



*Sustainability in Action:  
How KSSL is Shaping a  
Better Tomorrow*



Kiernan Steel: Forging Tomorrow, Sustainably Today.

# About Us

At KSSL, our commitment to sustainability extends far beyond a mere obligation—it is a fundamental ethos that guides every facet of our business. Grounded in the belief that true success is measured not just in financial gains but in the positive impact we impart on the environment and communities we serve, our sustainability roadmap is a testament to our unwavering dedication.

We recognize that the most impactful sustainability initiatives align seamlessly with our business opportunities. Through a strategic perspective, we aim not only for growth but for sustainable growth that generates enduring value for the communities we are part of. At KSSL, trust is paramount, and we uphold this trust through the uncompromising adherence to the highest standards of quality, safety, ethics, and integrity.

In the realm of engineering, we don't just meet challenges; we innovate solutions that stand at the forefront of sustainable practices. Our commitment extends beyond the boundaries of our projects as we tirelessly work to minimize our operational footprint, promoting a healthy environment that transcends our immediate surroundings.





## - About Us

Collaboration is at the heart of our approach. We forge strong bonds with our suppliers, applying rigorous standards of environmental and social responsibility throughout our supply chain. Simultaneously, we safeguard the safety, health, and wellbeing of our employees, recognizing that their welfare is integral to the success of our endeavors.

Our sustainability is community-driven, guided by a deep-seated belief in the power of collective progress. We measure our impact not just in terms of projects completed but in the tangible positive influence we exert on the world. This commitment to measurement and evaluation empowers us to learn continually, make informed decisions, and adapt swiftly to the evolving landscape.

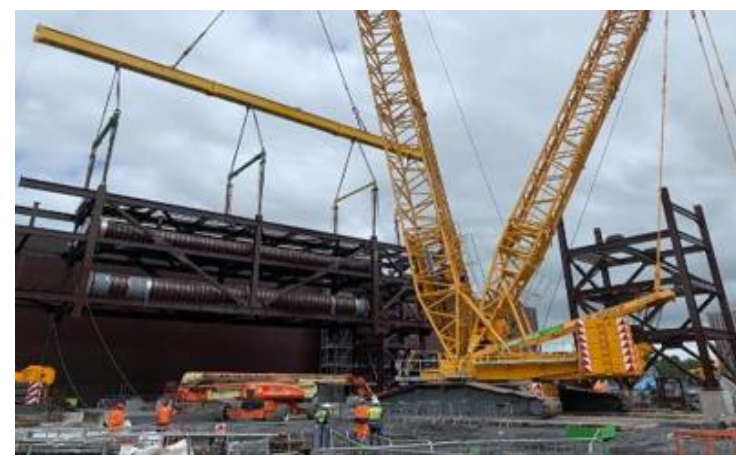
Understanding that the long-term success of our projects is intertwined with self-reliance, we navigate the future with a sustainable mindset. Strengthening the communities where we live and operate is not a mere goal but an imperative. Moreover, we actively inspire the next generation through apprenticeships and local employment, fostering a legacy of sustainability that transcends generations.



Kiernan Steel started life in 1989 primarily producing agricultural buildings for the farming community.

Today, we are one of Ireland's leading steel manufacturing companies employing over 250 people both in Ireland and the UK

A State-of-the art **Irish** manufacturing facility in a modern 160,000ft<sup>2</sup> factory with a large 10-acre adjacent storage yard and a Second manufacturing facility located in Wales.



# Our Obligation

We recognize the critical importance of aligning our operations with the United Nations Sustainable Development Goals (SDGs). These global goals provide a comprehensive framework that addresses pressing social, economic, and environmental challenges, guiding our commitment to creating positive and lasting impacts.

By integrating the SDGs into our business strategy, we aim to contribute to a sustainable future, fostering responsible production and environmental practices. Our dedication to these goals reflects our belief in the transformative power of collective action.

As we confront the challenges posed by the climate emergency and recognize the imperative to consistently contribute value to the communities we serve, effecting real change requires a collaborative effort with all stakeholders, particularly our supply chain.

Our commitment involves ongoing active engagement, where we listen, learn, provide support and guidance, and recognize the vital role they play in assisting us in meeting our obligations.

## Sustainability Goals

Our Contribution and Relevance

- Indirect Contribution

Indirect contribution means positively impacting goals like ending poverty, hunger, and fostering partnerships, even if the actions are not directly aimed at these goals.



- Positive Contribution

Positive contribution involves making beneficial impacts or improvements in various areas, creating a better overall outcome



- Directly Relevant

Directly relevant means closely connected or specifically applicable to our sector.



# Company Commitment

Provide an integrated construction and safety management system where our mindset and resilient actions: plan, understand and communicate for safe working, where we provide care and respect to our teams executing the works ensuring they return home in a state of good health, safety, security and positive mental health.



Quality Always, consistently do the simple things right! Hand over the works free of defect and in a safe state for the next trade or person. Our everyday focus to understand and communicate for SAFETY FIRST, QUALITY ALWAYS!



Our people are our greatest strength. We commit to bring the strongest team to ensure the success of the project !



KSSL have made a commitment to reducing our carbon footprint using “Sustainable Business”. Through this commitment we are actively working towards minimizing the impact of our operations and processes on the natural environment around us through sustainable practices, procurement processes and continuous improvement of our environmental performance.



Early engagement and sharing of our expertise to resolve design and constructability matters ensuring safe execution of the works.



Integrated planning and schedule support, proactively providing solutions for change ensuring project goals achieved. Pro-active solution-based attitude to schedule and cost changes.





# Sustainability Strategy

Anticipating the coming decade, our journey will follow five pivotal themes, curated to resonate with the values of both our stakeholders and Kiernan Steel.

These themes have been carefully crafted to align with the United Nations Sustainable Development Goals, ensuring a comprehensive reflection of what matters to us and our global community. Within each theme, we will set ourselves targets designed to push the boundaries for both our organization and supply chain.

To uphold transparency and credibility, these targets will undergo verification by recognized certifying bodies where applicable, underscoring our commitment to accountability and continuous improvement.

# Objectives

## Responsible Business Practices

Collaborating with a supply chain with shared values and creating a sustainable legacy across our industry



## Enhancing Community

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



## Embracing innovation and digital technology

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



## Caring for the environment

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



## Tackling Climate Change & Air Pollution

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





# Leading on responsible business practices



UN Sustainable Development Goals



Kiernan Steel is committed to responsible business practices, acknowledging the impact our collective actions can have on others. We are dedicated to ensuring that decisions related to the procurement and engagement of organizations, individuals, goods, or services incorporate environmental, legal, social, and economic considerations at every stage of the procurement process.

In alignment with our values, we collaborate with supply chain partners who share our commitment and actively support our goals. Our aim is to establish a procurement approach within the company that aligns with the ISO 20400 guidance standard for Sustainable Procurement, with the goal of full implementation by 2030.

- - Leading on responsible business practices

Kiernan Steel is an equal opportunities employer. As a Company, we view equal opportunity not just as a legal obligation, but also a moral commitment based on simple fairness. Thus, Kiernan Steel maintains and enforces a policy of equal employment opportunity without regard to race, colour, religion, sex, age, national origin, disability or any other factor protected by law. This policy of non-discrimination applies to all aspects of employment.

We maintain a zero-tolerance approach to slavery, bribery, and corruption, and we exclusively collaborate with supply chain partners who share this commitment. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own businesses or those of our suppliers.

KSSL prides itself on fostering a diverse and inclusive workforce, employing individuals from 26 different ethnic origins. This diverse range of backgrounds brings a rich mix of perspectives, experiences, and skills contributing to a collaborative and innovative workplace culture. We value the unique contribution of each employee, recognising that diversity is a key strength in driving success and creating a positive, dynamic environment for all

We actively promote neurodiversity through a weekly work placement programme with St. Christopher's in Longford and with support from Paddy Moran, Neuro Culture Coach, We've integrated neurodiverse thinking into our Behaviour-Based Safety (BBS) approach.

KSSL also champions gender balance, with a 600% increase in female representation since 2005—growing from 5 to 35 women—and have been shortlisted three years running for the Irish Construction "Women in Construction" award.

At every level, we're committed to building an inclusive, equal, and empowering environment for all.



*"I love working on the floor in Kiernan Steel currently I'm the only female apprentice and the lads all look after me like a little sister, We have one to one mentoring which is so helpful when learning a trade. Hopefully, we will get more girls on the programme soon"*

*Aileen Browne Apprentice Kiernan Steel*

## - Leading on responsible business practices

At Kiernan Steel, we pride ourselves on being more than just a steel manufacturing Company. We are a family-owned business with deep roots in Irish industry and our values are deeply rooted in integrity, trust and a genuine care for people. These values have guided us in building a business that is not only profitable but also responsible and sustainable.

In 2023 and 2024, our dedication was recognised when we received the prestigious Manufacturing & Engineering Irish Family Business of the year award. A testament to our focus on responsible business practices and commitment to the well-being of our employees and the community we serve.

Safety has always been at the forefront of our operations, and we have been recognised with several safety awards, underscoring our commitment to creating a safe and healthy workplace. Our approach to safety is holistic, involving comprehensive training programs, rigorous safety protocols, and a culture where every employee is empowered to contribute to safety improvements.

Safety is more than a set of rules for us—it's a mindset that shapes our everyday actions. We believe that a safe workplace is a productive workplace, and we continuously invest in technology and practices that reduce risk and protect our team.

### Congratulations...

to the Health & Safety team for being recognised with the 'Consistent High Achiever Award' and the 'Higher Distinction Award'. Thank you for your hard work and dedication in keeping everyone safe every day. Your consistent efforts in the H&S department are highly appreciated.

Anthony Keegan receiving awards.



### Awards



Kim O'Brien, Gareth Barr, Martina Brady, Dolores Kiernan, Frank Kiernan, Niamh Kiernan, Gary Connell & Sharon Sullivan

Frank & Dolores Kiernan receiving the Irish Family Business Award

### 2023 Irish Family Business Awards

took place on November 3 in the Mansion House, Dublin. Kiernan Steel won the Gold Award in the Manufacturing & Engineering Family Business of the Year category.



By fostering an environment of open communication, we encourage employees to speak up about safety concerns, knowing that their voices are heard and valued.

As we move forward, Kiernan Steel remains committed to leading the way in safety, responsibility, and sustainability. Winning awards is not the culmination of our journey, but a milestone that inspires us to continue striving for excellence

# - Leading on responsible business practices



KSSL maintain detailed reports on embodied carbon and takes proactive steps to reduce the CO2e footprint of all project materials.

By collaborating with our supply chain, we equip ourselves with the necessary tools and information to make informed decisions throughout the building life cycle. We recognize the industry-wide challenge of comprehensively assessing scope 3 impacts and believe it requires collective effort.

Being well-informed allows us to make informed decisions, such as opting for Xcarb Steel. We are aware that this steel is produced and transported using the low carbon standard. This allows us to guarantee a decrease in Scope 3 carbon emissions in alignment with the GHG Protocol Corporate Accounting and Reporting Standard.

**Carbon Reporting Automated and Easy**

**Itemised Embodied Carbon Footprint**  
Embodied Carbon report for every individual steel item supplied.

**Range of Manufacturers**  
EAF, BOS and EAF recycled and renewably produced available from stock to meet project timescales.

**Life Cycle Scope A1-A3 Reporting**  
From Manufacture and Mill to Shipment and Arrival our reporting covers the four scopes for you.



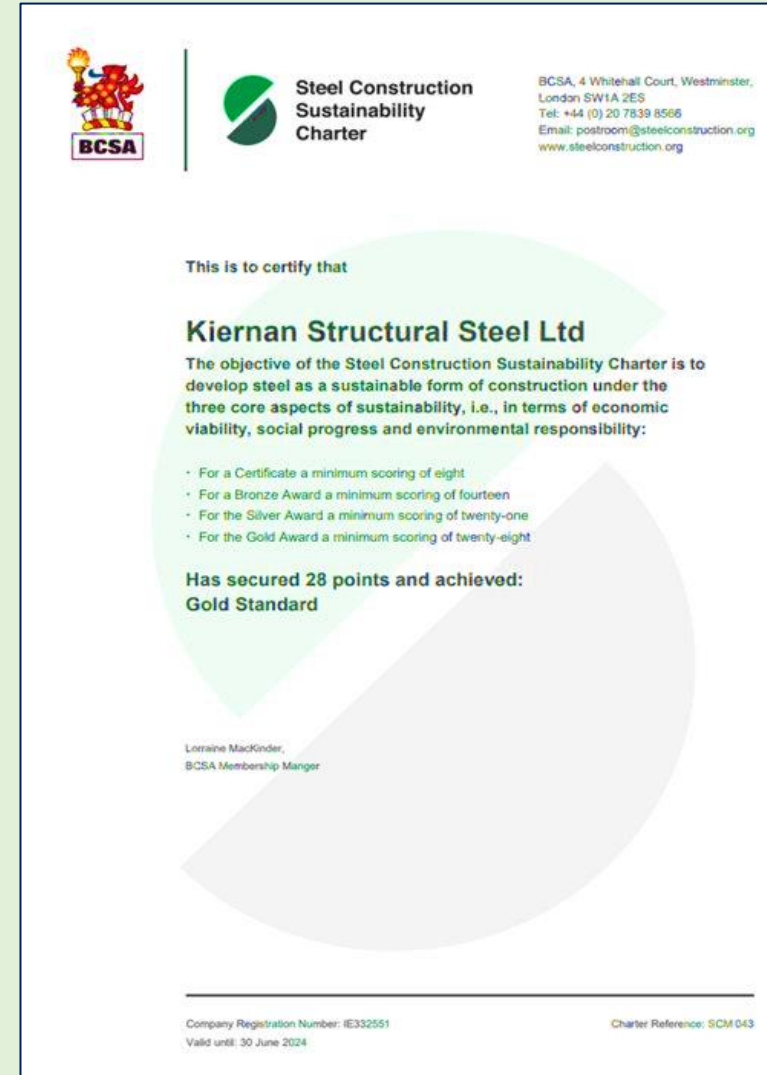
## - Leading on responsible business practices

In support of local businesses, we strive to engage and support enterprises situated near our projects. Our commitment to sustainability is evident through our achievement of the "Steel Construction Sustainability Charter," which encompasses various elements such as published policies, progress monitoring, community involvement, and accreditation in health and safety, quality management, environmental management, and ethical trading.

## Responsible procurement

By partnering with suppliers who are members of BES 6001 for Responsible Sourcing, including renowned entities like ArcelorMittal Steel Mill, Barrett Steel Stockholders, British Steel, Tata Steel, Kingspan, Etex, and others, we are confident in knowing that they also make significant strides in reducing their carbon footprint, mirroring our own commitment to environmental sustainability.

Furthermore, we operate under an IPPC license from the EPA for paint emission control, highlighting our commitment to environmental responsibility. As a Gold Member Standard awardee for the Steel Construction Sustainability Charter under our BCSA & RQSC membership, we actively contribute to sustainable practices.



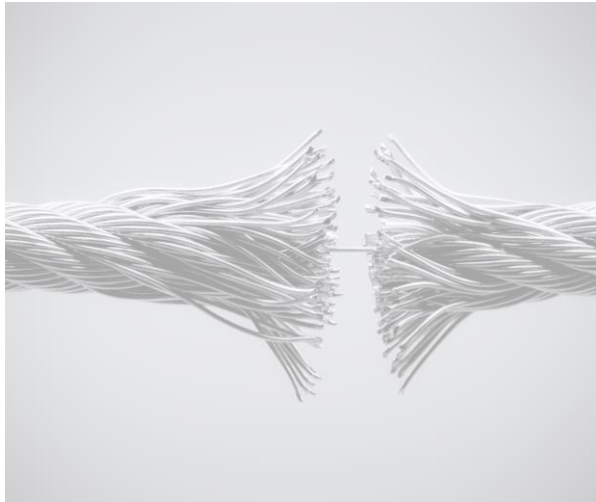
2023 PARTNERS



KSSL were one of the silver sponsors of the Circular Steel seminar in London in July 2023

## - Leading on responsible business practices

We understand that when our staff is supported in all aspects of their lives, they can contribute more effectively to our company's success and play a vital role in building a more sustainable future for all. As part of our commitment to leading responsible business practices, we have implemented a comprehensive approach to support our staff's physical, mental, and financial health. This includes discounted health insurance plans, access to the Employee Assistance Program (EAP), support for the Lighthouse Construction Charity, and a range of additional services for both our employees and their extended families.



Access to affordable healthcare is a critical component of employee wellbeing. To ensure our staff and their families have the coverage they need, we offer discounted health insurance plans. These plans provide a comprehensive range of medical, dental, and vision services, reducing the financial burden of healthcare and promoting a healthier workforce. By lowering the cost barrier, we enable our employees to prioritize their health without worrying about financial stress.

Recognizing that personal and work-related challenges can affect anyone, we provide an Employee Assistance Program (EAP) to support our employees and their families. The EAP offers confidential counseling, guidance, and resources for a variety of issues, including stress, mental health, relationship difficulties, and financial concerns.

By offering this service, we ensure that our employees have access to professional support whenever they need it, fostering a more resilient and balanced workforce.

As part of our broader commitment to responsible business practices, we are proud supporters of the Lighthouse Construction Charity, an organization dedicated to promoting mental health and wellbeing within the construction industry. This charity provides critical resources and assistance to construction workers and their families, reinforcing our belief in extending care beyond our immediate workplace. By supporting this charity, we contribute to the health and safety of the wider construction community.



**By addressing the diverse needs of our employees, we create a workplace environment where individuals feel valued, supported, and empowered to thrive.**

# Caring for the Environment



UN Sustainable Development Goals



At Kiernan Steel, we are deeply committed to the sustainable management and responsible use of natural resources, recognizing the imperative need to reduce and ultimately eliminate avoidable waste. Acknowledging the significant environmental impacts associated with the construction sector's vast material usage, from production to disposal, we have identified the need to address these challenges as material issues.

Building upon our ongoing efforts, our primary focus is on locally sourcing and responsibly procuring materials and services. Collaborating closely with our supply chain, we aim to decrease our construction waste intensity, increase the use of recycled materials, and realize our ambition of zero avoidable waste. In doing so, we actively support the principles of a circular economy, ensuring sustainability throughout the life cycles of the projects we undertake.

Environmental Management is a core aspect of our commitment, and our environmental management system is accredited to ISO 14001. This system ensures the continuous measurement, monitoring, and assessment of our operations, guaranteeing compliance with our obligations and driving ongoing improvement in performance.



## - Caring for the Environment

At our Longford facility, we have implemented a comprehensive recycling program for all scrap steel and other materials, demonstrating our dedication to responsible waste management. Additionally, our water usage is sourced sustainably from a well for potable purposes and welfare facilities, while delivery activities are carefully planned to minimize unnecessary vehicle movement and optimize fuel efficiency through Just-In-Time (JIT) deliveries.

Our commitment extends to the installation of a biomass burner in our paint shop to aid the curing process. By efficiently burning by-products and wood chips, we have greatly reduced our reliance on fossil fuels. Furthermore, biomass is carbon-neutral. While burning biomass releases carbon dioxide (CO<sub>2</sub>) into the atmosphere, the CO<sub>2</sub> emitted is the same amount that was absorbed by the plants during their growth. This creates a closed carbon cycle, making biomass energy a sustainable and environmentally friendly option.

To further reduce our environmental footprint, we encourage the cycle-to-work scheme and have implemented a car-sharing/carpooling system for our site and factory employees. At our Longford factory, we have created an area with native Irish flowers that support a bee-hive, contributing to local biodiversity and providing honey for our staff members. Furthermore, we have established polytunnels for growing fruit and vegetables, offering sustainable produce to our team.

As part of our initiatives to decrease reliance on fossil fuels, we have transitioned to eco-friendly LED lighting in our facility and introduced the use of mobile smart MAIC meters to track electricity consumption on our main machines resulting in both environmental benefits and cost savings. We have also initiated an annual program to clean skylights, optimizing natural daylight and reducing the need for artificial lighting, resulting in a significant annual reduction in facility power usage.

These efforts may seem small individually, but collectively, they contribute to our goal of achieving Net Zero. Kiernan Steel is dedicated to fostering a positive environmental legacy, protecting biodiversity, preventing pollution, and leaving a lasting impact on the communities in which we operate.





# Tackling climate change and air pollution

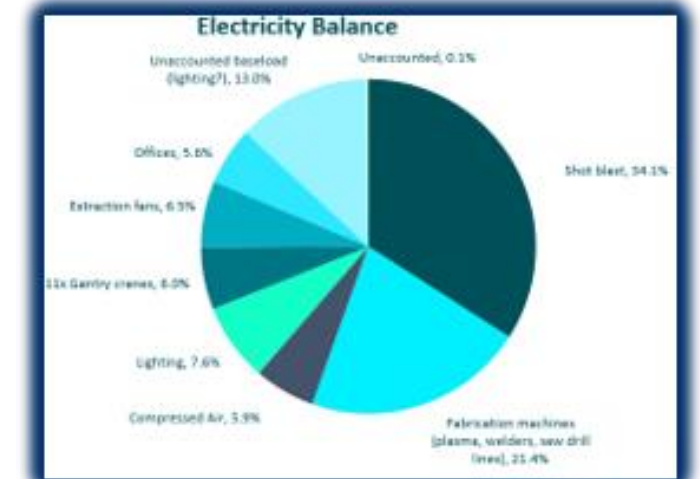
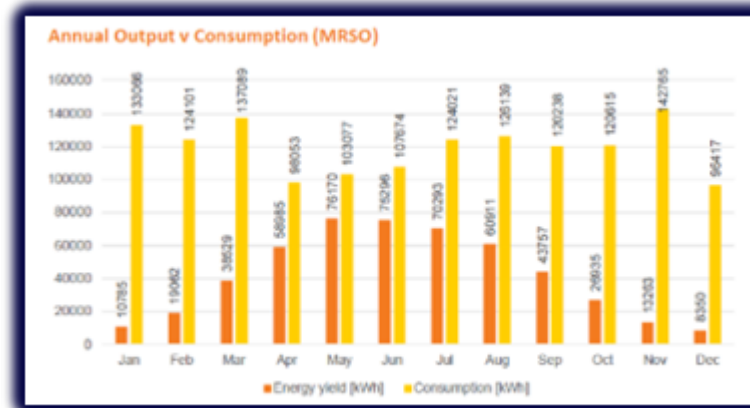


UN Sustainable Development Goals



In an era where the impact of industrial activities on the environment is a growing concern, the construction industry, historically known for its energy-intensive practices, acknowledges the urgent need for transformative measures. At Kiernan Steel, we recognize that immediate and sustained action is essential in contributing to the global initiative to reduce carbon emissions.

Since 2020 Kiernan Steel has been procuring, its electricity from renewable sources, a crucial step in aligning our operations with sustainability goals.. Looking ahead, the next decade will witness a continuous improvement in our energy performance. By deploying smart energy controls throughout our entire facility, we aim to maximize the energy efficiency of our site establishments.



## - Tackling climate change and air pollution

Recognizing the need for sustainable transportation practices, we are dedicated to developing workplace travel plans that eliminate unnecessary journeys, encourage more efficient modes of transport, and enhance the carbon efficiency of unavoidable travel. Our collaborative efforts with clients and the supply chain will focus on utilizing available infrastructure and digital technology to refine travel strategies.

In the ever-evolving landscape of alternative technologies, Kiernan Steel remains adaptable and open to opportunities that may arise. As the construction industry witnesses innovations, we are eager to explore and identify suitable areas for incorporating sustainable practices within our operations.

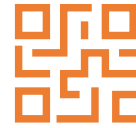
Moreover, we recognize the significant role of telematics and electric vehicles in contributing to environmental sustainability. While we are in the early stages of evaluating their potential applications within our projects, we are keenly aware of the positive impact these technologies could have on our environmental footprint.

KSSL use Hybrid MEWP's with a combination of Diesel and on-board battery packs. The machines will self charge the battery packs while the engine is idling and then use that power during heavy operations, resulting in the reduction of carbon emissions due to less fuel usage.

Kiernan Steel is committed to navigating the evolving landscape of sustainability, eager to explore and implement measures that will contribute to a greener and more eco-friendly future.



# Embracing Innovation and digital technology



UN Sustainable Development Goals



The construction sector is currently undergoing a significant transformation by embracing innovation and digital technology. Various key stakeholders across the industry, including policymakers, clients, design partners, contractors, and the entire supply chain, are recognizing the potential for enhanced performance. There is an unprecedented drive to continually improve project delivery.

We are dedicated to being at the forefront of this transformation, having made substantial investments in both innovation and digital technology in recent years. Acknowledging the rapid changes in the built environment, we understand the need for ongoing adaptations to address environmental and societal challenges. Technology plays a crucial role in enabling us to accomplish more, swiftly and efficiently, with fewer resources.

Moreover, we recognize that waste extends beyond the physical realm. Our commitment extends to eliminating waste in processes and optimizing people's time and energy, in addition to the conventional focus on waste in the construction industry.

Continued investment in digital solutions, technology, and the adoption of modern construction methods and materials remains a core aspect of our commitment. This emphasis revolves around how these advancements can influence and shape our practices, aiding us in achieving our targeted outcomes.

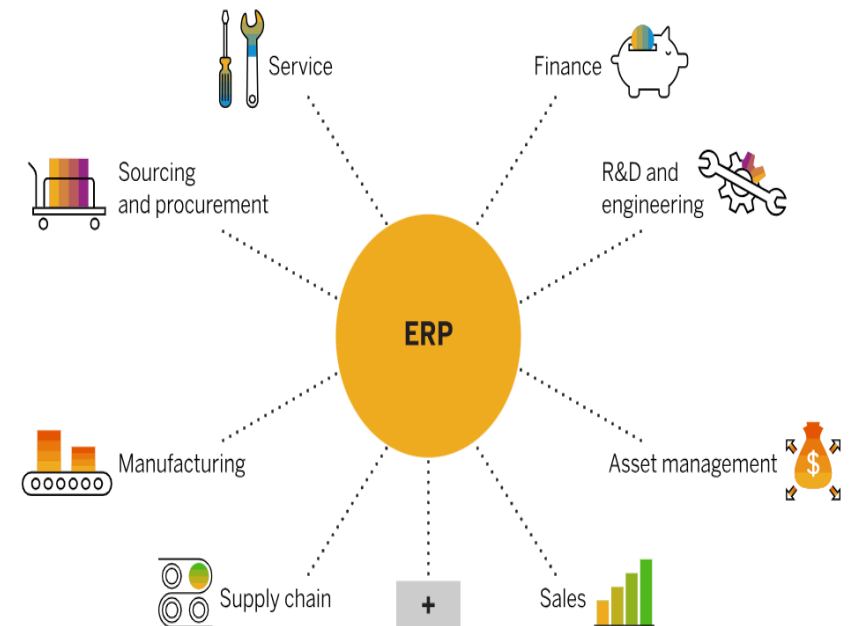


## - Embracing Innovation and digital technology

We recognize the pivotal role that Building Information Modeling (BIM) plays in revolutionizing the construction and design industry. We have fully embraced BIM as a comprehensive approach to project design, construction and management. It has become an integral part of our workflow, allowing us to visualize and simulate projects in a three-dimensional space, enhancing collaboration, reducing errors and optimizing resource planning.

As part of our continuous efforts to streamline internal processes and enhance operational efficiency, we are investigating implementing an Enterprise Resource Planning system (ERP). This move will revolutionise the way we manage resources, projects and data, fostering a more integrated and data driven decision making culture within our organisation.

- 1.Higher productivity:** Streamline and automate core business processes to help do more.
- 2. Better insights:** Gain a single source and get fast answers to business-critical questions.
- 3. Accelerated reporting:** Fast-track reporting and easily share results.
- 4. Lower risk:** Maximized visibility and control.
- 5.Improved responsiveness:** Access to real-time data, can quickly identify and react to new opportunities.



Components of an enterprise resource planning system



## - Embracing Innovation and digital technology

With a history spanning more than three decades, Kiernan Steel remain dedicating to shaping the future of our industry.

Our apprenticeship initiative was initially launched in the factory over 15 years ago ensuring a steady stream of skilled talent while embracing new technologies and methods and has since expanded to encompass other areas of the business such as Quantity Surveying. This programme is crafted to nurture emerging talent, offering practical experience and exposure to the industry. By extending apprenticeships across all sectors of the business we not only play a role in growing a proficient workforce but also of a developing a culture of learning and innovation throughout the company.

Our efforts were recently recognized when our apprenticeship program was shortlisted for the Irish Construction Awards. By investing in young talent and encouraging a spirit of innovation, Kiernan Steel is not only shaping its own future but also contributing to the evolution of the entire industry.



Our current apprentices L-R: Conor Mahon, Daniel Gallagher, Kenneth Sexton, Darren McLoughlin, Ray McGivney.

Front row: Aileen Browne and Oisín Killane

**KIERNAN STEEL**  
Garriglas, Co. Longford, 043 334 1445  
www.kss.ie

### Open Day

Apprentice Open day on Saturday, the 20th of January 2024, 11am-2pm  
Apprenticeships available for discussion on the day:

- Quantity Surveying
- Steel Detailing
- Supply Chain Management
- Project Management
- Accounting
- Maintenance Fitting
- Safety Net Installation
- Steel Erecting
- Metal Fabrication & Welding
- Health & Safety

**Meet some of our Apprentices**

**Artjoms Korsunovs**  
1st Year Steel Erector Apprentice

**Aileen Browne**  
Phase 1 Welder / Fabricator Apprentice

**Cian McNulty**  
Second year Quantity Surveying Student

#ForgeFutureTalent

**BOOKING IS ESSENTIAL**  
All students to be accompanied by an adult  
Applications will be accepted on the day ONLY  
PLEASE SCAN THE QR CODE TO GET YOUR TICKETS



### Cian McNulty:

I am very grateful for the opportunity I have received to work and learn in Kiernan Steel. I am currently working as a Junior Quantity Surveyor, working four days a week. I am very fortunate as I am being put through an apprenticeship course at the same time, I attend

college in TUD Bolton Street one day a week.

The apprenticeship will run for five years, I will be qualified with a Bachelor's Degree in Quantity Surveying and Construction Economics by the end of it. I am continuously given assignments to complete and have exams at the end of each semester. Each year, I must pass six modules to

progress. It's vital to stay on top of your studies and assignments, as you can't afford to be left behind. The course covers a broad range of topics ranging from construction law, financial management, measurement & costing and many more.

I am getting a great insight into the construction world from working with Kiernan Steel. I am learning on the double, working in the industry as a Q.S and getting my qualifications in college. I am lucky to have great colleagues around me to mentor and guide me through the process. I have gained huge experience over the last eighteen months with Kiernan's, which I will carry with me going forward. I am really enjoying all that goes with the job and studies, and I'm looking forward to what is to come.

# Enhancing Communities

“Caring for the communities in which we work is something we have done since 1989 and will continue to do each and every day.” Frank Kiernan Snr

Our commitment to improving communities involves working together both internally and externally to bring lasting benefits to everyone involved. We are dedicated to keeping our people and all those we connect with safe by working closely with our supply chain and other partners. We focus on identifying and fixing weaknesses, ensuring ongoing progress year after year. Additionally, we're expanding a strategy for promoting the health and well-being of our workforce.

One key aspect is Health Promotion, which centers on encouraging healthy habits among our team. We aim to create a supportive work environment that makes it easy for everyone to make healthy choices. We successfully organized 'Operation Transformation' in 2023 and are doing it again in 2024. Our employees participated in an 8-week program focusing on exercise, diet, and well-being. This initiative has played a significant role in cultivating positive habits among our team and is something we plan to continue and grow on an annual basis

We believe our employees are our biggest asset, so to support our employees, we have implemented various initiatives aimed at enhancing their well-being and safety. This includes comprehensive safety programs and training sessions focusing on preventing injuries resulting from occupational risks. The introduction of the 'Good Catch' program has led to significant safety improvements and cost savings, reflecting our dedication to constant improvement. Recognizing the importance of mental health, we have designated Mental Health Leaders available in our factory and across all project sites, providing crucial support and resources. Additionally, our annual Safety Week in the factory workshop, further underscores our commitment to fostering a secure and supportive environment for our employees.



KSSL leaders with their family members, RTE OT Leaders & Longford Parkrun members.

UN Sustainable Development Goals

8 10



## - Enhancing Communities

At Kiernan Steel, we take pride in our unwavering commitment to community enhancement, the cornerstone of our sustainability roadmap. As a testament to this, in collaboration with our first 'Operation Transformation' health and wellbeing employee programme we utilized the initiative as a powerful means to support two of our own team members and their families courageously facing cancer battles.

The entire Kiernan steel team joined forces, raising an incredible €52000 to aid these deserving families, removing some of their financial worries at such a stressful time.

Our dedication to community well-being extends beyond our immediate circle, as demonstrated by our involvement in impactful charity endeavours. Once again in collaboration with our dedicated employees, we raised over €25000 for Mary's Meals through a fashion show.

Additionally, our engagement with local community projects, such as St.Fiaacs in Carlow (MSD Rathgall) exemplifies our commitment to supporting the areas where our projects take root. As indication to our community impact, our biggest project-based fundraiser to date – The Big Charity Duck Race – saw us transporting over 500 rubber ducks from Longford to Limerick and raising close to 40000 euros. This substantial contribution benefits two crucial charities, Down Syndrome Mayo and St Gabriel's House in Limerick, showcasing the collaborative spirit of the entire project site team. Our sustainability efforts go beyond our immediate community, reflecting our dedication to making a positive difference in every community where we operate.



Gorman and McCrann families with Kiernan Steel OT Organisers



Dolores Kiernan presenting a cheque for €25,300 to Mary's Meal's representatives Gabrielle Devine and Kitty Ross



## - Enhancing Communities

By prioritizing, where possible, local employment, we feel that we actively invests in the well-being of the community where we operate. This approach fosters economic growth, reduces transportation-related environmental impacts, and ensures that a portion of the company's success directly benefits the local workforce.

We also believe that by promoting from within, we are demonstrating a commitment to our employees in relation to their professional development and growth. In turn, this benefits us in building a skilled and knowledgeable workforce that understand our values and operations.

Overall, employing locally and promoting from within creates a sustainable cycle of community support, economic development, and employee satisfaction, all of which are integral components of a robust sustainability strategy focused on enhancing communities.

**THANK YOU FOR YOUR GENEROUS CONTRIBUTIONS.  
WE HAVE RAISED OVER  
€50,000 THIS YEAR FOR THE BELOW CHARITIES**



**& DONATED TO MANY LOCAL  
AND SPORTING CLUB INITIATIVES.**






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