

Fairyhouse Steel
Performance Statement



2025

As part of our commitment to our sustainable business practices and transparency Fairyhouse Steel has constructed this booklet to communicate key performances in 2025.

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.



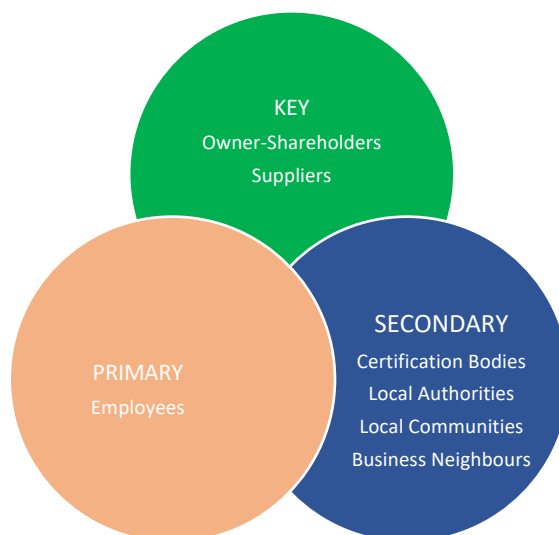
A stakeholder analysis has been carried out as illustrated below

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.

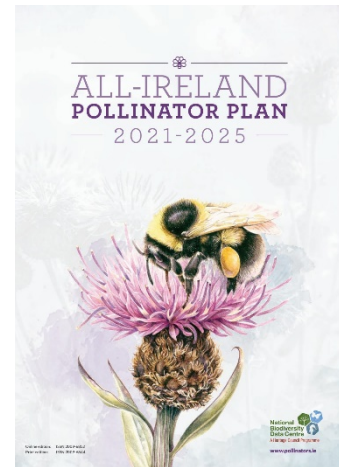


Fairyhouse Steel will engage with stakeholders through face to face communication, e-mail, telephone, site visits and surveillance audits to determine our performance and how we can further improve the long term security of the business.

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 2026-2030.



In 2025 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 2025-2030.

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

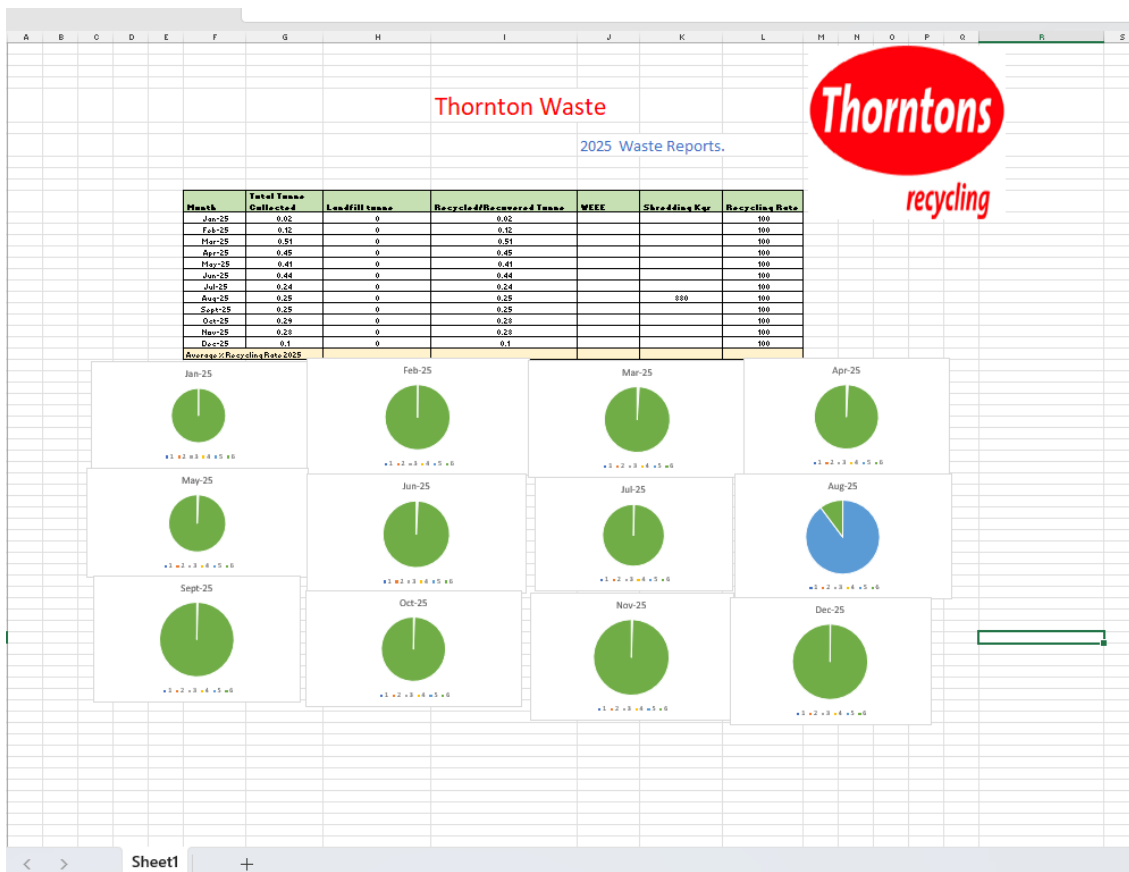


methods to establish and maintain a mutually beneficial relationship with the communities in which we operate. In 2019 Fairyhouse steel purchased an automatic defibrillator for Rathbeggan National School and in 2024 in conjunction with Active First Responders we continue to provide service and inspection 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,

As can be seen by the Pie Charts Recycling is consistent over the year with a slight increase in the overall recycling rate for 2025 to 100%



Health and Safety Performance and results for 2025.



2025 INTERNATIONAL MEN'S HEALTH WEEK

#menshealthweek



Fairyhouse Steel continued to support Men's Health Week in 2025. 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.

First Aid Treatment Record 2025.

Employee Name	Date	Work Area	Injury	Body part	Number of Injuries	Injury Classification
Damien Bar	08/09/2025	Shearline	Muscle Tear	FOPEAFM	1	MT
Zinto Puhens	28/02/2025	Bend Table	Cut	Hand	1	Minor
Felix Sengels	18/04/2025	Bend Table	Cut	Knuckle	1	Minor
Makuzi Baron	24/07/2025	Links Machine	Cut	Chin	1	Minor
Violetek Karna	26/07/2025	Welding	Dist Injery	Eye	1	Minor
Riegn Flunoz	03/06/2025	Bending	Cut	Forearm	1	Minor
Michal Morgo	14/10/2025	Links Machine	Cut	Wrist	1	MT

Lost Time Injury Frequency Rate Calculations

Description	Number	TCIR	LTR	LWDR	DART
Manhours Worked	73280.00	0.00	0.00	0.00	0.00
Factor	100,000				
Total Recordable	0				
Total Lost Time	0				
Total Lost Work	0				
Total Days Off	0				
Total Incidents from Accidents Reported	0				
Total Incidents or Transferred Days					
Total Incidents or Transferred Cases					
Manhours worked					
Total Treated Injuries	0				
Approx number of Hours Worked in 2025	73280				

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
2025	0	0

Employee Name	Number of treatments
W.A.	

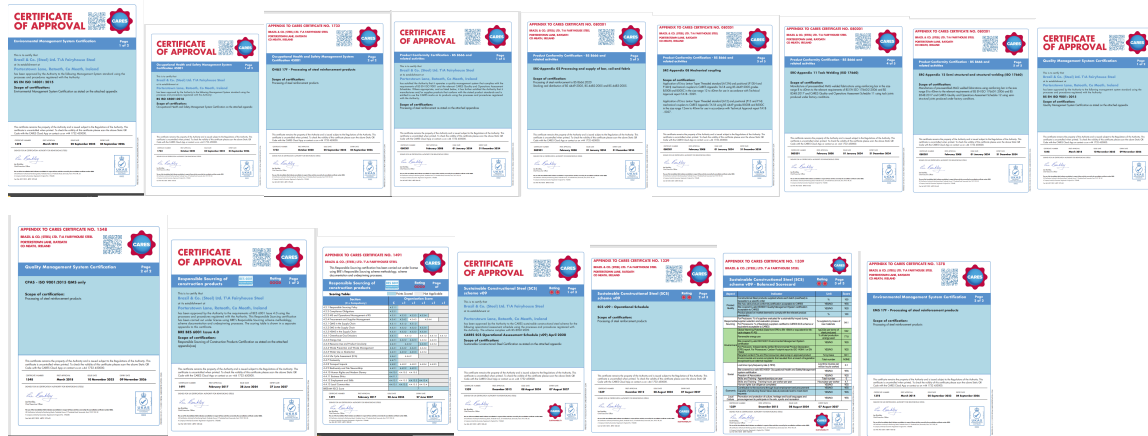
Work Area	Number of Treatments
Bend Tables	3

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 2025.



Moving forward in 2026.

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 2025 through more efficient processes and reduced waste. In 2026/2027 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. Onsite planting and Rainwater Harvesting.
- 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 2026/2027.

- Continual Improvements in Sustainability and the environment..
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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 2026/2027

Fairyhouse Steel EMS Team.

