

Fairyhouse Steel
Performance Statement



2024

As part of our commitment to our sustainable business practices and transparency Fairyhouse Steel has constructed this booklet to communicate key performances in 2024.

What is Sustainability?

Sustainable development is development “*that meets the needs of the present without compromising the ability of future generations to meet their own needs.*”

Sustainability focuses on a balance of the following three areas:

- Maintenance of economic growth and employment
- Social progress, recognizing the needs of everyone (employees and community)
- Effective protection of the environment now and in the future, including preserving natural resources for future generations.

Fairyhouse Steel has adopted these principles of sustainability and aim to reflect them in our vision and values.

Fairyhouse Steel Mission is:

- To be a profitable company
- To be sustainable economically, socially and environmentally
- To maintain an advantage over our competitors

We believe in and are committed to:

- Working in a **SAFE**, ethical and environmentally responsible manner
- Empowering **PEOPLE** by involvement, participation and teamwork.
- Satisfying our **CUSTOMERS** by gaining a full understanding of their needs and providing an excellent service and a wide of quality products.
- Continuously improving our **PROCESSES, ACTIVITIES, and TECHNOLOGY** in order to be **COST COMPETITIVE**.

We believe that by achieving this vision we can deliver a Sustainable future for **ALL** our stakeholders.

Fairyhouse Steel EMS Team



STAKEHOLDER ANALYSIS.

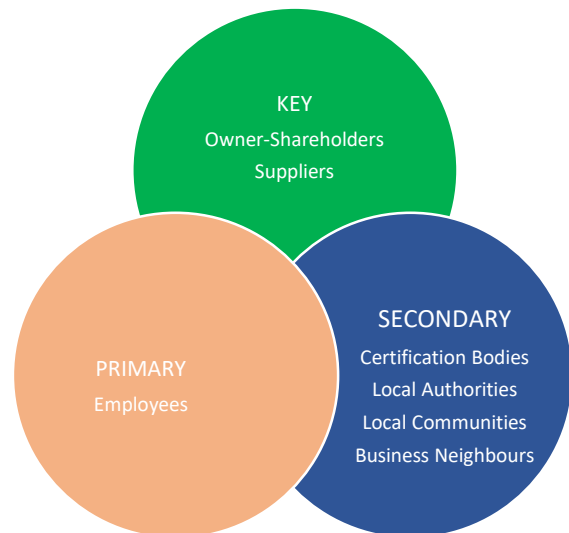
A stakeholder analysis has been carried out as illustrated below

Stakeholders have been categorized as Primary, Secondary and Key.

Primary stakeholders: are those ultimately affected, either positively or negatively by the organizations actions

Secondary stakeholders: are persons or organizations who are indirectly affected by an organizations action.

Key stakeholders: who can also belong to the first two groups have significant influence upon or importance within the organization.

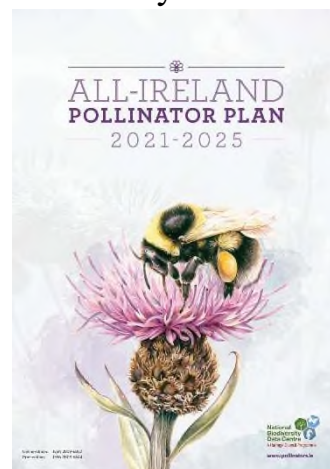


Fairyhouse Steel will engage with stakeholders through face to face communication, e-mail, telephone, site visits and surveillance audits to determine our performance and how we can further improve the long term security of the business.

Fairyhouse Steel will always attempt to ensure our stakeholders views and concerns are considered while making any business decisions.

SUPPORTING BIODIVERSITY .

Fairyhouse Steel are pleased to continue our support of Biodiversity Irelands All Ireland Pollinators Plan 2020-2025.



In 2024 we continued our biodiversity projects, one being our seeds for schools. We supplied wildflower seeds and pollinator information to two local primary 6th class students. We will continue with this project for 2020-2025.

We also carried out a study of the onsite flora and indicated a planting program of pollinator friendly trees and shrubs 2020-2025.

COMMUNITY RELATIONS.

Community relations are important to Fairyhouse Steel and we use various



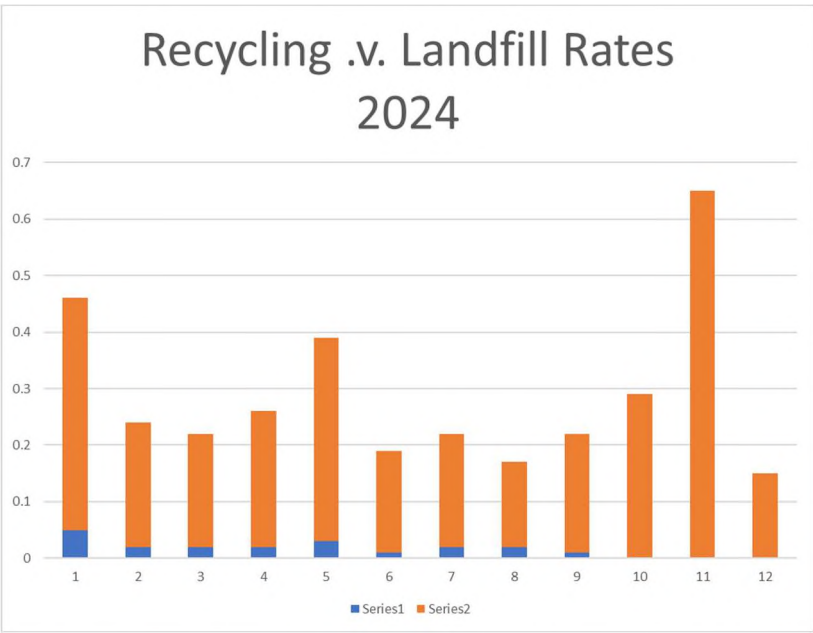
methods to establish and maintain a mutually beneficial relationship with the communities in which we operate. In 2019 Fairyhouse steel purchased an automatic defibrillator for Rathbeggan National School and in 2024 in conjunction with Active First Responders we continue to provide service and inspection of the unit and replaced the pads and batteries of the unit. In 2024 10 Employees were trained as Cardiac Responders in medical emergency cases.

Charity Donations

In 2024 the company also supported a number of charities by making donations to charities and local organisations such as Ratoath GAA, Ratoath Rugby Club, Porterstown Lane Text Alert and Hughes House.

Waste Management

As can be seen by the Pie Charts Recycling is consistent over the year with a slight increase in the overall recycling rate for 2024 to 96.9%



Health and Safety Performance and results for 2024.



Date	Work Area	Injury	Body part	Number of Injuries	Injury Classification
13/02/2024	Links	Contusion	Back of his Neck	1	MT
15/02/2024	Links	Cut	Forearm	1	Minor
28/02/2024	Loading	Contusion	Knee	1	MT
10/07/2024	Shearline	Tenderness	Knee	1	Minor
17/07/2024	Shearline	Scratch	Forearm	1	Minor
17/08/2024	Welding	Cut	Finger	1	Minor
19/09/2024	Shearline	Cut	Forearm	1	Minor
05/12/2024	Loading	Strain	Knee	1	Minor

Descriptions	Number
Manhours Worked	14,457,600.00
Factor	1,000,000
Total Recordables	2
Total Lost Time Cases	2
Total Lost Workdays	2
Total Days Away	2
Total Incidents from Accident Reports	2
Total Restricted or Transferred Days	
Total Restricted or Transferred cases	
Manhours worked	

TCIR	LTR	LWOP	DART
0.14	0.14	0.14	0.14

TRIFR	LTIFR	Severity
0.14	0.01	0.138336

Total Treated injuries	Approx number of Hours Worked in 2023
8	14,457,600.00

Year	Near Miss Report per year	Reportable accidents per year
2017	3	6
2020	4	1
2021	2	1
2022	1	1
2023	3	1
2024	1	2

Employee Name	Number of treatments
Dariusz Wilinski	2
Peteris Pudnik	2

Work Area	Number of Treatments

Fairyhouse Steel continued to support Men's Health Week in 2024. Each year since 2017 Fairyhouse Steel has supported Men's Health Week by supplying Generous Fruit Baskets for all employees during the week. During Men's Health Week employees are also supplied with health information tips and posters.

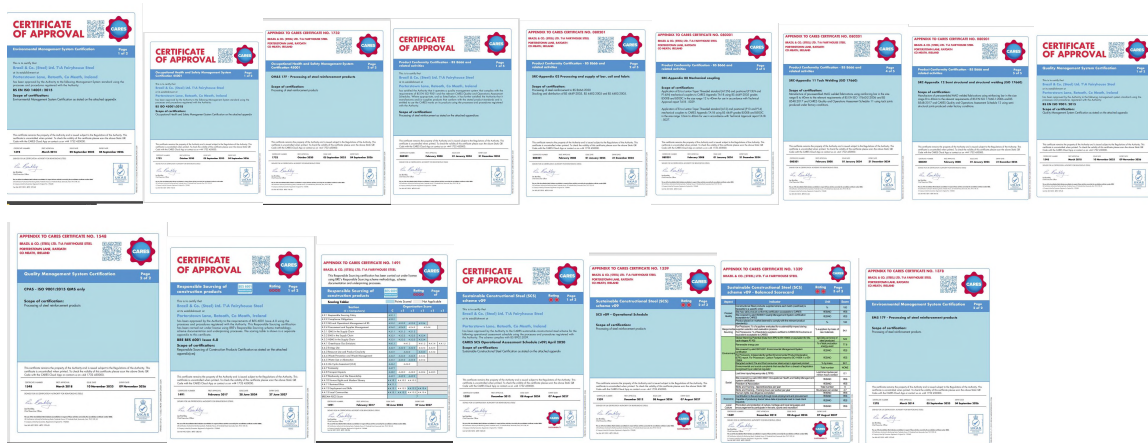




Fairyhouse Steel also supports International Women's Day each year.

Fairyhouse Steel Management Systems.

We continue to manage and continually improve on our range of management systems. In 2020 we added ISO 45001:2018 Certification to the list of certification we hold and continue to improve all management systems through ongoing knowledge and experience. Certificates in 2024.



Moving forward in 2025.

In accordance with our energy use reduction plan in 2023, we commenced the installation of Solar Panels to produce green electricity on the production sheds this will also reduce the Carbon footprint of our products. In an increasing demanding economic and climatic world we aim to work towards a reduction in our energy requirements in 2024 through more efficient processes and reduced waste. In 2025/2026 we are working towards:

- Continual growth of the business to meet the ever growing construction needs of the country.
- Allocation and investment of resources to improve on production equipment and management processes.
- Continual improvement in our Management systems, ISO 9001, ISO14001, and ISO 45001 certifications, BES 6001.
- New Employee Training and continual training for staff..
- Greater biodiversity enhancement through our continued involvement with Biodiversity Ireland, as a business supporter and their ALL IRELAND Pollinator Plan 2020 -2025 Scheme.
- Development and implementation of a Energy Management and Awareness Plan for 2023/24 and more efficient resource use utilizing Solar Energy.
- Biodiversity Development plans for 2025/2026.
- Continual Improvements in Sustainability and the environment..

- *Your contribution is essential and appreciated in attaining company objectives and targets. Together we can achieve the vision we have set for Fairyhouse Steel in 2025/2026*

Fairyhouse Steel EMS Team.

* Fairyhouse Steel produces cut and bent reinforcement to the construction industry. It is accredited to ISO 9001, 14001, 45001 & BES6001. Our products can be traced back to the mill of origin where they are produced from scrap iron and steel. Fairyhouse Steel cannot accurately trace further up the supply chain than mill of origin due to variations in scrap supply. We rely on the data within EPDs for upstream traceability.



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FAIRYHOUSE STEEL

Key Performance Indicators (KPIs)

	RECORDED	TARGET
KPI	2024	2025
Stakeholder Complaints and Prosecutions		
Total number of ethical, environmental, social and economic incidents recorded and reported to an external Regulator in the data collection/reporting period.	0	0
Total number of ethical, environmental, social and economic incidents that resulted in the issuance of enforcement and/or prohibition notices by an external Regulator in the data collection/reporting period.	0	0
Total number of ethical, environmental, social and economic incidents that resulted in a successful prosecution by an external Regulator in the data collection/reporting period.	0	0
Total number of ethical, environmental, social and economic complaints recorded and reported to an external Regulator in the data collection/reporting period.	0	0
Total number of ethical, environmental, social and economic complaints that resulted in the issuance of enforcement and/or prohibition notices by an external Regulator in the data collection/reporting period.	0	0
Total number of ethical, environmental, social and economic complaints that resulted in a successful prosecution by an external Regulator in the data collection/reporting period.	0	0
KPI	RECORDED	TARGET
Responsible sourcing evaluation scope		
Supplier sustainability impact evaluation by mass percentage	100.00	100.00%
KPI	RECORDED	TARGET
Material Efficiency (To be completed by processor and for companies with a Rolling Mill but not a Steel Making Plant)		
Material Efficiency	95.05	96.00
KPI	RECORDED	TARGET
3.2.3 Recycled Content (RC) RC should be defined in accordance with BS EN ISO 14021		
Percentage of pre and post consumer material (scrap steel) used in processed steel or feedstock material(s). For Processors and Rolling Mills please ask suppliers to provide RC of their billets and calculate annual average by weight of purchased billets.	98%	>95
KPI	RECORDED	TARGET
3.3.1 Energy Intensity		
Energy Intensity	0.030	<0.03
KPI	RECORDED	TARGET
Renewable Energy		
Renewable energy as a proportion of total energy used	83.15	84.00
KPI	RECORDED	TARGET
Water Use		
Water Use	0.02	Keep water use low
KPI	RECORDED	TARGET
Climate Change - Global Warming Potential performance (To be completed by processor and for companies with a Rolling Mill but not a Steel Making Plant - Weighted average of GWPs of steel producers)		
GWP	490.48	450
KPI	RECORDED	TARGET
By-Product production		
By-Product production	0.23	0.22
KPI	RECORDED	TARGET
Waste recycled		
Waste recycled	8.77	8.8
KPI	RECORDED	TARGET
Waste to landfill		
Total quantity of Waste to landfill including: general waste, hazardous waste, non-hazardous waste, inert waste and by-products if they are not reused or recycled.	170	REDUCTION
Waste to landfill (kg per tonne of finished product)	0.00	<0.01

FAIRYHOUSE STEEL

Key Performance Indicators (KPIs)

	RECORDED	TARGET
KPI	RECORDED	TARGET
Employee Turnover	2024	2025
Employee Turnover Rate	9.23	<10%
KPI	RECORDED	TARGET
Gender Pay Equality	2024	2025
Gender Pay Gap	3%	REDUCE GAP
KPI	RECORDED	TARGET
Gender Equality	2024	2025
Percentage split in gender of total workforce expressed as %Male/%Female	88%/11%	maintain/improve
KPI	RECORDED	TARGET
Lost time injury frequency rate (LTIFR) LTIFR: (LTI) / (WH / 1,000,000)	2024	2025
Total number of lost time injuries of employees and permanent contractors (if any) during the data collection/reporting period - LTI	2	<2
LTIFR	17.34	
KPI	RECORDED	TARGET
Skills and Training (Development of Employees)	2024	2025
Number of training hours per employee-contractor	4.68	4.7
KPI	RECORDED	TARGET
Community Relations (Community initiatives)	2024	2025
Total community initiative expenditure (funding) in the data collection/reporting period.	96225	-
Total quantity of output (final product quantity) at all sites during the data collection/reporting period.	59796	-
Community Initiative Rate	1.61	1.62
KPI	RECORDED	TARGET
Contribution to Diversity and Stability of the Local Economy (Local Purchases)	2024	2025
Local Purchases Rate	73.02	73.5
% local purchases in the data collection/reporting period (local purchase/total purchase) (Note: Local purchases are limited to national purchases and exclude imports)	9.72	9.8%
KPI	RECORDED	TARGET
Contribution to Diversity and Stability of the Local Economy (Local Employment)	2024	2025
Local Employment Rate	0.94	94%
KPI	RECORDED	TARGET
Pursuing Innovation	2024	2025
Pursuing Innovation Rate	2.5%	2.6%
KPI	RECORDED	TARGET
Fair Treatment of Suppliers	2024	2025
Total number of complaints against the company by suppliers at all sites during the data collection/reporting period. This KPI is for complaints from suppliers only.	0	0