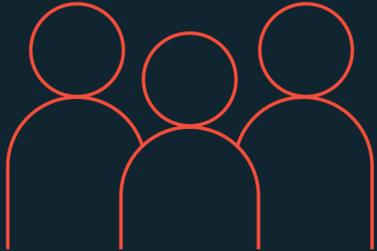


GA



ESG Performance 2024



“
As a **responsible business**, Gilbert-Ash is **passionate** about managing its **impact on the world.** ”

Construction is a sector with a significant impact on the environment and on society. At Gilbert-Ash, we work hard to make that impact positive, integrating sustainability considerations into our decisions and taking care to balance profits with care for people and planet.

I am delighted that two years into our ESG strategy our collaboration efforts within the sector are broadly on track to meet our 2025 targets. Although accreditation and awards are never the end goal for us, the recognition they bring can actively inspire positive transformation and I thank the team at Gilbert-Ash for raising the bar in 2024 as we continue our ESG journey.

At Gilbert-Ash, we are fortunate to have a talented team of people who embrace the opportunity to drive the positive change that's needed within construction.

Through decarbonisation efforts on projects, sourcing sustainable materials, engaging and educating suppliers and developing partnerships, we are adding value to the communities we work in. Our efforts are powered by passion, purpose and a firm belief in the importance of place to human life and experience. This underpins our sustainability efforts and our contribution to the UN Sustainable Development Goals.

A handwritten signature in teal ink, appearing to read 'Ray Hutchinson'.

Ray Hutchinson, OBE
Managing Director

PEOPLE PILLAR PROGRESS

As a responsible employer, Gilbert-Ash will strive to ensure its people and those within its wider supply chain are treated fairly, ethically and with respect.

With an engaged, healthy, well trained and diverse workforce, our business will thrive.

People Champions



Debbie Eve
People & Culture Director



Ciara McKeivitt
HR Manager

Progress towards 2025 goals



Health, Safety & Wellbeing

31

Health & Wellbeing initiatives



41% of Health & Wellbeing initiatives relating to Cyber Security Awareness

260

Apprentices engaged across all sites



739 weeks of Graduate and Undergraduate placements

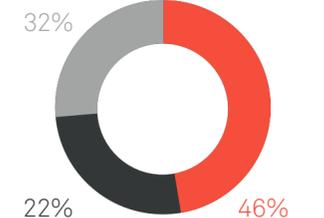
Ethical Workforce Practice



12
Internal ethical audits

420

Hours of Responsible Leadership



Managers Directors Projects

Being an Employer of Choice



35% of Senior Management are female



13% of Site Management are female

63

Training courses delivered

22

Employee Ambassadors

3600.5

Training hours delivered



1,070

Students reached through Education Engagement

ADSUM Partnership

268

Beneficiaries

2 new schools providing 4 classrooms with latrines, furniture and learning resources

1,629

Beneficiaries

4 water projects across 4 villages

Accreditations / Partners

INVESTORS IN PEOPLE™
We invest in people Gold

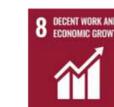
INVESTORS IN PEOPLE™
We invest in wellbeing Silver



CORE
The Standard for Responsible Business Silver Level



Sustainable Development Goals



Decent Work & Economic Growth



Quality Education

PLANET PILLAR PROGRESS

We aim to reduce our energy and GHG emissions, achieving net zero in scopes 1 and 2 by 2030 and across our full value chain by 2040.

Planet Champions



Michael Heron
ESG Lead

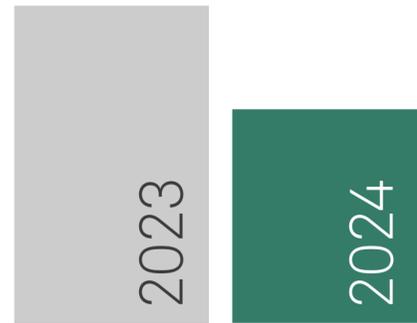


Danielle Gillespie
Design Project Director

Progress towards 2025 goals



Energy & Emissions



Scope 1 and 2 emissions remain low due to green electricity and biofuel

Green House Gas (GHG) Emissions Breakdown



PPN06 Carbon Reduction Plan

Scope 1, 2 & 3 carbon emissions reduced by **6%** in 2024 compared to baseline year of 2022



75% of our projects are powered by green electricity contracts

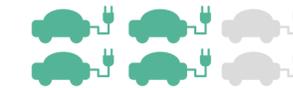
5% of projects powered by diesel



Environmental Sustainability Training

11 staff received training on topics such as:

- Passive House Tradesperson
- BREEAM Advisory Professional
- CIBSE Low & Zero Carbon Energy Technologies
- CIOB Strategy Development for Sustainable Construction



72% of our fleet is hybrid / electric



95% of projects are powered by HVO fuel



35,211 kWh

of electricity was generated by HQ Solar Panels



75% of projects have energy saving Eco Cabins installed

Sustainable Resource Use

Waste Breakdown



Excavation
Construction
Demolition

Water Usage **17,987.78 M³**



Annual Printing Head Office

179,855 fewer pages in 2024 compared to 2023, resulting in a cost saving of over **£7,000** and helped preserve around **20 trees**

99% Waste Diversion from landfill

Accreditations / Partners



NI Environmental Benchmarking Survey 2024 Platinum



SCIENCE BASED TARGETS

Science Based Target Initiative

NI Climate Action Pledge



All Ireland pollinator plan

Nature & Land



2 Ecology surveys completed in **2024**



8 Bat boxes installed in **2024**



11 Bird boxes installed in **2024**



7 Pollinator enhancing initiatives

30% of staff received Biodiversity training

Sustainable Development Goals



Climate Action



Responsible Consumption & Production

PLACE PILLAR PROGRESS

Constructing buildings that enhance and provide a sense of place within a community, is a valuable contribution to society and one we're proud of at Gilbert-Ash.

Whether we do this through the construction of buildings where education can thrive or health can be nurtured; or construction of landmark projects that create stunning focal points in our cities; or residential projects that provide safe and desirable homes; doing it with care is at the heart of how we work at Gilbert-Ash.

Place Champions



Ciaran Begley
Project Director



John Davis
Project Director

Progress towards 2025 goals



Protecting Heritage & Architecture

“We thrive on projects where heritage and outstanding architecture are key features. We understand the importance of these projects and continue to prioritise these in our work portfolio, mindful of the valuable contribution we can make to creating beautiful places that celebrate culture in its many forms.”

The Store Hotel, Oxford

Design and build conversion of the historic Boswells department store into a new lifestyle hotel with 101 rooms, a destination bar and restaurant, rooftop bar, restorative spa and spaces to work, relax, discover and explore.

Works included alteration, adaptation and extension of the existing 1920's Edwardian building and full fit out works to transform the building into a contemporary and comfortable hotel, whilst respecting the unique heritage of the building as a much-loved and historical department store

Kew Studios

Refurbishment of Kew Studios and Kew Works buildings to form new CAT A office space. Works to the Kew Studios building comprised structural alterations, new staircase, repairs to building envelope and replacement of MEP services to reconfigure the building for subdivision.

Works to the Kew Works building included extension, new roof, mezzanine, external and internal refurbishment and fit out to shell and core. External hard and soft landscaping was also included, and the works were carried out over 3 phases.

Being a Good Citizen



40.5
is the company
average CCS score



22
Charity partners



100
hours dedicated to
community initiatives

We have
completed **9**
BREEAM jobs



11 Total
projects
completed
in 2024

Accreditations / Partners



Sustainable Development Goals



Sustainable Cities
& Communities

PROFIT PILLAR PROGRESS

Profit is an imperative for any business, but *how* we generate our profits at Gilbert-Ash is of the utmost importance ensuring our efforts are underpinned by principles of fairness, sustainability and equity.

Profit Champions



Claire McGeary
Purchasing Manager



Lyndon Park
Senior Contracts Surveyor

Progress towards 2025 goals



Sustainable Procurement

100%

of all timber used across our projects comes from **FSC / PEFC Accredited Suppliers**

100%

All steel procured is **100% recycled**

160

Supply chain members are accredited with **ISO 14001**

30%

of supply chain provides **EPD certificates**

Circular Economy

Community wood recycling

253.1t

rescued from the waste stream

178.7t Recycled

173.7t Reused

126t CO2 emission savings

2.8 Paid jobs created

4.2 People trained

Creating Meaningful Jobs



327

Work packages awarded to



6255

orders awarded across



219

sub-contractors in 2024



529

suppliers in 2024

Sustainable Development Goals



Decent Work & Economic Growth



£269m

Company Turnover

£86,824

Community Investment & Charitable Donations

22 Charities

BEHIND THE NUMBERS

In the interests of brevity and clarity, we've focused this report on the outputs, facts and numbers which tell only part of our ESG story. For those who would like to know a little more, take a look behind the numbers.

CSS



Gilbert-Ash is now a CCS Contractor Partner, meaning that all of our projects will now be registered with the CCS scheme. We know this partnership will further strengthen our impact in the communities we build.

SistersIN

We are very proud of our **Platinum Partnership with SistersIN**, where **three** of our female Managers have had the opportunity to mentor **three** young female students - leaders of the future. This programme has been rolled out across **18 schools** and it is designed to build leadership capability and confidence in the students, using mentoring to empower and develop leadership skills. It also benefits our employees (mentors) as well as directly supporting the communities (mentees) where we work.



3 of our female employees are mentors to **3** female leaders with **SistersIN**



Double Materiality Assessment (DMA)

Finally, during 2024, we commenced our **double materiality assessment (DMA)** in accordance with the European Sustainability Reporting Standards (ESRS). The DMA process enables us to assess how sustainability issues impact our financial performance (financial materiality), and also how our operations affect society and the environment (impact materiality). By considering both financial and impact materiality, we aim to provide a more comprehensive assessment of our sustainability performance, and increasing our resilience. The double materiality process involves mapping our value chain and stakeholders; identifying impacts, risks and opportunities (IRO); engaging with stakeholders to assess what matters to them and analysing the financial implications of our IROs, resulting in a visual representation of our most material issues. We aim to complete this process in 2025 and it will be central to updating our sustainability strategy and supporting our reporting efforts.

CREDIBILITY AND RAISING THE BAR

Whilst it's certainly not all about the accolades, we believe external recognition is very beneficial and as we continue on our diversity and inclusion journey, we have widened our targets beyond gender to ensure our workforce is a neurodiverse and multi-generational space.

Looking more holistically at corporate responsibility and sustainability. Our achievement of **Silver level CORE certification with BITC** (standard for responsible business) and **Silver level against EcoVadis** certification (performance against sustainable development and corporate social responsibility) demonstrates to stakeholders that our ESG commitments are independently verified, adding further credibility to our efforts.

We are committed to improving our practices to **combat modern slavery and human trafficking** in our business and our supply chain. We have controls in place to ensure we take appropriate action whenever any concerns are raised, and we completed **12 ethical audits** across our supply chain.

SDG PROGRESS

We're tracking our progress against the five priority SDG's we've aligned our ESG strategy with and are on track with all 5, currently sitting at **69%** towards our 2025 milestones.



Decent Work & Economic Growth



Quality Education



Climate Action



Responsible Consumption & Production



Sustainable Cities & Communities

Progress towards 2025 goals



LOOKING AHEAD – WHAT'S NEXT?



Finbarr McMeel
Technical Director

At the end of 2024, we were around **69%** of the way towards achieving our 2025 Goals, with one year to go. Some areas are more challenging than others and we've identified three key priorities for **2025 / 26**:



- Engage and inspire our **supply chain** to partner with us on meeting our net zero targets and wider ESG commitments.



- Raise the bar on **biodiversity**, embracing the ethos of net gain in all jurisdictions.



- Invest in the **physical and mental wellbeing** of our workforce and wider supply chain.

“

Gilbert-Ash continue to be passionate about our impact on our **people** and **planet** through **innovation, collaboration** and **determination.**”