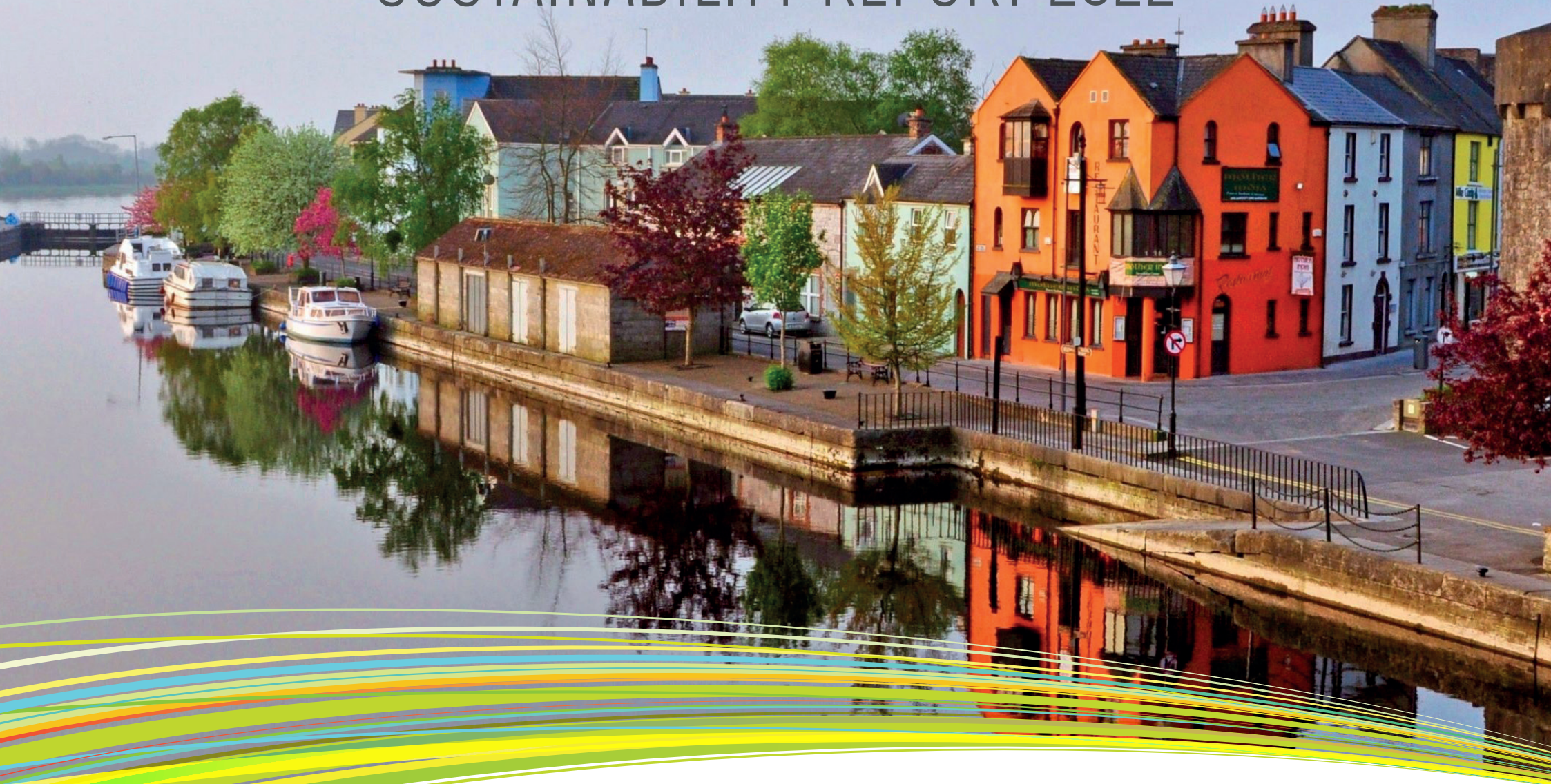


# SUSTAINABILITY REPORT 2022



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# A MESSAGE FROM SIRO CEO JOHN KEANEY



## Welcome

I am pleased to confirm that one year on from signing the United Nations Global Compact, we have reaffirmed our support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. We continue to work on integrating the Ten Principles into our business

strategy, culture and daily operations, and contribute to United Nations goals, particularly the Sustainable Development Goals.

September 2021 marked a significant milestone for SIRO with the publication of our first Sustainability Strategy, which was launched by Minister of State at the Department of the Environment Ossian Smyth. Eighteen months on, this Annual Report outlines the areas we have progressed over the period and the work which is ongoing and developing.

Most importantly of all, it provides a clear restatement of our commitment to ensuring our company contributes to improving the quality of our planet and people. Like so many others, whether individuals, communities or companies, we know that sustainability is not something which has an end point but rather is an evolving process where actions and achievements are incremental and need to be continuously built upon and exceeded during every passing year.

That SIRO's fibre broadband network is contributing to making Ireland a more sustainable country, in a range of areas such as reducing commuting by facilitating working from home, balanced regional development through world class connectivity or underpinning smart homes and more efficient use of resources is something we are hugely proud of. However, in addition to the more sustainable broadband network we are building, we are equally committed to embedding and implementing sustainability practices and driving real change throughout our business.

At SIRO we are fortunate to have colleagues who are highly invested in making how we live and work more sustainable and environmentally greener, more inclusive, fairer and more equal for all. The strength of this commitment across all levels of the organisation is precisely why we can report on progress made in 2022 and have confidence that our work in this vital area for humanity will continue.

I would like to thank and commend all colleagues and our partners for their work to make SIRO a more sustainable business and broadband network in 2022 and for their ongoing support for this objective in the years ahead.



JOHN KEANEY  
CEO SIRO

# INTRODUCTION

## Our Sustainability Journey & Principles

### About SIRO

SIRO was established in 2015 to build Ireland's first full fibre broadband network and to bring high quality and future proofed connectivity to homes and businesses. We are a joint venture company of ESB and Vodafone, utilising the existing ESB electricity network to bring fibre broadband to the heart of each home and business.

Over the last seven years, SIRO has delivered this network to 126 towns and cities across the country, with a current network reach of over 470,000 premises. With our network build ongoing, we are continuing to roll out our network to reach 770,000 premises in 154 towns over the next four years.

### Sustainable Development

Sustainability is a key pillar within our corporate strategy and aligns to our core values. We believe that everyone can make a difference and we are committed to building a company that values the potential of people and protects the planet.

In 2021 SIRO launched our first sustainability report stating our goals and reviewing our progress to that point. We signed up to the UN Global Compact and committed to reporting on our progress annually.

SIRO has a verified science-based target to reduce our direct greenhouse gas emissions by 50% by 2030. We are also committed to measuring and reporting our indirect supply chain emissions in the next year. Our goal is to be the most carbon efficient telecoms provider in Ireland and to be a role model for small companies undertaking carbon reduction projects.

Already our fibre broadband product has up to 88% less greenhouse gas emissions per gigabit with fibre-to-the-building infrastructure. There is up to 60% lower energy usage and 80% less maintenance required for fibre-to-the-building versus copper networks.

### Achievements at a glance

#### • EVs

SIRO has transitioned 60% of our fleet to EVs in 2022 and commits to 80% by the end of 2023. By the end of 2022 we achieved a 49% reduction in scope 1 emissions.

#### • Science Based Target

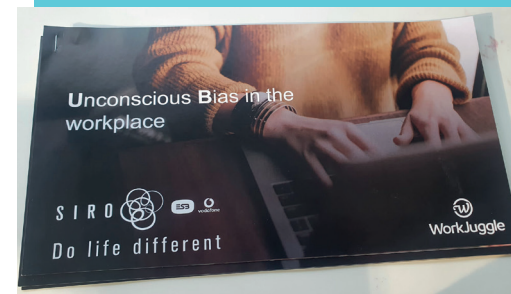
SIRO commits to reduce absolute scope 1 and scope 2 GHG emissions 50% by 2030 from a 2019 base year, and to measure and reduce its scope 3 emissions.

#### • Inclusive employer

Provided Disability Awareness training and Unconscious Bias training to all employees as part of inclusive workplace strategy. Provided internships to under-represented groups and have created job opportunities for people with disabilities.

#### • STEM Education

Through our partnership with Junior Achievement Ireland, we provided STEM education to 7 schools reaching





# INTRODUCTION CONTINUED

189 students across primary and secondary level schools.

- **Waste reduction**  
Reduced waste to landfill by 92%.
- **Sustainability engagement initiative**  
Ran Grow It Yourself initiative.

- **Governance**  
Developed and rolled out GDPR and compliance training, including the introduction of a mandatory annual refresher programme for anti-bribery and corruption, dignity at work, and whistleblowing.

- **Family friendly policies**  
Continued to adopt increasingly digital, hybrid, flexible and trust-based work practices, improving business performance, efficiency and the experience of our people, by giving them more autonomy over where, when and how they work.
- **Health safety environment quality**  
Continued to oversee industry leading performance directly within SIRO and indirectly to the 1000+ contractors within our remit. Successfully maintained ISO accreditations.

## Memberships

Construction Industry Federation, Employers for Change, FTTH Council of Europe, IBEC, IMI, Junior Achievement Ireland, Science Based Targets initiative, Skillnet, The OpenDoors Initiative, United Nations Global Compact. and All Ireland Pollinator Plan

## Charities

Birdwatch Ireland, BeLonGTo, The Capuchin Day Centre, CUH Active Stroke Unit, Irish Hospice Foundation, The Hope Foundation, Marie Keating Foundation, Peter McVerry Trust, Pieta House, WALK, Women's Aid and Doras.





## Awards

- Employee experience, Business and Finance ESG Awards, 2022
- Best Employer branding, HR Leadership Awards, 2021
- Fibre Broadband Network Provider of the Year, Excellence in Business Awards, 2021
- Finance Dublin Deal of the Year 2022
- Shortlisted at The Green Awards for SME of the Year, 2022.










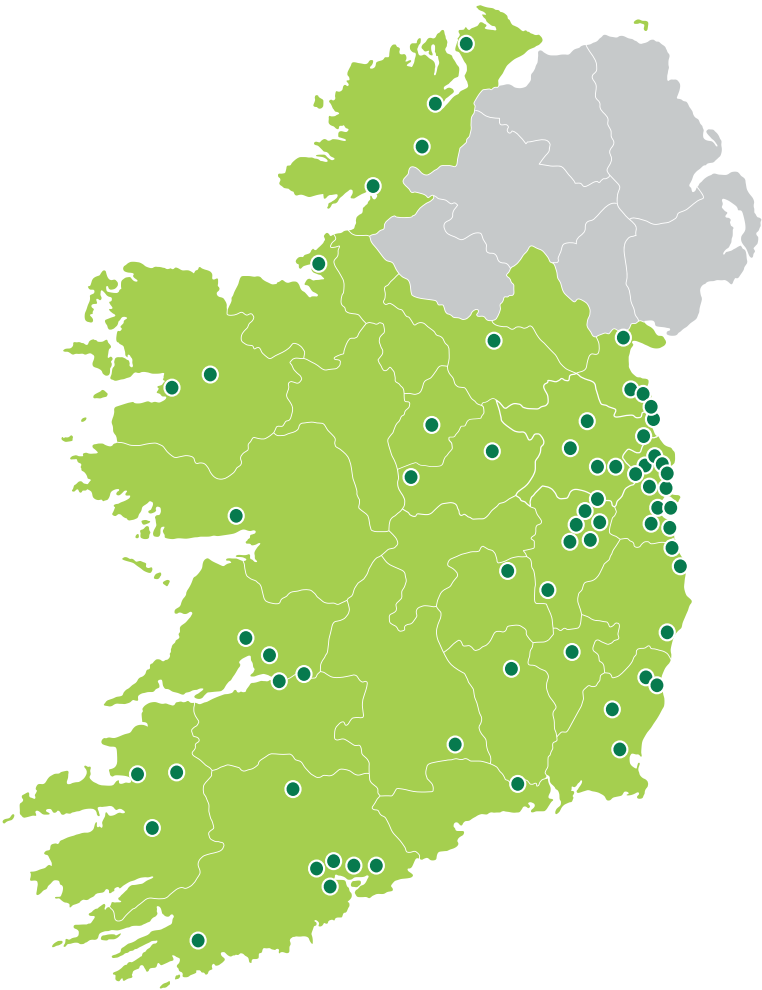
# SIRO: Key Sustainability Highlights

## Our network

-  Building Ireland's first **100% fibre network** the most sustainable broadband network
-  **470,000 premises** passed in regional Ireland September 2022
-  **126 towns & cities** across Ireland can access SIRO fibre broadband
-  **10,364km of fibre laid** That's Wicklow to Cambodia, December 2022

## Our company

-  **92% reduction** on mixed and general waste - targeting zero waste to landfill by 2030
-  **Maintained female representation** on the leadership team at 63%
-  **28% total female representation** from 21% in 2018
-  **Transitioned 61% of fleet to EVs by end of 2022** reducing scope 1 carbon emissions by 49%
-  **Achieved verified Science Based Target** committing to reducing direct GHG emissions 50% by 2030
-  **Successfully maintained** ISO 45001 and ISO 14001 accreditations in 2022
-  **In partnership with Pathways to Progress** SIRO recruited 6 workers from migrant backgrounds into our business





# SIRO'S commitment to the UN Sustainable Development Goals



SIRO was one of the first 4 companies in Ireland to sign up to the Early Adopters UN Global Compact programme. As a signatory SIRO has set out our commitment to aligning what our organisation does each day to the goals and ambitions recommended by the UN. We have previously stated that we have a particular focus on five of the 17 SDGs, namely:

- 
**SDG 5: Gender equality**
- 
**SDG 8: Decent work and economic growth**
- 
**SDG 9: Industry, innovation and infrastructure**
- 
**SDG 12: Responsible consumption and production**
- 
**SDG 13: Climate action.**

Over the following pages we outline the activities we have undertaken to advance each of these areas over the last 18 months.



## We empower women and girls by creating access to jobs and providing role models for girls.

SIRO was one of the first 8 companies in Ireland to commit to the Women's Empowerment Principles (WEPs), a UN body supporting gender equality and women's empowerment.

We participated in a UN Accelerator Programme (as part of our Global Compact participation) and identified gender as a priority for SIRO.

We established measures of our progress through working with Gender Ideal and the WEP Gap Analysis and held two events for women at SIRO throughout the year focused on networking and mentoring to promote and support the development of role models internally.

In April, we ran Unconscious Bias training across the whole business. Initially, we wanted to focus on managers and people who partake in interviews, but we found that running the session across the whole organisation raised awareness of bias and the blindness of privilege.

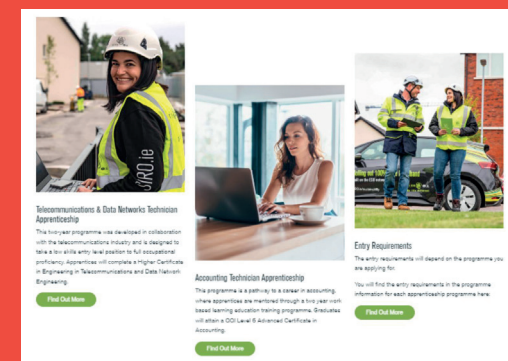
We hired a female apprentice into the build function, a sector that attracts proportionately more men, as well as a female apprentice into the finance team. In general, we are encouraging our colleagues to consider careers in areas that they may not have considered. Our recruitment process and the marketing of the roles focused heavily on making the content appealing to women and girls.

In 2022 we created two opportunities for women returners to join our organisation. This is part of our ongoing focus on creating pathways to work for under-represented groups.

In addition to tracking gender composition of employee base, we implemented reporting of recruitment and promotion – hiring 48% women in 2021 and 32% women in 2022, and internally of existing employees promoted 40% were women in 2021 and 30% were women in 2022.

Gender distribution changed somewhat in the past year. As a result of entering phase two of SIRO's network build we grew our field team which continues to be a very male dominated profession.

We reviewed our flexibility policies and clustered them to make them easier to navigate. As statutory leave has increased, we continue to top up to full salary for all relevant employees.



Proportion of females across all levels in SIRO	2018	2019	2020	2021	2022
Board	50%	50%	50%	33%	33%
Directors	25%	50%	50%	63%	63%
Managers	20%	22%	32%	31%	31%
Leadership Roles	26%	34%	39%	36%	35%
<b>Total</b>	<b>21%</b>	<b>24%</b>	<b>25%</b>	<b>31%</b>	<b>28%</b>





Increased women in management roles

We generated our Gender Pay Gap Report for 2022 and have found some change. Our goal is to be between -3% and 3%. Our mean came out 4% in favour of women, but our median was 11%.

	2020	2021	2022
Pay	Mean Gap 0%	Mean Gap 14%	Mean Gap 4%
	Median Gap 4%	Median Gap 11%	Median Gap 11%
Bonus	Mean Gap 13%	Mean Gap 21%	Mean Gap 2%
	Median Gap 51%	Median Gap 0%	Median Gap 0%

Case Study: Domestic Violence

SIRO sponsored the connection and delivery of fibre broadband to Esker House – the Athlone-based Women’s Refuge and domestic abuse support service. Established in 1982, Esker House, supports women and their children who experience domestic abuse and violence. The Refuge provides services, support and outreach to 9 counties across the Midlands and West, stretching from Sligo to Roscommon to Carlow. Services offered by the refuge include women and children’s emergency refuge accommodation, a helpline, children/young person’s support service, court support, court accompaniment, outreach service, advocacy, awareness raising and community education.

Esker House’s most recent service user figures from 2020 highlights the importance of the refuge to the wider Midlands region, showing it:

- Responded to almost 500 crisis calls on their helpline
- Provided emergency support services to 109 women
- Providing 1,850 support sessions to women
- Provided refuge accommodation to 21 women and 27 children.





## SIRO provides productive and decent work directly to our employees and indirectly to many third party contractors.

### Under-represented groups

At SIRO we want to see a fairer world where under-represented groups have equal access to opportunity. We believe that business can lead in the fight for a fairer and more socially inclusive society.

In 2020, with a goal to build a more inclusive organisation, we surveyed existing employees to get an understanding of their demographics, to gain a greater understanding of their challenges. We were surprised to find that far more people reported disabilities than we previously understood – 31 people (25%) reporting some form of disability. This work gave us a baseline from which to work from to meet and accommodate their needs.

We also joined the OpenDoors Initiative,

an organisation with a goal to provide job opportunities to some of the most marginalised members of our society including people with a disability. Through the support of this partnership, we hired five people from disability backgrounds to a number of different teams.

### Pathways to Progress

Pathways to Progress aims to resource people from a migrant background to find work or to create pathways to employment. In 2022, SIRO recruited and integrated 6 workers from migrant backgrounds into our business across Commercial, IT, Operations, Plan & Design.

### Disability Awareness training

We learned that it is not enough to hire people with disability, that a company must actively manage the induction process, ensuring that the team understands their needs and that the organisation is prepared to support the individual through training. We also recognised that many of our teams engage with people both within and outside of the organisation. As a result, we sourced relevant training through Ability Focus (a disability training company). Four Disability Awareness Training programmes were delivered to participants from all parts of the business over a two-month period. The course covered areas such as effective communication, disability and diversity, statistics relating to disability, legislation relating to disability, barriers to inclusion and the important topic of Reasonable Accommodation in the workplace.

Following this training we introduced

reasonable accommodation in all stages of the recruitment and onboarding process including adding a contact number to the job advert for people to request reasonable accommodation.

### Disability Passport

Building on the disability work and recognising the challenges faced by disabled colleagues we introduced a disability passport. This confidential document agreed between the employee and their manager supports disabled employees who require additional support at work. It records the accommodations or workplace supports in place, as well as the aspects of work the disabled employee may need support with. It also explains any changes made to the employee's role and sets out the supports the disabled employee wishes to use at work.







LGBTQI

Continuing our partnership with BeLonGTo, we hosted CEO, Monnine Griffith for a fireside chat with Amanda Glancy in SIRO premises. We issued all employees with the BROD pin and all proceeds of this go to BeLonGTo.



Community Work

In September, SIRO hosted our first GigaSpin event in which colleagues cycled to raise €20k for two very worthy charities - CUH Acute Stroke Unit and the Irish Hospice Foundation.

Through our partnership with Junior Achievement Ireland, we provided STEM education to 7 schools reaching 189 students across primary and secondary level schools.

We also had 5 students join us for their transition year work experience in 2022. We have developed a full week

long program, giving students insight into a range of departments across the organisation.

Through our partnership with OpenDoors, we donated 40 laptops to Doras, an organisation promoting and protecting human rights.



Case Study: Partnering with WALK

The rate of unemployment for disabled people is reported as 56%, the rate is in excess of 85% for people with intellectual disabilities. WALK recognises that there is a real gap in services for people to avail of employment opportunities. In 2022, SIRO supported the WALK REAL Programme. This

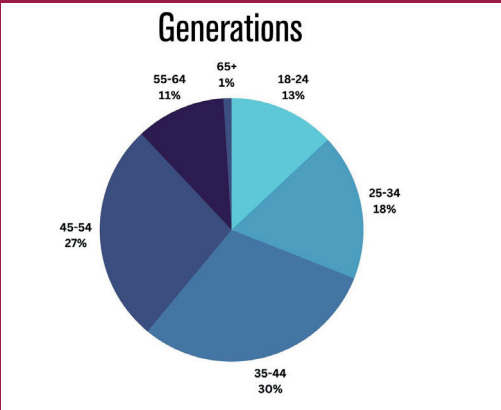
programme is designed to support adults who have an intellectual disability and gain access to paid employment.

*‘The process was very smooth, the job coach made sure that Liam was supported as he gained knowledge and confidence. The work is important but repetitive and we have found that this solution works for us’ Alex French, Head of Product and Customer Analytics.’*

Over a period of time, through job crafting and close support from a job coach, the employee develops confidence and can take on more duties.

A truly intergenerational company

We are proud of our multi-generation workforce in SIRO. We have had flexibility in our retirement age and have built in internships, apprenticeships and graduate roles as a means of balancing our age demographic.



Wellness

Health and wellbeing are a big part of SIRO's engagement agenda. In October 2022, we ran our annual wellness week, remote again this year, but with high participation, with over 20% of colleagues participating and walking a total of 3.61 million steps in two weeks.

Our wellness programme has four pillars – physical health, mental health, financial and social wellbeing.



## Financial Wellbeing

A key area of wellness that gets overlooked is financial wellness. In response to the combined factors impacting the rate of inflation in 2022, SIRO launched a Financial Wellness programme in partnership with Employee Financial Wellness. The programme was designed to educate, empower, and improve financial wellbeing. There were 155 registered participants across 4 sessions, and all attendees were able to avail of a free 1:1 consultation with a financial wellness consultant.

We also launched Umbrella Wellness, an online wellness programme giving employees access to talks and exercise

over a monthly schedule.

We participated in the annual National Workplace Wellbeing Day on 28th of April.

## Development

SIRO aims to provide development opportunity to all employees. We provide support and development at every level of the organisation from new hire orientation to succession planning.

In 2022 we provided professional coaching to 8 women in SIRO and provided pre-retirement courses to 2 employees. We have continued our leadership development programme, with a 360 feedback process for managers and a dedicated coaching programme. We recognised the challenges faced by early career professionals and we introduced a development programme for that group focused on building skills and community.

We have kicked off a mentorship

programme for women in management roles and we have also introduced a pilot programme to support skills development at all levels of the organisation in partnership with the Atlantic Technological University, called Mycareerpath.ie which 17 colleagues participated in.

## GDPR and compliance training

Through our self assessment under the United Nations Global Compact, we identified the need to roll out compliance training for our colleagues across a range of regulatory areas. In 2022 we developed and implemented a mandatory suite of annual GDPR training. We are working towards achieving 100% completion rates.

- 54.1% have completed our Dignity at Work training in 2022.
- 66.67% have completed our Anti-bribery and Corruption training in 2022.

- 65.04% have completed our Whistleblowing training in 2022.





## Our broadband infrastructure creates greater opportunities for people to choose a way of living and working that suits them.

### GigaBitHub Initiative

Our mission at SIRO has been to support regional Ireland's social and economic development by enhancing connectivity in areas where people want to live and work. The pandemic has accelerated this transition in a way that we could

not have dreamed of a few years ago. Census 2022 indicates Ireland's rural population grew by 374,714 or 2% since 2016, dispelling any narrative that our rural population is in decline.

SIRO has long recognised the value of regional remote working and digital

hubs and the contribution that they make to developing and supporting vibrant, inclusive and sustainable communities throughout Ireland. These hubs provide a place in the community for people and enterprises across Ireland to connect to the SIRO 100% Fibre Broadband Network.

In partnership with Vodafone, the Vodafone SIRO GigaBitHub Initiative, was launched in 2017, and currently provides Gigabit high-speed broadband to 17 digital hubs across Ireland, enabling businesses to thrive and bringing new life, skills and people to towns across the country. The first phase of the Initiative, which completed last year, supported many of Ireland's leading hubs and co-working facilities including Ludgate Hub in Skibbereen, Galway's PorterShed and Dundalk's Creative Spark. The next phase of the Initiative will see 15 new hubs connected in towns across Ireland.

A recent study, to launch the next phase of the Gigabit Hub Initiative, carried out among more than 300 people aged between 18-24 by Empathy Research, provides significant insights into how the next generation of employees wish to work and the factors influencing their decisions.

The results of the survey highlight a growing attraction among young adults to work from a digital hub (51%), with the majority of participants (73%) believing this to be a more cost-effective option than living and working in a city centre. The flexibility and more time to access further education due to working from a hub are also factors that appeal to young adults. According to the study, salary, work-life balance and commuting times were most important factors influencing young adults when considering a new career or role.





Other areas where SIRO's network is having a positive impact on sustainable development include:

- Our fibre broadband infrastructure provides improved connectivity access across regional Ireland, changing the way that people live and work. This is leading to increased migration to regional towns across Ireland. This evidenced by demand for properties in regional towns and strong job creation within these areas.
- Our products/services provide increased flow of capital and/or capacity building to purpose driven enterprises or underserved enterprises (e.g., impact investing or fundraising platforms, non-profit accounting services).
- We have a community-focused business model that supports and builds the economic vitality of local communities.
- SIRO is being rolled out across the ESB network, maximising the use of existing infrastructure and supporting circular economy principles.
- Where possible we source from local suppliers.





## Zero waste to landfill incineration by 2030.

In 2022 we achieved a 92% reduction in waste through working closely with our contractors to manage waste segregation.

We engaged with our procurement partner, VPC, to work with suppliers to reduce MST and Tails packaging. This work is ongoing.

We launched a project in collaboration with Trinity College and ESB to increase the circularity of building materials, a project that will significantly impact the broader construction industry given the high percentage of backfill waste that goes to landfill each year.

### Circular economy

As noted above, by building our fibre broadband network using ESB's existing electricity network SIRO is limiting our footprint.

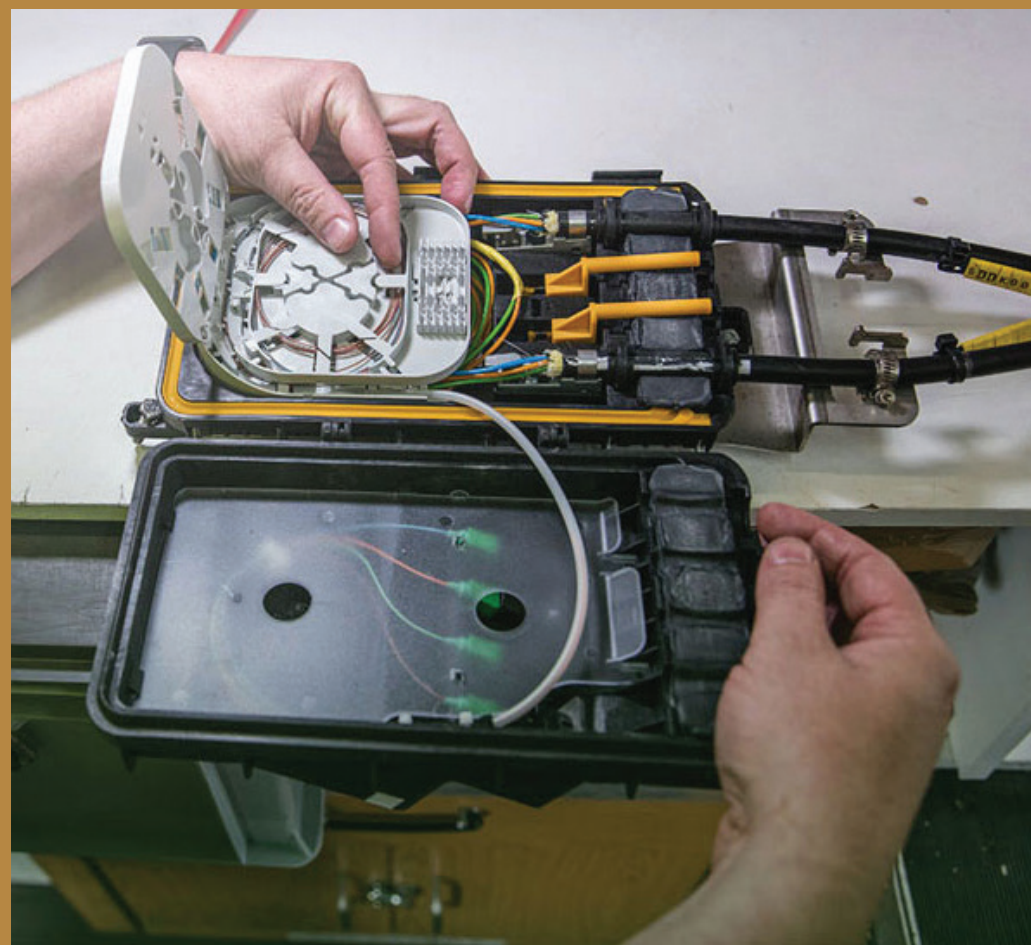
In addition, we have applied circular economy principles to the recent upgrade of our active equipment to

provide a 10 Gigabit enabled network. This involved upgrading our network from GPON to XGSPON and switching out the system cards. These cards will be resold on the Vodafone marketplace.

### Paperless office

From day one SIRO has operated as a paperless office. Over the years as better online solutions come available, we have been able to maximise our efficiency. HR practices including recruitment, onboarding, annual reviews are all paper free. Within our build function, all auditing is done through IT solutions.

Total cost of paper products ordered in 2021 was €1,042, when divided by an average of 150 staff equals a spend of just €6.94 per staff member on paper products for the full calendar year.







# SIRO is working to reduce the amount of energy we use to run our business, through promoting the most efficient use of resources.

Our transition to EVs continues. Since we launched the EVs in September 2021, we have taken delivery of 31 vehicles. This is 61% of our fleet. The supply chain challenges within the automotive industry have impacted the original timelines but we hope to have 80% of our fleet transitioned to EVs by the end of 2023.

In 2021 we evaluated emissions for the previous years and set baseline figures for Scope 1 and 2. This year we have evaluated the emissions for 2022 and find that we have achieved a 49% reduction on Scope 1 emissions from switching to EVs.

Scope 2 emissions increased by 17% due to an expansion of our network, resulting in an overall increase in scope

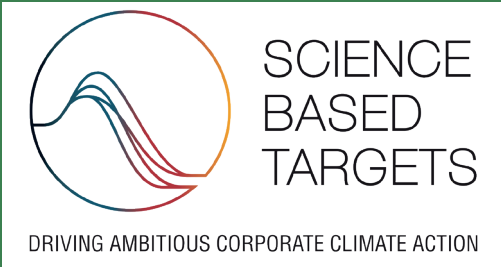
1 and scope 2 emissions of 2.5% between 2021 and 2022.

To demonstrate our commitment to reducing our emissions, in 2021 SIRO was verified by the Science Based Targets initiative. SIRO commits to reduce absolute scope 1 and scope 2 GHG emissions 50% by 2030 from a 2019 base year, and to measure and reduce our scope 3 emissions.

A 50% reduction between 2019 and 2030 yields a 4.2% annual reduction, which is in line with keeping global temperature increase below 1.5°C. Between 2019 and 2022 our scope 1 and scope 2 emissions combined have increased by 7%. Into 2023, SIRO will focus on achieving an annual 4.2% reduction, in line with our Science

Based Target through focus on energy efficiency and renewable energy supply in our office and POP sites.

We also commit to setting a long-term science-based target to reach net-zero value chain GHGs emissions by no later than 2050, and are in the process of measuring our scope 3 emissions to be verified with the Science Based Targets initiative.



### Scope 3 actions:

- Investment – the primary investment made by SIRO DAC is pension. Our pension provider Zurich apply the ESG integration approach where information on environmental, social

and governance performance is used systematically as an integral part of the process to select securities or assets for actively managed portfolios.

- Commuting – during 2021 our commuting was reduced to less than 10% of the normal work schedule. As this was largely pandemic related our goal is to set a new baseline in 2023.
- Supply Chain – working with Vodafone Procurement Services we have audited our suppliers to understand their sustainability practices.

We have embarked on a sustainability programme focused on People and Planet. Our GROWCircle project outlined in the next page is just one example of the activities that we are undertaking to support this focus. In 2022 we achieved two science-based actions under the All Ireland Pollinator Plan (AIPP) as a business partner to the program. We have developed a strategy for our ongoing contribution to

Emissions	Scope	2019	2020	2021	2022
Diesel	Scope 1 (tCO <sub>2</sub> e)	324.32	249.58	220.19	164.54
Purchased electricity	Scope 2 (tCO <sub>2</sub> e)	292.87	304.85	425.89	497.85
	Total (tCO <sub>2</sub> e)	617.19	554.43	646.08	662.39



the AIPP, focused on capacity building and awareness raising in our local communities and supply chain.

### Case Study: GROWCircle

Every year we identify a project that will develop employee engagement on sustainability. Last year we kicked off a project with GIY, called GROWCircle. The programme is designed to make growing food easy and accessible for employees, while supporting SIRO's sustainability and wellbeing efforts. Participants were sent seeds, a notebook, and other tools to get started. It was a fun remote project that educated people on the importance of growing their own food.



# OUR PRIORITIES FOR 2023

## Environment

- Complete disclosure to the Carbon Disclosure Project and the UN Global Compact.
- Collate data for Scope 3 emissions specifically for business travel and review opportunity for reduction.
- Implement sustainability employee engagement initiative.
- Advance construction waste recycling plan. Completion of academic research with Trinity College and ESB will inform our approach.
- Continue to work with VPC across suppliers to identify opportunities to reduce packaging further.
- Transition 80% of our fleet to EVs and develop an action plan for remaining 20% of ICE vehicles.
- Decarbonise our network through focus on energy efficiency and renewable energy uptake to reduce our scope 2 emissions.
- Achieve third-party verification of our scope 1 and scope 2 emissions.
- Contribute to industry wide benchmarking for FTTH carbon emissions.

- Undertake a biodiversity project under our All Ireland Pollinator Plan partnership.

## Social

- Launch Women and Allies @ SIRO, Employee Resource Group and launch women's mentoring programme.
- Carry out annual diversity survey, and use it to guide disability inclusion initiatives, including a number of planned initiatives to support our neurodiverse colleagues.
- Launch a number of women's health initiatives – menstrual policy, women's health, aimed at supporting females throughout all stages of their career.
- We recognise the importance of work life balance for parents and carers, and we will launch a programme of parental supports with focus on new parents.
- Commence KeepWell Mark certification.
- Update gender pay gap reporting methodology to align with incoming Irish standards.
- Continue on previous disability awareness training with refresher

courses and training for new staff.

- Launch an inclusive leadership programme for managers.
- Launch a mandatory compliance training programme for all colleagues involved in recruitment.

## Governance

- Reporting – we will bring our reporting in line with the calendar year, which will align our annual sustainability report with our voluntary disclosure under the UN Global Compact and the Carbon Disclosure, Project both due in the second quarter of 2023.
- Undertake SIRO's first materiality assessment.
- Link sustainability objectives to managers remuneration.
- Develop a stakeholder engagement strategy for sustainability that encompasses our entire supply chain.
- Develop SIRO's first annual sustainability survey to gauge perception and awareness of sustainability at SIRO to inform internal engagement actions.



# SUMMARY

In 2022, SIRO continued to align all business activities with the UN's Sustainable Development Goals covering gender equality, waste reduction, climate action and employee development and support. SIRO has renewed focus to identify and sponsor activities that reflect the needs of our colleagues and local communities in areas such as STEM education, supporting underrepresented colleagues, and undertaking employee compliance training and engagement actions.

From 2021 to 2022 through our focus on gender equality, SIRO has achieved a 4% mean pay gap in favour of women, we have hired two female apprentices, and have created two opportunities for women returners to join our organisation. Over the following reporting year, SIRO will continue to foster an inclusive environment for all underrepresented groups and will build on effective engagement interventions such as Employee Resource Groups and disability inclusion initiatives which were designed and rolled-out based on engagement surveys such as the diversity survey.

During the last reporting year, SIRO achieved considerable reduction in mixed waste to landfill by implementing waste segregation techniques. We continue to work with our material suppliers and contractors to identify opportunities for waste prevention in line with the circular economy hierarchy to achieve net zero waste to landfill by 2030. We achieved reductions in scope 1 emissions which is attributed to the ongoing transition to our electric vehicle fleet. This action supports our science-based target of reducing absolute scope 1 and scope 2 GHG emissions 50% by 2030 from a 2019 base year, which will continue to be a priority action for 2023.

We continue to place sustainability at the core of what we do. In addition to the more sustainable broadband network that we are building, we strive to embed sustainability practices into our business strategy, culture and daily operations so that we may achieve our goal to be the most carbon efficient telecoms provider in Ireland and to be a role model for small companies undertaking carbon reduction projects.

For further comments, questions or enquiries related to this report, please contact:

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You could also visit our Sustainability webpage to get the latest updates on our sustainability actions.  
[SIRO.ie/sustainability](http://SIRO.ie/sustainability)

