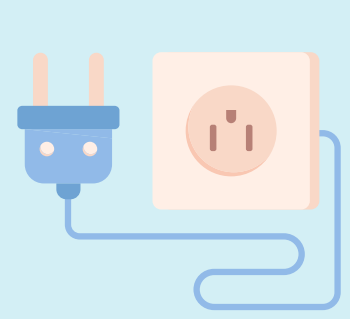


SIRO Sustainability 2022

UN GLOBAL COMPACT INITIATIVES

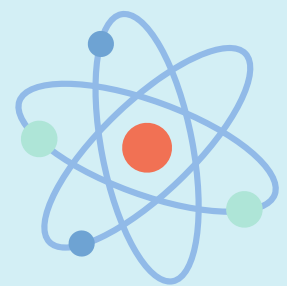
OTHER INITIATIVES

CLIMATE ACTION



60%

of fleet transitioned to EV, reduced scope 1 emissions by 29%



Setting Science based targets to achieve **50% emissions reduction** by 2030



Introduced **sustainable lighting** measures and produced energy savings of 60%

WOMEN IN LEADERSHIP



- **STEM education** - reached 189 students in 7 schools
- **Unconscious bias training** across the company
- **2 women returners** joined SIRO
- Participated in **STEM TY Programme**
- **35%** women in **leadership roles**

BIODIVERSITY



Partnering with **GIY**, ran a 6 GROWCircle programme with employees

DEI INITIATIVES



Disability awareness training for all colleagues

Work opportunities programme for 5 people with intellectual disabilities

WASTE MANAGEMENT



Greater packaging segregation = **20% less waste to landfill**

Upgrade of active equipment - retired product sold through Vodafone marketplace

DECENT WORK & ECONOMIC GROWTH

Enhanced employee development offering

Wellness initiatives



GOVERNANCE

GDPR training across SIRO



COMMUNITY

Sponsored **Esker House** broadband - Domestic Abuse Refuge

17 Gigabit Hubs sponsored across Ireland supporting regional renewal

