wide range of operational and functional roles across jurisdictions, the group provides strategic oversight and ensures alignment with the Inclusion and Belonging Compass.

The Steering Group reports directly to our Construction Board, holding it accountable for driving meaningful progress and embedding EDIB principles into our business practices.

We are also supported by a dedicated EDIB Partner, who manages and facilitates the day-to-day delivery of EDIB activities and initiatives, ensuring momentum and continuity across all activities.

We currently support four active ERGs:

- Beyond the Blueprint (embracing neurodiversity)
- Building Gender Balance Network (improving gender equality)
- Sisk Connect (celebrating cultural diversity)
- True Colours (enhancing LGBTQ+ inclusion)



Achieving Investors in Diversity Gold is a significant milestone that reflects our progress and ongoing commitment to embedding inclusion and advancing gender equity across the organisation.

### Maura Toles

Group Company Secretary and Chief Legal Officer



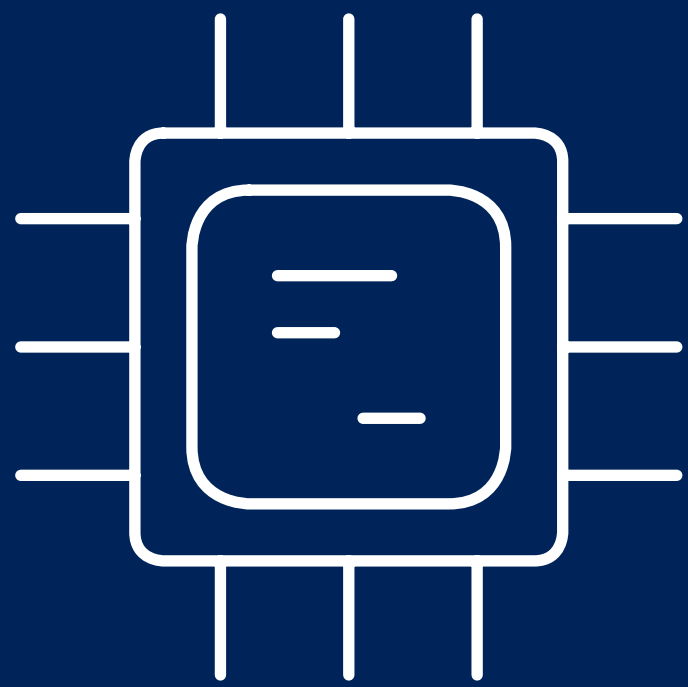
Our ERGs play a vital role in fostering inclusion, connection and growth. They amplify voices, build community, and help shape a culture where everyone feels supported and empowered.

### Steven McGee

Chief Operating Officer, Ireland and UK



# Embracing innovation and digital technology



## Supporting, developing and promoting sustainable design and construction solutions through efficient business practices.

In 2024, Sisk made significant strides in embedding innovation and digital technology at the heart of our sustainability journey. This evolution reflects not only our commitment to continuous improvement but also our belief that innovation is a critical enabler of our broader sustainability ambitions. By promoting a culture of collaboration and curiosity, we are transforming how we deliver projects—ensuring that every innovation contributes meaningfully to our vision of creating places for future generations.

Our approach is grounded in internationally recognised frameworks such as ISO 19650 and soon, PAS 2080, which guide our digital information management and carbon management practices respectively. ISO 19650 has enabled us to standardise and streamline our use of Building Information Modelling (BIM) across the lifecycle of our projects, enhancing transparency, coordination, and efficiency. Meanwhile, PAS 2080 will provide a robust structure for managing carbon holistically, encouraging early-stage engagement and data-driven decision-making that reduce whole-life

carbon impacts. Together, these standards form an integrated management approach, ensuring that innovation and digital technology are not ad hoc but systematic, scalable, and aligned with our sustainability goals.

Throughout 2024, we have seen the tangible benefits of this approach across our wider operations. From the integration of real-time data analytics and AI-driven insights, our teams are empowered with tools that enhance performance, reduce waste, and improve safety. Our Unified Information Management Platform has further accelerated our digital transformation, enabling seamless collaboration across projects, functions and geographies.

We have also taken a leadership role in industry-wide innovation efforts, where we are active participants in the markets in which we operate. Most notably this was demonstrated through our involvement in the Low-Carbon Concrete Demonstrator project. This initiative exemplifies how we are not only adopting new technologies but also actively shaping the

future of sustainable construction. By working closely with supply chain partners, academia, and industry bodies, we are helping to drive the transition to low-carbon materials and methods.

Ultimately, our innovation and digital strategy is about much more than technology—it's about purpose. Every advancement we make is in service of our long-term vision: to create places that are resilient, inclusive, and sustainable for the generations to come.





# Advancing Sustainable Construction Through Industry Collaboration

## The construction industry is rapidly evolving from manual, labour-intensive methods to digital, off-site, and sustainable practices.

This transition, fuelled by technologies like BIM, AI and automation, boosts efficiency, safety, and environmental performance. Off-site construction methods reduce waste and speed up delivery. Sisk is leading this change, integrating digital and green innovations throughout our operations.

Meaningful progress toward a low-carbon future hinges on strong industry collaboration. Sisk is deeply committed to this, demonstrating our impact through strategic partnerships.

We've been a key participant in [Construct Innovate](#) since its 2021 launch, with our Innovation and Design Director representing Sisk on the steering committee, and more broadly we are active participants with the group's research projects, including a partnership with Trinity College Dublin on groundbreaking low-carbon concrete. Our Innovation and Design Director serves on the [Timber in Construction Steering Group](#), working to increase timber use in construction and address regulatory challenges, and on the Board of [MMC Ireland](#), highlighting Sisk's dedication to circular economy principles and sustainable design through modern methods of construction (MMC). By uniting expertise through these vital collaborations, Sisk is actively driving the construction industry towards a low-carbon future.

## Shaping the Future: Sisk's Role in Advancing Construction Skills

At the 2024 Department of Further and Higher Education, Research, Innovation and Science's (DFHERIS) Annual Construction Sector Skills Forum, Sisk played a prominent role in shaping the national conversation on the future of construction skills. Sarah-Jane Piscioti, Innovation and Design Director, served as MC, guiding the event with energy and insight. Sinéad Hickey, Group Sustainability Director, delivered a powerful message on embedding sustainability into everyday roles, emphasising that purpose and impact are not limited to job titles. The event concluded with an inspiring keynote from Giselle Gallagher, MMC Quality Technician at Vision Built, who shared her personal journey into the industry, highlighting the opportunities modern construction offers.

Beyond the forum, Sisk continues to support long-term skills development with significant involvement in the [Expert Group on Future Skills Needs](#) Industry Stakeholder Steering Committee and the recently launched DFHERIS's [MMC Action Plan](#). These efforts reflect Sisk's commitment to building a skilled, sustainable, and future-ready workforce.



“



Collaboration is the catalyst for real change. By working together across industry, we can accelerate innovation and deliver the low-carbon solutions our future demands.

**Sarah-Jane Piscioti,**  
Innovation & Design Director





# Low-Carbon Concrete Demonstrator

**We successfully completed a landmark trial of low-carbon concrete at Wembley Park, delivering a major step forward in sustainable construction.**

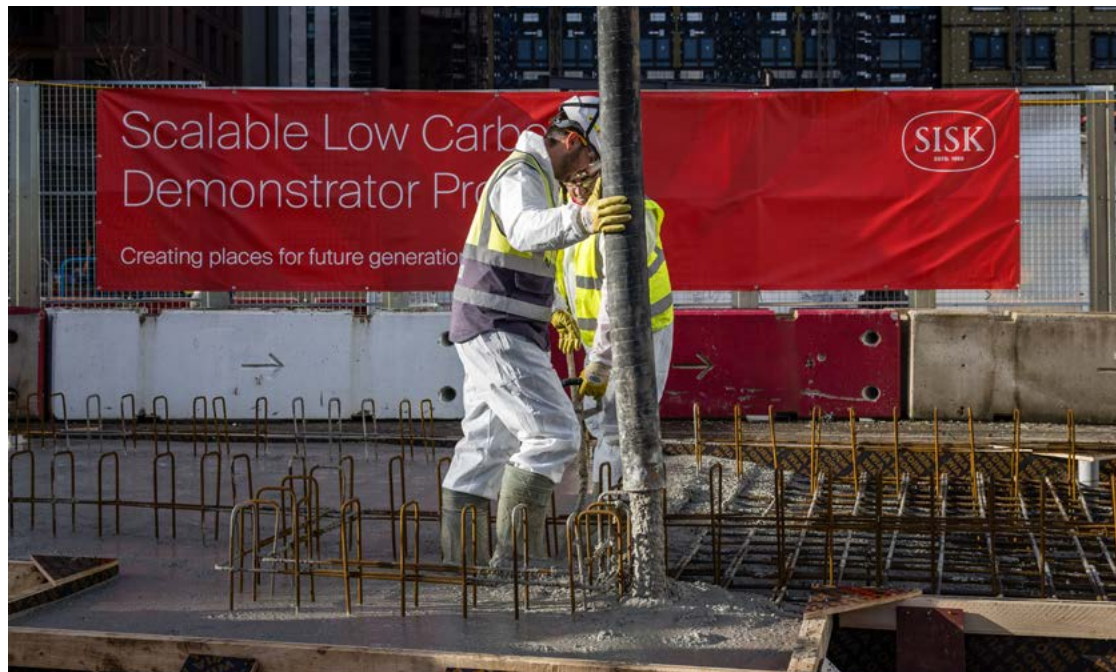
The test results demonstrated that using Ecocem’s ACT next generation cement technology can cut carbon emissions by more than 70 percent compared to standard concrete. ACT was tested across a variety of structural applications, including floors, walls, columns, and precast stairs; each met performance targets, confirming the material’s suitability for real-world construction without compromising on strength or durability. Compliance with BSI Flex 350, a performance-based standard for concrete in the UK, was also confirmed through laboratory analysis and on-site testing, further validating ACT’s performance credentials. This project marks the first time ACT has been used at scale in a structural setting and brought together a consortium of industry leaders and researchers, including Ecocem, Ramboll, Loughborough University, Creagh Concrete, Capital Concrete, and BRE Group. This initiative reflects a growing momentum in the construction sector to reduce embodied carbon and adopt greener building practices. By proving that high-performance, low-carbon alternatives are viable today, the project sets a strong precedent for future developments and industry-wide change.

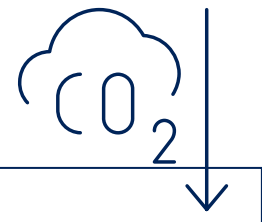


“ We are responding to signals from client organisations and the wider industry to make low-carbon concrete a mainstream and scalable product.

**Aidan King**  
Regional Director

[⊕ READ THE FULL ARTICLE HERE](#)



  
**70%**  
70% carbon emissions reduction  
Compliance with BSI Flex 350

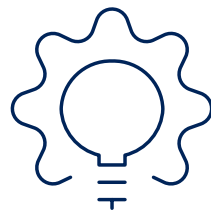
“

Concrete production currently makes up almost 8% of global carbon emissions. The results we are seeing from this ACT project demonstrate the value of supporting these types of projects to accelerate carbon reduction in a challenging sector. Innovate UK's Advanced Market Commitment (AMC) is also aiming to provide firm demand signals to shape a credible pathway for scaling the production and use of low-carbon concrete, providing expert insight and guidance to unlock fresh investment into innovative low-carbon concrete and cement products.

**Dr Stafford Lloyd**  
Innovate UK



# Strategic Delivery Through Enterprise Transformation



## Sisk’s Breaking New Ground strategy places Modern Methods of Construction (MMC), Digital Transformation, and Net Zero Delivery at the heart of our operations.

As the construction industry evolves, so too does the workforce, with growing demand for digital and sustainability-focused expertise. We have embraced this shift by restructuring teams and embedding sustainable design, innovation, and digital technology across our business. Our Integrated Sustainable Solutions (ISS) team supports this transition by providing advanced MMC and design optioneering, AI-powered life cycle assessment tools, and evidence-based carbon measurement and reduction services. These capabilities help inform smarter, more sustainable decisions across our projects. Our Digital Project Delivery (DPD) team is transforming how we design, procure, and deliver projects. By aligning people, processes, and technology, DPD has fostered a ‘digital by default’ mindset, making digital solutions central to how we work. We’re also leveraging technology to deepen our understanding of environmental impacts across the supply chain. One example is our Power BI-powered Scope 3 emissions calculator that uses material quantities to deliver more accurate emissions data. This approach supports better environmental accountability and helps teams identify meaningful reduction opportunities. Our integrated approach is helping us turn ambition into action, delivering real results in carbon reduction, efficiency, and project performance.



## Driving Digital Transformation Through Dalux

We’ve partnered with Dalux as our Unified Information Management Platform, now being deployed across all projects to further improve construction efficiency. Dalux brings together design data, BIM models, field reports, and subcontractor information into one intuitive system, accessible from any device. Its advanced BIM tools support accurate planning, clash detection, and precise material take-offs which minimises waste, avoids rework, and enables more sustainable procurement. Real-time access to project information improves workflows and streamlines communications helping teams work more efficiently and with fewer delays. As a central hub for project data, Dalux also supports integration with life cycle assessment tools, enabling informed decisions that reduce embodied and operational carbon.



Dalux is transforming how we manage information across our projects, enabling smarter decisions and more sustainable construction from the ground up.

**Donal McCarthy**  
COO - Data, Life Science & Technology

## PAS 2080 Standard

We're committed to rigorous carbon reduction, leveraging PAS 2080, a globally recognised standard for managing carbon in the built environment, as our guiding framework. The standard emphasises a ‘whole-life’ approach, focusing on reducing carbon through innovative design, construction, operation, and asset end-of-life, with the ultimate goal of supporting a net-zero transition.

## AI-Enabled Sustainability

AI-powered solutions are transforming corporate sustainability by delivering faster, deeper insights into environmental impact, resource use, and operational efficiency. We are actively investing in internal capabilities to apply these tools effectively and improving employee knowledge by offering AI and data literacy education. By combining innovation with continuous improvement, AI is accelerating our journey toward key sustainability goals and helping shape a more resilient, responsible future for our business.



# Bringing It All Together On-Site

## Transforming Silvertown Quays with Modern Methods of Construction

**The Silvertown Quays regeneration will transform a strategic dockland site that has remained derelict for nearly 40 years.**

At the heart of this landmark project is the pioneering use of Design for Manufacture and Assembly (DfMA) techniques to deliver a more efficient and sustainable building. This approach has enabled the creation of a true 'kit of parts' structural frame, resulting in a 36% reduction in embodied carbon. Each structural element including precast concrete twin walls; steel columns; transfer beams; delta beams; and hollow-core concrete planks; is designed and manufactured off-site in a specialist facility, then delivered in sequence and assembled on-site.

This method has a multitude of benefits:

- enhances quality control,
- reduces health and safety risks,
- and significantly shortens installation time compared to traditional construction.

The project also incorporates prefabricated bathroom pods and bolt-on balconies, further improving speed, efficiency, and alignment with sustainability goals. Off-site manufacturing plays a vital role in supporting the project's commitment to net zero and sets a new standard for responsible urban development. The next phase will continue to contribute to the creation of a vibrant new neighbourhood in East London, helping to shape a lasting legacy through innovation and environmental performance, and delivering on our vision of creating places for future generations.



## Geospatial Surveying at Glass Bottle Site

**The development of Glass Bottle will see the transformation of approximately 37.2 acres of industrial land into an integrated and vibrant new place for residents and workers.**

Our in-house geospatial and drone team plays a vital role in this transformation, delivering real-time data and insights that enhance decision-making and streamline project delivery. Using advanced drone software, we conducted aerial surveys, inspections, and analytics, capturing 360° panoramas, stills, and videos to visualise site conditions, logistics, and progress.

Key capabilities of the software include:

- Aerial Surveys & Inspections
- Site Logistics
- Health & Safety
- Surface & Volume Calculations
- Progress Documentation
- Structural Inspections
- Topographic Intelligence
- 3D Mesh Models

This approach has been widely embraced by project teams, who consistently highlight its value in improving planning, resolving issues, and engaging stakeholders with up-to-date visualisations.





## VISION BUILT

### Sustainability is at the core of Vision Built (VB), with a focus on providing a building legacy for our clients.

During 2024, we continued to design, manufacture, install and commission comprehensive volumetric 3D and 2D panelised modular solutions, with accelerated delivery programs with sustainability benefits for all. We are proud to be at the forefront in revolutionising the construction industry, which was recognised by Lean Business Ireland by winning the SME Business of the Year and Sustainable SME of the year.

We continue to embed our [Sustainability Roadmap](#) which, like Sisk, focuses on five themes of Tackling Climate Change and Air Pollution, Caring for the Environment, Enhancing Communities, Leading on Responsible Business Practice and Embracing Innovation and Digital Technology.

Our 2024 highlights across our themes include:

#### Tackling Climate Change and Air Pollution

- We have set ambitious targets to achieve Net Zero with offsets by 2025, and without offsets by 2030.
- Our 2024 GHG emissions were 129 tCO<sub>2</sub>e (Scope 1) and 81 tCO<sub>2</sub>e (Scope 2).
- Reviewed Scope 3 emissions and planning 3rd party audit for late 2025.
- All products now have Life Cycle Models in place.
- Green steel has been designed into a new school which has reduced the embodied carbon by 30%.
- Electrified Mobile Elevated Work Platforms and Forklifts
- Hydrotreated Vegetable Oil (HVO) is now standard across all operations.

#### Caring for the Environment

- Achieved 97.5% diversion of waste from landfill.
- Waste increased from 500 to 700 tonnes due to increased production and a one off clear out.
- Water use remained constant increasing slightly from 650m<sup>3</sup> to 670m<sup>3</sup>.

#### Enhancing Communities

- Estimated social value contribution >€15 million
- Safety: Achieved 18% increase in working hours, total >318,000, without any reportable incidents.
- Wellbeing: Completed over 450 hours of engagements and became a Lighthouse charity sponsor.
- Locally Sourced Talent: More than 80% of our team members are from the local area.
- Community Investment: We spent €14.7 million with local businesses.
- We welcomed seven students for summer placements and two transition year students.
- We increased our wellbeing engagements by over 100%, with 467 hours of activities.
- Charitable Contributions: Our donations to various charities reached € 6,136.
- Workplace Diversity: We increased the percentage of women in our workforce from 14% to 17%.

#### Leading on Responsible Business Practices

- Launched the first NVQ4 traineeship for manufacturing operatives offering, full paid traineeship for over 40% of our production operatives.



- Involved in national initiatives to address the skills shortage. Hosted industry, educational and client teams as part of the Skillsnet MMC Accelerator program.
- Contributed to the Sicon Group Double Materiality Assessment.

#### Embracing Innovation and Digital Technology

- Continued our implementation of ISO19650.
- Implemented Dalux which has streamlined project communications, improved system integration and enhanced controls.
- Embedded productivity software allowing us to automate the flow and drive increased efficiencies in the delivery of our product.



We're incredibly proud to have been recognised by Lean Business Ireland. This achievement truly highlights our commitment to advancing MMC and delivering significant sustainability benefits for our clients and industry partners, utilising MMC while building a lasting legacy.

**Brian Kennedy**  
Managing Director



SENSORI GROUP

Sensori Group delivers integrated mechanical, electrical, and construction-based facilities management across Ireland and Europe.

Our services include turnkey MEP and CSA solutions, data centre installations, BMS, and sustainable FM. Our approach to sustainable growth goes beyond industry leadership, reflecting our dedication to shaping a responsible future through practical, impactful actions.

Sustainability Governance

We drive continuous improvement through regular policy reviews and employee upskilling via sustainability focused “In the Know” sessions and toolbox talks. In 2024, we began our CSRD journey with Sisk and the wider Sicon Group undertaking a Double Materiality Assessment that will inform our Sustainability Roadmap.

Environmental Commitment

In 2024, we retained ISO 14001 Environmental Management System and ISO 50001 Energy Management System certifications, and reduced electricity use by 3.82%. Our LEED Gold-certified HQ features solar panels, EV chargers, and heat pumps, further reflecting our own commitment to green energy. EVs now account for 25% of our total fleet.

We apply this expertise to client sites, delivering energy-efficient solutions for both public and private sector clients, including the [new Sisk headquarters](#) in Citywest, Dublin.

We have strengthened our Building Management Systems (BMS) in-house division supporting all new and existing clients with BMS audits, enabling the client to enhance their performance and accountability.

Client Collaborations

Supported our clients in delivering significant energy and emissions reductions, including:

- Decarbonisation project at the Office of Public Works (OPW) project in Kilcairn, Co. Meath, achieving an A3 Building Energy Rating (BER) and 80% annual energy savings.
- Targeted energy improvements at St. Vincent’s Private Hospital.
- Sustainability roadmap and carbon reductions at one of the world’s top 25 biotech and pharmaceutical companies.
- Completed an energy centre upgrade project at the North Building Campus of Dundalk Institute of Technology (DkIT).

Our ongoing commitment to sustainable excellence was recognised at the 2024 FM Awards, where Sensori Group was named Specialist FM Service Provider of the Year, for the third consecutive year.

Community Involvement

In 2024, Sensori deepened its commitment to community through meaningful action. Some examples throughout the year include: partnering with Sisk to support St. Ronan’s School; volunteered with BITCI’s Time To Count; Re-Turn for Children campaign; joined the National Spring Clean; supporting biodiversity through DC’s For Bees; sponsoring local youth sports; and participating in Focus Ireland’s Shine a Light Sleep Out to raise homelessness awareness.

Supporting Employees

In 2024, Sensori continued to invest in employee development:

- Supported 11 team members pursue higher education courses.



- Apprentices employed rose from 55 in 2023 to 64 in 2024.
- Hosted a dedicated apprentice breakfast event to foster dialogue with senior leadership.
- Women now make up 18% of our workforce, up from 16% in 2023.
- Sponsored the Women in Facilities Management Award at the 2024 Facilities Management Awards.
- Partnered with the Construction Workers Health Trust (CWHT) to deliver comprehensive health screenings for employees at our North-West offices.
- Partnership with mental health charity Lighthouse Construction Industry Charity.

Industry Engagement

Our engagement with the wider industry remains strong and purposeful. We remain active in Chambers of Commerce and Digital Infrastructure Ireland and many of our team members have enhanced their professional credentials through memberships with the Institute of Workplace and Facilities Management (IWFM), further embedding Sensori in the evolving landscape of facilities and workplace innovation.



At Sensori, sustainability is embedded in everything we do—from our strong client partnerships to the passion of our teams. This overview is both a snapshot of our journey so far and a reaffirmation of our commitment to keep pushing forward, for our clients, our industry, our people, and the planet.

Mark Cullen  
Managing Director





MEMBERSHIPS & AWARDS

Driving meaningful and sustainable progress in our industry calls for purposeful collaboration and a shared vision for the future



Through effective collaboration, we gain broader perspective, better solutions, and stronger outcomes. It's this collective momentum that transforms commitment into real progress

**Marcus Carne**  
Chief Commercial Officer

Our active engagement in professional networks, industry associations, and thought leadership forums enables us to contribute to, and benefit from, collective expertise. These partnerships are instrumental in keeping us aligned with emerging best practices and offer a platform to share insights, influence key discussions, and help steer our industry toward more responsible and forward-thinking business practices.

American Chamber of Commerce, Ireland	Irish Business and Employers Confederation (IBEC)
Armed Forces Covenant	Irish Centre for Diversity
Bee Conservation UK	Irish Concrete Society
British Safety Council	Irish Green Building Council
Build UK	Irish Management Institute
Business in the Community Ireland	MMC Ireland
Buy Social Challenge, SERI	National Irish Safety Organisation
Chambers Ireland	SEAI Large Industry Energy Network
Chartered Institution of Highways and Transportation UK	Social Enterprise UK
CIF Industry 4.0	Social Value Portal
Considerate Constructors Scheme	Supply Chain Sustainability School, Ireland
Construct Innovate Ireland	Supply Chain Sustainability School, UK
Construction Industry Federation	The 5% Club
Construction IT Alliance & CITA Skillnet	The Climate Group
Construction Professional Skillnet	The Expert Group on Future Skills Needs
Engineers Ireland	The Royal Society for the Prevention of Accidents
Get it Right Initiative	The Timber in Construction Steering Group
Heritage Contractors	The Valuable 500
Infrastructure Industry Innovation	UK Green Building Council
Institute of Directors in Ireland	World Skills Ireland
Institute of Environmental Management and Assessment	



AWARDS AND RECOGNITION

At Sisk, we embrace the opportunity to lead with purpose and are proud of the recognition we've received for our efforts.

These acknowledgments reflect our dedication to progress and our drive to make a positive, lasting impact. See our latest awards and recognitions on our [website](#).



GRI INDEX

	GRI Standard		Disclosure		Page Location/Response
General Disclosure	GRI 2	General Disclosures 2021 The organisation and its reporting	2-1	Organisational details	About this report, 3
			2-2	Entities included in the organisation’s sustainability reporting	3, 45, 46
			2-3	Reporting period, frequency and contact point	About this report
			2-5	External assurance	Although this Report does not contemplate external verification, the information was validated by the Board of Directors and the management areas of the organisation.
	GRI 2	General Disclosures 2021 Activities and workers	2-6	Activities, value chain and other business relationships	3-7, 45, 46
			2-7	Employees	38
	GRI 2	General Disclosures 2021 Governance	2-9	Governance structure and composition	6
			2-10	Nomination and selection of the highest governance body	6
			2-11	Chair of the highest governance body	6
			2-12	Role of the highest governance body in overseeing the management of impacts	6, 10-11
			2-13	Delegation of responsibility for managing impacts	6, 10-11
			2-14	Role of the highest governance body in sustainability reporting	The board reviews and approves all the Company's Sustainability Reports.
			2-15	Conflicts of interest	35
			2-16	Communication of critical concerns	35
			2-17	Collective knowledge of the highest governance body	6, 10-11
	GRI 2	General Disclosures 2021 Strategy, policies and practices	2-22	Statement on sustainable development strategy	1, 5
			2-23	Policy commitments	11, 35, 37
			2-24	Embedding policy commitments	35, 37
			2-25	Processes to remediate negative impacts	6
			2-26	Mechanisms for seeking advice and raising concerns	35
			2-27	Compliance with laws and regulations	During 2024, there were no identified non-compliance with laws or regulations in the social or economic area.
			2-28	Membership associations	47
	GRI 2	General Disclosures 2021 Stakeholder engagement	2-29	Approach to stakeholder engagement	7



GRI INDEX (CONTINUED)

	GRI Standard		Disclosure		Page Location/Response
Material Topics	GRI 3	Material Topics 2021	3-1	Process to determine material topics	8
			3-2	List of material topics	8, 10-11
			3-3	Management of material topics	6, 12, 20, 28, 34, 40
Economic performance	GRI 3	Material Topics 2021	3-3	Management of material topics	3, 6
	GRI 201	Economic Performance 2016	201-1	Direct economic value generated and distributed	3
			201-2	Financial implications and other risks and opportunities due to climate change	6
Procurement practices	GRI 3	Material Topics 2021	3-3	Management of material topics	6, 34
Anti-corruption	GRI 3	Material Topics 2021	3-3	Management of material topics	6, 35
	GRI 205	Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	35
			205-2	Communication and training about anti-corruption policies and procedures	35
Anti-competitive behavior	GRI 3	Material Topics 2021	3-3	Management of material topics	6
	GRI 206	Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	During 2024, there was no legal action taken for any breaches of any anti-competitive behaviour, anti-trust, and monopoly practice requirements.
Materials	GRI 3	Material Topics 2021	3-3	Management of material topics	6
			301-2	Recycled input materials used	12-16, 24-25
			301-3	Reclaimed products and their packaging materials	12-16, 24-25
Energy	GRI 3	Material Topics 2021	3-3	Management of material topics	6, 12
	GRI 302	Energy 2016	302-1	Energy consumption within the organisation	17
			302-2	Energy consumption outside of the organisation	17
			302-3	Energy intensity	18
			302-4	Reduction of energy consumption	14-16
			302-5	Reductions in energy requirements of products and services	14-16
Water and effluents	GRI 3	Material Topics 2021	3-3	Management of material topics	20
	GRI 303	Water and Effluents 2018	303-1	Interactions with water as a shared resource	27
			303-5	Water consumption	27



GRI INDEX (CONTINUED)

	GRI Standard	Disclosure	Page Location/Response
Biodiversity	GRI 3     Material Topics 2021	3-3     Management of material topics	20
	GRI 304   Biodiversity 2016	304-1   Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	21-22
		304-2   Significant impacts of activities, products and services on biodiversity	21-22
		304-3   Habitats protected or restored	21-22
Emissions	GRI 3     Material Topics 2021	3-3     Management of material topics	12
	GRI 305   Emissions 2016	305-1   Direct (Scope 1) GHG emissions	18-19
		305-2   Energy indirect (Scope 2) GHG emissions	18-19
		305-3   Other indirect (Scope 3) GHG emissions	18-19
		305-4   GHG emissions intensity	18
		305-5   Reduction of GHG emissions	18
Waste	GRI 3     Material Topics 2021	3-3     Management of material topics	20
	GRI 306   Waste 2020	306-1   Waste generation and significant waste-related impacts	24-26
		306-2   Management of significant waste-related impacts	24-26
		306-3   Waste generated	24-26
		306-4   Waste diverted from disposal	24-26
		306-5   Waste directed to disposal	24-26
Employment	GRI 3     Material Topics 2021	3-3     Management of material topics	37
	GRI 401   Employment 2016	401-1   New employee hires	38
		401-2   Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sisk provides the same benefits to full, part time and fixed term contractors performing in similar roles.
		401-3   Parental leave	38



GRI INDEX (CONTINUED)

	GRI Standard	Disclosure	Page Location/Response
Occupational health and safety	GRI 3     Material Topics 2021	3-3     Management of material topics	28
	GRI 403   Occupational Health and Safety 2018	403-1   Occupational health and safety management system	28-30
		403-2   Hazard identification, risk assessment, and incident investigation	28-30
		403-3   Occupational health services	31
		403-4   Worker participation, consultation, and communication on occupational health and safety	29-31
		403-5   Worker training on occupational health and safety	29-31
		403-6   Promotion of worker health	29-31
		403-7   Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	29-31
		403-8   Workers covered by an occupational health and safety management system	29-31
		403-9   Work-related injuries	29
		403-10 Work-related ill health	29
Training and education	GRI 3     Material Topics 2021	3-3     Management of material topics	37
Diversity and equal opportunity	GRI 3     Material Topics 2021	3-3     Management of material topics	39
	GRI 405   Diversity and Equal Opportunity 2016	405-2   Ratio of basic salary and remuneration of women to men	39
Local communities	GRI 3     Material Topics 2021	3-3     Management of material topics	28
	GRI 413   Local Communities 2016	413-1   Operations with local community engagement, impact assessments, and development programs	32-33
		413-2   Operations with significant actual and potential negative impacts on local communities	32-33
Public policy	GRI 3     Material Topics 2021	3-3     Management of material topics	6, 35
	GRI 415   Public Policy 2016	415-1   Political contributions	During 2024, there were no contributions made to political parties or representatives.
Marketing and labeling	Marketing and labeling	417-1   Requirements for product and service information and labeling	40-43
		417-2   Incidents of non-compliance concerning product and service information and labeling	During 2024, there were no incidents to report.
		417-3   Incidents of non-compliance concerning marketing communications	During 2024, there were no incidents to report.





John Sisk & Son  
(Holdings) Ltd

**Head Office**  
3007 Lake Drive  
Citywest, Dublin 24  
D24 N2HR, IRELAND

**UK Head Office**  
1 Curo Park  
Frogmore, St Albans  
AL2 2DD, UK

**sisk.com**