

# Fairyhouse Steel **Performance Statement**



2023

As part of our commitment to our sustainable business practices and transparency Fairyhouse Steel has constructed this booklet to communicate key performances in 2023.

### 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.

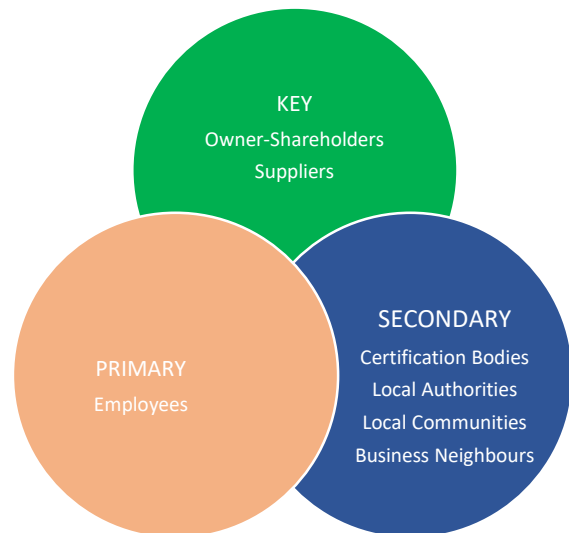
A stakeholder analysis has been carried out as illustrated below

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.

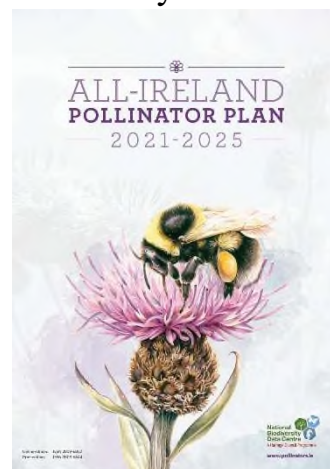


Fairyhouse Steel will engage with stakeholders through face to face communication, e-mail, telephone, site visits and surveillance audits to determine our performance and how we can further improve the long term security of the business.

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 2023 we continued our biodiversity projects, one being our seeds for schools. We supplied wildflower seeds and pollinator information to two local primary 6<sup>th</sup> 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

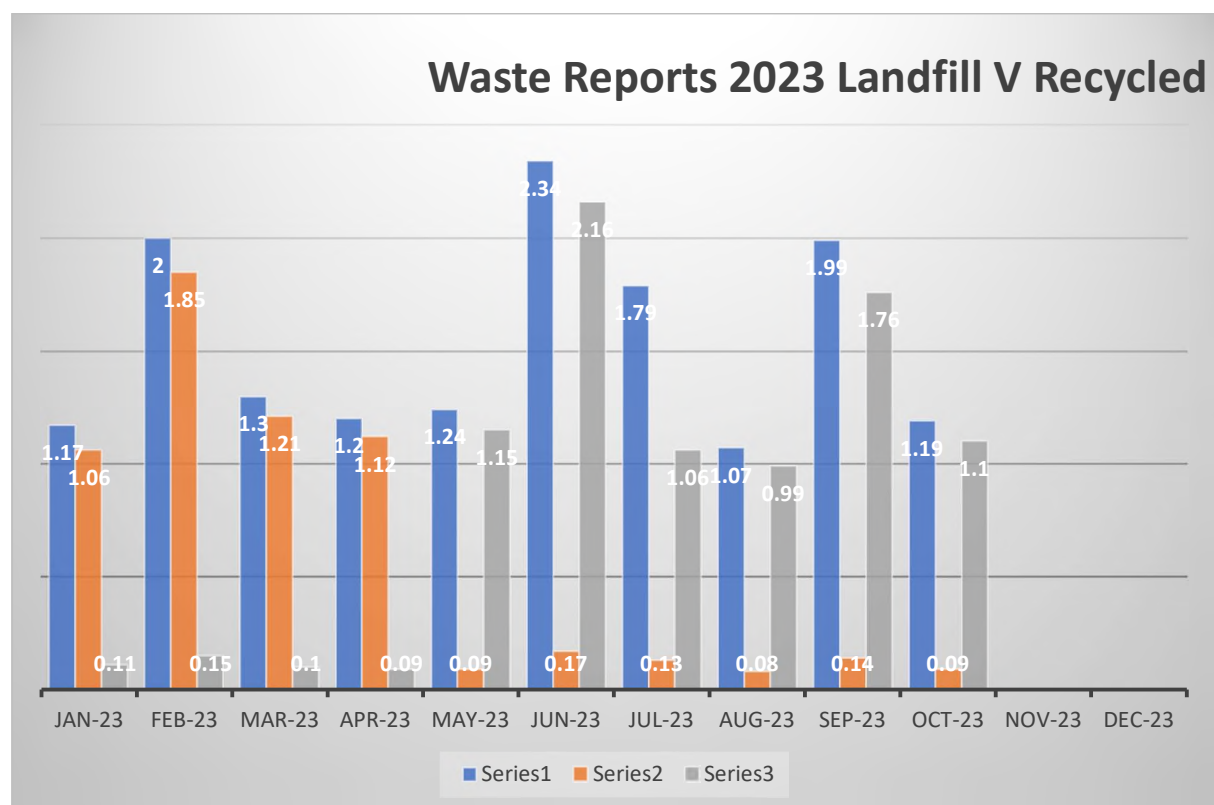
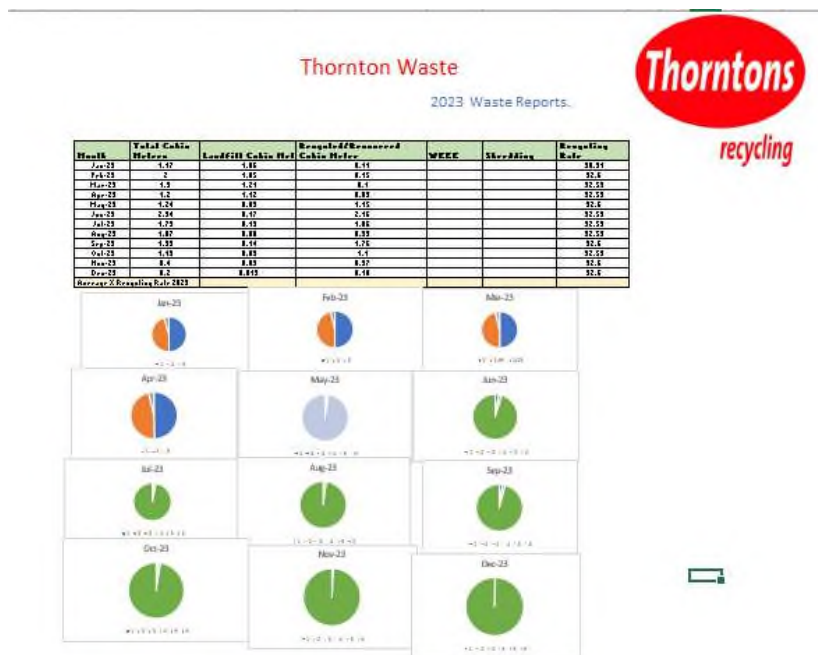


methods to establish and maintain a mutually beneficial relationship with the communities in which we operate. In 2019 Fairyhouse steel purchased an automatic defibrillator for Rathbeggan National School and in 2021 in conjunction with Active First Responders we continue to provide service and inspection of the unit and replaced the pads and batteries of the unit.

### Charity Donations

In 2023 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 2023 to 92.6%



## Health and Safety Performance and results for 2022



First Aid Treatment Record 2023.

Date	Work Area	Injury	Body part	Number of Injuries	Injury Classification
03/02/2023	Links	Cut	Leg	1	MT
08/02/2023	Welding	Cut	Hand	1	Minor
13/03/2023	Forktruck	FB	Eye	1	Minor
22/03/2023	Loading	Cut	Nose	1	Minor
28/03/2023	Blend Table	Cut	Arm	1	Minor
12/05/2023	Links	Splinter	Hand	1	Minor
17/05/2023	Loading	Cut	Arm	1	Minor
09/06/2023	Shearline	Self-Crush	Finger	1	Minor
23/06/2023	Links	Cut	Arm	1	MT
26/06/2023	Loading	Bruise	Foot	1	Minor

Descriptions	Number	YGR	LTR	LWGR	DART
Manhours Worked	14,457,600.00				
Fatour	1,000,000	0.00	0.07	0.07	0.07
Total Recordables	0				
Total Lost Time Ca	1				
Total Lost Workdays	1				
Total Days Away	1				
Total Incidents from Accident Reports	1				
Total Restricted or Transferred Days					
Total Restricted or Transferred cases					
Manhours worked					
Total Treated Injuries	10				
Approx number of Hours Worked in 2023	14457600				

Year	Near Miss Report per year	Reportable accidents per year	Employee Name	Number of treatments
2017	3	6	Andre Saigueliro	2
2020	4	1		
2021	2	1		
2022	1	1		

Work Area	Number of Treatments
Loading	3
Links	3

Fairyhouse Steel continued to support Men's Health Week in 2023. 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 2023.



## **Moving forward in 2024.**

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 2024/2025 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 2024/2025.
- 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 2024/2025*

Fairyhouse Steel EMS Team.



## FAIRYHOUSE STEEL

### Key Performance Indicators (KPIs)

	RECORDED	TARGET
KPI	2023	2024
<b>Stakeholder Complaints and Prosecutions</b>		
Total number of ethical, environmental, social and economic <i>incidents</i> recorded and reported to an external Regulator in the data collection/reporting period.	0	0
Total number of ethical, environmental, social and economic <i>incidents</i> 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 <i>incidents</i> 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 <i>complaints</i> recorded and reported to an external Regulator in the data collection/reporting period.	0	0
Total number of ethical, environmental, social and economic <i>complaints that</i> 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 <i>complaints that</i> resulted in a successful prosecution by an external Regulator in the data collection/reporting period.	0	0
KPI	RECORDED	TARGET
<b>Responsible sourcing evaluation scope</b>	<b>2023</b>	<b>2024</b>
Total mass of raw materials purchased	67376	-
Total mass of raw materials supplied evaluated for sustainability impacts	57484	-
Supplier sustainability impact evaluation by mass percentage	85.32	87.00%
KPI	RECORDED	TARGET
<b>Material Efficiency</b> ( To be completed by processor and for companies with a Rolling Mill but not a Steel Making Plant )	<b>2023</b>	<b>2024</b>
Total tonnes of raw materials used over year (Billet, Reinforcing bar and/or coil)	61,994.70	-
Total tonnes of finished product	61,346.70	-
Material Efficiency	98.95	99.00
KPI	RECORDED	TARGET
<b>3.2.3 Recycled Content (RC)</b> RC should be defined in accordance with BS EN ISO 14021	<b>2023</b>	<b>2024</b>
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.	89.8	92.7
KPI	RECORDED	TARGET
<b>3.3.1 Energy Intensity</b>	<b>2023</b>	<b>2024</b>
Total energy including : fuel, electricity, heating, cooling, steam or all other energy sources	1,695.61	-
Total quantity of billet or bloom or slab produced (Good product) and/or finished product. (Total quantity of finished product produced plus total quantity of semi-product produced but not rolled)	62,346.70	-
Energy Intensity	0.030	0.025
KPI	RECORDED	TARGET
<b>Renewable Energy</b>	<b>2023</b>	<b>2024</b>
Total energy including : fuel, electricity, heating, cooling, steam or all other energy sources	1,695.61	-
Total renewable energy produced directly on site, or purchased as certified renewable energy.	1,593.75	-
Renewable energy as a proportion of total energy used	93.99	95.00
KPI	RECORDED	TARGET
<b>Water Use</b>	<b>2023</b>	<b>2024</b>
Total volume of water consumed including: Surface water from wetlands, rivers, lakes, sea and oceans; Ground water; Rainwater collected; Municipal water supplies (Potable water)	1,181.00	1150
Total quantity of billet or bloom or slab or finished product produced	62213	-
Water Use	0.02	0.00

KPI	RECORDED	TARGET
<b>Land Use and Biodiverse Rich Habitats</b>	<b>2023</b>	<b>2024</b>
Total Land Use by the organisation	16394	-
Land Use in Biodiversity Rich Habitats	0	-
Land Use in Biodiversity Rich Habitats	0.00	0

KPI	RECORDED	TARGET
<b>Climate Change - Global Warming Potential performance</b> ( 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 )	<b>2023</b>	<b>2024</b>
GWP	455	450

KPI	RECORDED	TARGET
<b>By-Product production</b>	<b>2023</b>	<b>2024</b>
Total quantity of By-Products including : filter dust, slag, sludge, slurry, mill scale and all other by-products.	7052	-
Total quantity of billet or bloom or slab produced (Good product) or finished product	62346.7	-
By-Product production	0.11	0.10

KPI	RECORDED	TARGET
<b>Waste recycled</b>	<b>2023</b>	<b>2024</b>
Total quantity of Waste recycled including: refractory, graphite electrode, skull, steel crop, steel-offcut, scrap rolls, copper mould, waste oil, tyre, batteries/accumulators, packing waste (wood / plastic / paper-cartoon) and all other recycled waste.	508850	-
Total quantity of billet or bloom or slab produced (Good product) or finished product	62346.7	-
Waste recycled	8.16	9.35

KPI	RECORDED	TARGET
<b>Waste to landfill</b>	<b>2023</b>	<b>2024</b>
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.	610	REDUCTION
Total quantity of billet or bloom or slab produced (Good product) or finished product	62346.7	-
Waste to landfill (kg per tonne of finished product)	0.01	<0.01

KPI	RECORDED	TARGET
<b>Employee Turnover</b>	<b>2023</b>	<b>2024</b>
Total average number of employees and permanent contractors (if any) leaving at all sites during the data collection/reporting period.	13	<15
Total average number of employees and permanent contractors (if any) employed at all sites during the data collection/reporting period.	63	-
Employee Turnover Rate	20.63	<20%

KPI	RECORDED	TARGET
<b>Fair Wages</b>	<b>2023</b>	<b>2024</b>
Total average number of employees and permanent contractors (if any) employed with minimum wage set by national legal standard at all sites during the data collection/reporting period.	0	-
Total average number of employees and permanent contractors (if any) employed at all sites during data collection/reporting period.	63	-
Minimum Wage Rate	0.00	0

KPI	RECORDED	TARGET
<b>Gender Pay Equality</b>	<b>2023</b>	<b>2024</b>
Average (median) earnings of men	39689.32	REDUCE GAP
Average (median) earnings of women	37318	
Gender Pay Gap	6%	

KPI	RECORDED	TARGET
<b>Gender Equality</b>	<b>2023</b>	<b>2024</b>
Percentage split in gender of total workforce expressed as %Male/%Female	88%/11%	maintain

KPI	RECORDED	TARGET
<b>Employee Grievance System</b>	<b>2023</b>	<b>2024</b>
Total number of grievances about social impacts (e.g. Human Rights, Worker's Conditions, Fair Labour Conditions...etc) resolved through formal grievance system at all sites during the data collection/reporting period.	0	-
Total number of grievances about social impacts (e.g. Human Rights, Worker's Conditions, Fair Labour Conditions...etc) filed through formal grievance system at all sites during the data collection/reporting period.	0	-
Grievance Resolution Rate	N/A	100%

KPI	RECORDED	TARGET
<b>Lost time injury frequency rate (LTIFR)</b> <b>LTIFR: ( LTI ) / ( WH / 1,000,000 )</b>	<b>2023</b>	<b>2024</b>
Total number of lost time injuries of employees and permanent contractors (if any) during the data collection/reporting period - LTI	1	<0.07
Total number of work hours of employees and permanent contractors (if any) during the data collection/reporting period - WH	14457600	
LTIFR	0.07	

KPI	RECORDED	TARGET
<b>Skills and Training (Development of Employees)</b>	<b>2023</b>	<b>2024</b>
Total number of training hours provided by the organization in the reporting period to its employees and permanent contractors (if any) in the data collection/reporting period.	294	-
Total (average) number of employees and permanent contractors (if any) employed at all sites during the data collection/reporting period.	63	-
Number of training hours per employee-contractor	4.67	>3.56

KPI	RECORDED	TARGET
<b>Community Relations (Community initiatives)</b>	<b>2023</b>	<b>2024</b>
Total community initiative expenditure (funding) in the data collection/reporting period.	78110	-
Total quantity of output (final product quantity) at all sites during the data collection/reporting period.	62346.7	-
Community Initiative Rate	1.25	1.18

KPI	RECORDED	TARGET
<b>Contribution to Diversity and Stability of the Local Economy (Local Purchases)</b>	<b>2023</b>	<b>2024</b>
Total local purchases expenditure in the data collection/reporting period. (Note: Local purchases are limited to national purchases and exclude imports)	3679473	-
Total quantity of output (final product quantity) at all sites during the data collection/reporting period.	62213	-
Local Purchases Rate	59.14	60
Total purchase expenditure in the data collection/reporting period. (Note: Local purchases are limited to national purchases and exclude imports)	45,905,456.00	-
% local purchases in the data collection/reporting period (local purchase/total purchase) (Note: Local purchases are limited to national purchases and exclude imports)	8.02	8.5%

KPI	RECORDED	TARGET
<b>Contribution to Diversity and Stability of the Local Economy (Local Employment)</b>	<b>2023</b>	<b>2024</b>
Local Employment Rate	0.93	0.94

KPI	RECORDED	TARGET
<b>Pursuing Innovation</b>	<b>2023</b>	<b>2024</b>
Total innovation and investment expenditure in the data collection/reporting period.	960000	200000
Total quantity of output (final product quantity) at all sites during the data collection/reporting period.	62346.7	-
Pursuing Innovation Rate	15.4%	16%

KPI	RECORDED	TARGET
<b>Fair Treatment of Suppliers</b>	<b>2023</b>	<b>2024</b>
Total number of complaints against the company by suppliers at all sites during the data collection/reporting period. Do not include quality complaints from customers. This KPI is for complaints from suppliers only.	0	0

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