

# SUSTAINABILITY REPORT 2023



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# A MESSAGE FROM SIRO CEO JOHN KEANEY



## Welcome

It has been three years since launching our inaugural Sustainability Strategy in 2021. This annual report outlines the progress we have made over the past year on our sustainability journey. Through implementing initiatives across our operations and value chain, we are playing our part in tackling climate change and building a greener and more inclusive society.

Most importantly, this report reaffirms our unwavering commitment to using our business as a force for good.

Sustainability is an ongoing process of continuous improvement. By setting ambitious targets and increasing our climate, gender equality, and diversity and inclusion actions each year, we are committed to leaving a positive legacy for future generations. We continue to fully support the Ten Principles of the United Nations Global Compact and have further integrated these principles into our business strategy, culture, and daily operations to contribute to achieving the United Nations Sustainable Development Goals.

Our full fibre broadband network continues to bring environmental and social benefits to Ireland. By enabling more flexible working arrangements and supporting connected communities nationwide, we are helping to foster a more sustainable future. At the same time, we remain focused on reducing our own environmental impacts through

initiatives like renewable energy uptake, electric vehicle adoption and smarter resource management.

As we reflect on the achievements of the past year and ambitions for the future, I am incredibly proud of all that our organisation has accomplished. It is through the combined efforts of each and every one of our colleagues, supported by engaged partners, that we have made meaningful progress in bettering people's lives while also protecting our planet.

The results outlined in this report demonstrate the passion and dedication that resides across our entire company for advancing sustainability. From reducing our environmental impact to promoting inclusion within our workforce and communities, I have been consistently impressed by the innovative ideas and commitment to progress that emerges from teams across the business. While we have achieved much, know there is still much to do. The

challenges facing both people and the planet continue to evolve rapidly. As such, we must continue to challenge ourselves, embrace new technologies and ways of working, and strengthen our partnerships to accelerate our efforts.

I look forward to reporting on the further milestones and achievements in the years ahead. With the ongoing support and passion of our people, I am confident that together we can make a lasting positive impact.

A handwritten signature in blue ink, appearing to read 'John Keaney'.

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 eight years, SIRO has delivered this network to 135 towns and cities across the country, with a current network reach of over 550,000 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 three 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. 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 80% of our fleet to EVs in 2023, achieving a 61% reduction in scope 1 emissions since 2019.

#### • Decarbonising our network

SIRO's broadband network is now run on 100% renewable energy, reducing our market-based emissions by 78.5% since 2022.

#### • Science Based Target

SIRO achieved our commitment to reduce our absolute scope 1 and scope 2 GHG emissions 42% by 2030, 7 years ahead of schedule

#### • Inclusive employer

Continued Disability Awareness training and introduced Inclusive Recruitment training to all employees as part of inclusive workplace strategy. Provided internships to underrepresented groups and have created job opportunities for people with disabilities.

#### • STEM Education

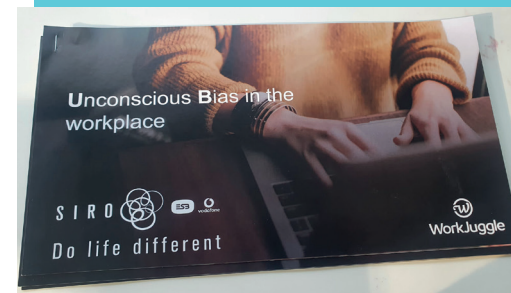
We employed 2 Deis school girls for paid summer placements through Junior Achievement and developed a full week-long program for 4 transition year students in 2023.

#### • Governance

Ran mandatory annual refresher programme for anti-bribery and corruption, dignity at work, and whistleblowing.

#### • Family and carer-friendly policies

Conducted a review and introduced new recruitment, wellbeing, and flexibility policies plus an updated Reasonable Accommodation Policy and Disability Passport to promote inclusion. Introduced topped up family leave payments and hormonal health policies.





# INTRODUCTION CONTINUED

## • 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.

## • Transparency and disclosure

Voluntarily disclosed under the UN Global Compact for the 4th year. Reported under the Carbon Disclosure Project for the first time, achieving a C overall and a B- for supplier engagement.

## 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, All Ireland Pollinator Plan, Women in Technology and Science and the Learning and Development Institute.

## Awards

- Best EV Fleet Transition Project (under 50 vehicles), Electric Vehicle Awards, 2024
- Male Champion of Change Award, Women in STEM Awards, 2023
- Winner of Innovative Models of Financing, Business, and Investment, European Broadband Awards, 2023





## Charities

- BeLonGTo, WALK, Family Carers Ireland, Biodiversity in Schools, LauraLynn, Ireland's Children's Hospice, Irish Hospice Foundation, ISPCC Childline, Flossie and the Beach Cleaners, and the Marie Keating Foundation.



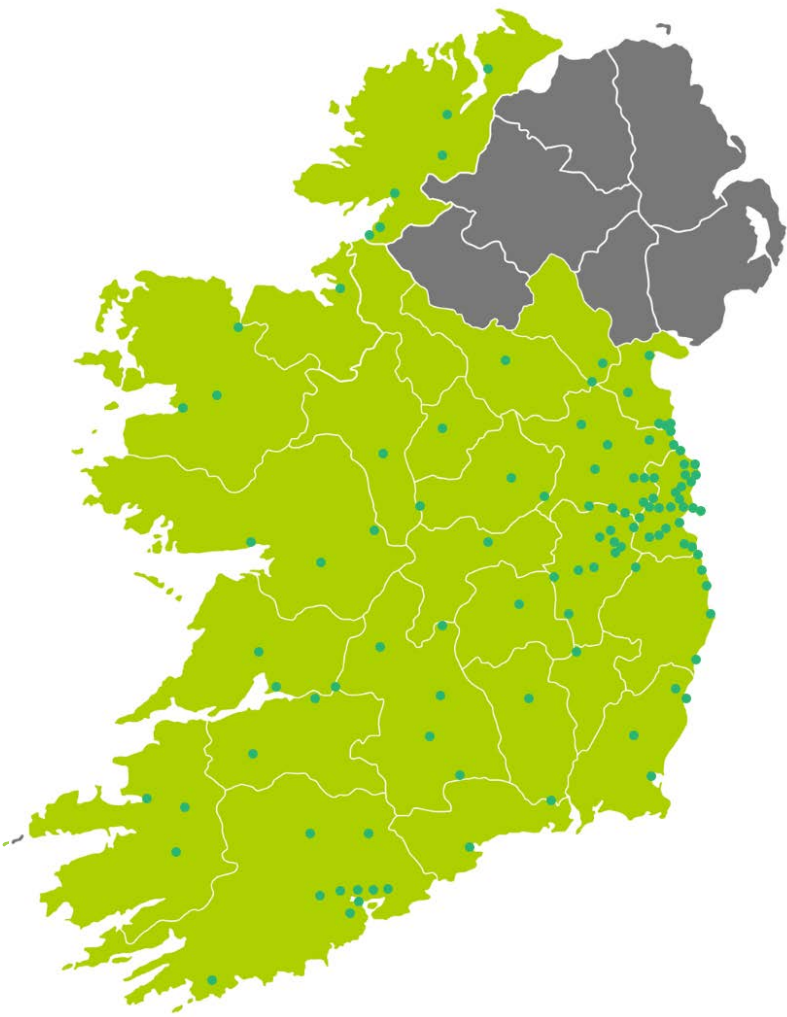
# SIRO: Key Sustainability Highlights

## Our network

-  Building Ireland's first **100% fibre network** the most sustainable broadband network
-  **550,000 premises** passed in regional Ireland December 2023
-  **135 towns & cities** across Ireland can access SIRO fibre broadband
-  **12,500km of fibre laid** That's 8,649 Croke Parks

## Our company

-  **Maintained female representation** on the leadership team at 63%
-  **Transitioned 80% of fleet to EVs** reducing scope 1 emissions by 61%
-  **Achieved verified Science Based Target** 7 years ahead of schedule
-  **Successfully maintained** ISO 45001 and ISO 14001 accreditations in 2023
-  **Achieved Keep Well Mark Accreditation** for workplace wellness
-  **SIRO's GigaBitHub Initiative** welcomed 4 new dynamic additions
-  **Trained 3,500 school children** as Pollinator Ambassadors





# 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 5 of the 17 Sustainable Development Goals, 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 12 months.

# Material Indicators

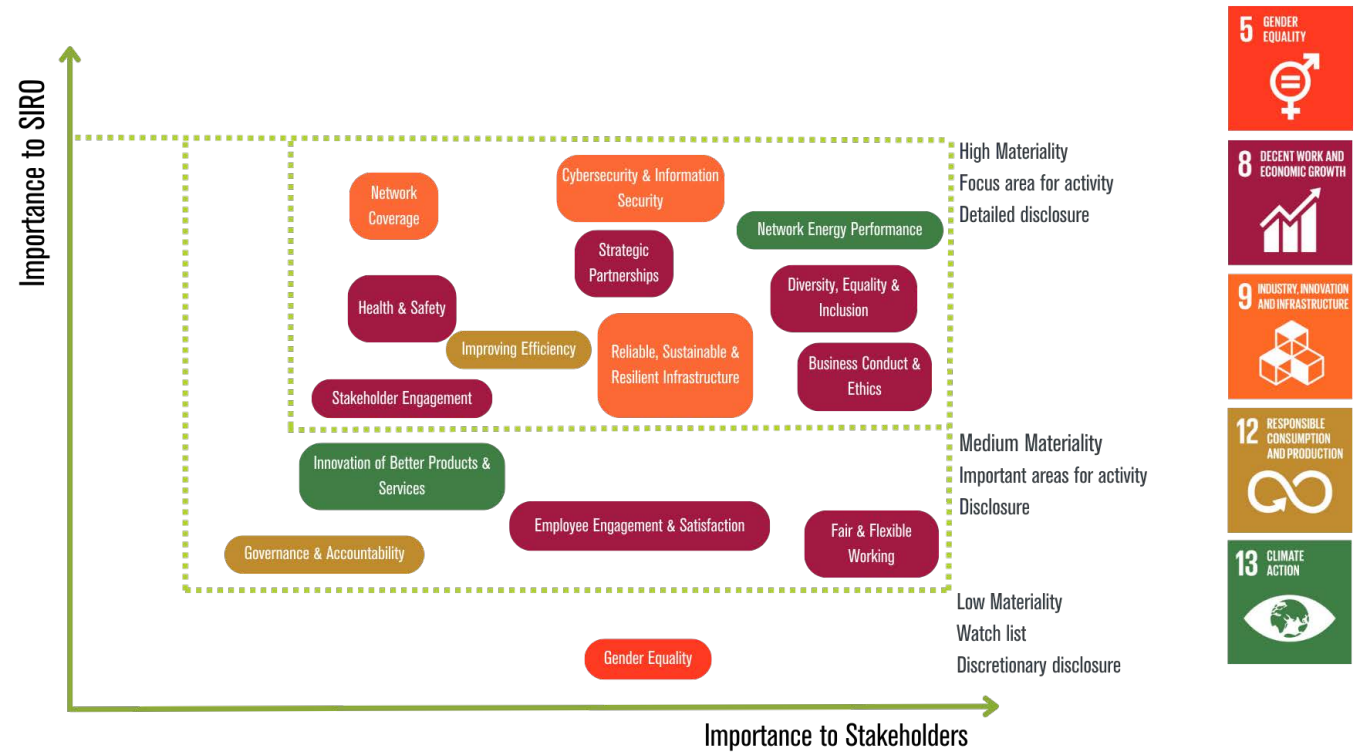
In 2023, SIRO conducted our inaugural sustainability materiality assessment. This study was vital to understanding what environmental, social and governance issues matter most to both SIRO and our stakeholders. By collaborating with partners across our industry, we identified 15 material topics where we can have the greatest impact in line with our priority UN Sustainable Development Goals.

The materiality assessment outputs inform our sustainability strategy and approach to reporting. It ensures we focus on issues where we can make the greatest positive impact. Having clarity on our material topics also helps us carefully manage sustainability risks and opportunities tied to our business.

Looking ahead, in 2024 we will update our materiality assessment to adopt the double materiality perspective required under incoming CSRD regulations, including financial materiality and impact materiality. Reevaluating our material topics in line with CSRD requirements may reveal new material topics or shifts in

new material topics or shifts in prioritisations. Regularly refreshing this process will help SIRO continue aligning our sustainability ambitions and transparency with evolving stakeholder and regulatory expectations.

## SIRO Materiality Assessment 2023







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

SIRO was one of the first eight companies in Ireland to commit to the Women's Empowerment Principles, a UN body supporting gender equality and women's empowerment. In 2023, we have reaffirmed our support for the UN Women's Empowerment Principles. Our website now prominently displays our statement committing to advocate for gender equality and women's empowerment in the workplace, marketplace, and community.

In 2023, we aligned SIRO's gender pay gap report with incoming Irish standards and continue to report on recruitment and promotion disaggregated by sex, as well as turnover, maternity, paternity, parental leave, and training hours.

We hired 50% women in 2023, and internally of existing employees promoted 43% were women. We maintained female representation on the leadership team at 63% and maintained 28% total female representation across the business. Of apprentices hired, 50% were women and over 50% of interns were female.

Recruitment 2023 - disaggregated by sex			
Employment type	Total number	Female	Male
Interns	11	6	5
Apprentices	2	1	1
Full time employees	10	5	5

Despite maintaining well balanced hiring figures, the overall percentages of women in leadership roles in SIRO has remained static. The configuration of the board has also changed.

Proportion of females across all levels in SIRO	2018	2019	2020	2021	2022	2023
Board	50%	50%	50%	33%	33%	17%
SLT	25%	50%	50%	63%	63%	63%
Managers	20%	22%	32%	31%	31%	31%
Leadership	26%	34%	39%	36%	35%	34%
Employees	21%	24%	25%	31%	28%	28%

### Increased women in management roles

In 2023 SIRO carried out pay equity analysis including undertaking a workshop with Vodafone on the gender pay gap. Aligning our gender pay gap report with Irish standards has resulted in past data being updated. Our goal is for our mean pay gap to be between -3% and 3%. Our mean came out 4.6% in favour of women, however our median was -6%.

		2021	2022	2023
Pay	Mean Gap	14%	3%	4.60%
	Median Gap	11%	14%	-6%
Bonus	Mean Gap	21%	4%	2.00%
	Median Gap	0%	-12%	16%



Case Study: Domestic Violence

Last year, we partnered with Viatel Technology Group to sponsor Esker House with free connectivity. Esker House is a domestic abuse support service based in Athlone, providing refuge and related services across the Midlands. A year on, SIRO checked in with Deirdre Berry, Manager of Esker House to see how our fibre connection has benefited the refuge. Esker House have been able to expand their services to allow for community trainings and virtual meetings, they introduced a client record tracking system to streamline their services, and have been able to improve their communication and visibility. ‘Since we got SIRO, it’s transformed the work that we have been doing. Something as small as being able to provide Netflix for our service users to use at night once they have settled in; to be able to switch off or decompress is really valuable. For us to make the move from paper to digital was unknown for us, but for it to happen with ease was so important to us.’ Deirdre Berry, Manager of Esker House’



Women and Allies @ SIRO

Ensuring gender parity at all levels of SIRO from junior to senior levels is also a key priority. This has translated into the establishment of an Employee Resource Group (ERG) within SIRO, which is focused on women and allies with the intent of giving women the skills and confidence to progress their careers. ‘Women and Allies @ SIRO’ was launched in 2023 and has become an internal grassroots powerhouse within SIRO for promoting gender equality and women’s issues. The group comprises of colleagues, men and women, from all levels and roles within SIRO and are hugely active.

In 2023 the ERG organised 8 inclusivity support training opportunities throughout the year. This included panel discussions on allyship, interactive workshops on networking and leadership coaching, and presentations on mental health, career advice and fair division of tasks. Across all events in 2023, over 60% of SIRO’s workforce participated in the ERG’s activities. It has become a successful mechanism to promote a culture of gender equality and to empower SIRO colleagues to champion gender equality issues.



Male Champion of Change

Our CEO John Keaney was awarded the Male Champion of Change award at the Women in STEM Awards. John is a key advocate for gender equality in SIRO. John has been instrumental in providing the leadership at the highest level to ensure that SIRO places the strongest emphasis on gender equality and that words are followed by actions. This is particularly important in the telecoms and construction sector which has traditionally been one of the most heavily male dominated industries.





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

At SIRO, promoting diversity, equity, and inclusion (DEI) is integral to our broader commitment to sustainability and social responsibility. We strive to create an inclusive culture where all people, regardless of background, can fulfil their potential.

SIRO has continued to progress our DEI objectives in 2023, fostering greater inclusion in our organisation, creating employment opportunities for underrepresented groups and inspiring young people with STEM initiatives.

2023 highlights included three work programmes giving access to employment to disadvantaged youth, women returners, and people with disabilities. The office was reconfigured to facilitate a better hybrid experience and family friendly work policies were expanded.

## Enduring Roles

Despite reports of difficulty filling roles, and high attrition in the general employment market, SIRO has maintained low attrition and minimum challenges in filling roles. 45% of enduring vacancies have been filled through internship and apprenticeship work programmes. This includes three roles filled through apprenticeship programmes, and six through interns filling arising vacancies.

## Underrepresented Groups

In 2023, we implemented Disability Awareness Training for the second consecutive year. The course covered disability in an Irish context, language, legislation, medical vs. social model of disability, positive business case for disability, challenging misconceptions,

reasonable accommodations, and disclosure. We continue to provide Unconscious Bias Training for managers and have established an eLearning module.

We deepened our relationship with the OpenDoors, Pathways to Progress 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 two people from disability backgrounds, including for a placement and for short-term project work. Working with Employers for Change we reviewed and updated our Reasonable Accommodation Policy and Disability Passport to include carers. We also provided two placements through the Women ReBOOT programme, in support of returners to work in the tech sector.



## LGBTQI+

Continuing our partnership with BeLong To, we hosted a virtual pronouns workshop. Pronouns make everyone in our team feel safe, included, and respected. The words we use every day can be a marker of dignity and respect and pronouns are one way to ensure that we operate in a respectful and inclusive manner in the workplace.

## Inclusive Recruitment

We have launched an online inclusive recruitment training programme for all hiring managers and interview panel members. Previously, sessions were conducted periodically, but we introduced annual completion requirements through an ongoing refresher program to ensure consistency across all managers. The training program highlights our commitment to





equal opportunity and a diverse, equitable workforce. Internally, the feedback has been very positive, with hiring managers finding the training important to improve their personal experience and ensure fair recruitment practices. In the first year, 31.37% of SIRO's workforce successfully completed the mandatory training.

Community Work

In September, SIRO hosted our second annual GigaSpin event in which SIRO colleagues and our partners participated in a cycling challenge to raise €24k for two very worthy charities - LauraLynn, Ireland's Children's Hospice and Irish Hospice Foundation. Nine SIRO colleagues also participated in the Dublin City Triathlon, donating to the ISPCC's Childline.



Demonstrating our commitment to STEM, we employed two DEIS school girls for a month-long paid summer placement through the Junior Achievement programme Career Ready. We also developed a full week-long program for transition year students, giving insight to four students in 2023 into a range of departments across the organisation.



Wellbeing

SIRO has achieved accreditation under the KeepWell Mark (KWM), an IBEC programme that helps companies implement successful wellbeing strategies. The programme focuses on

the key areas of workplace wellbeing ranging from leadership, mental health and absence management to workplace health and safety, physical activity, healthy eating, and intoxicant awareness. The programme's philosophy is to guide through prevention, education, and rehabilitation.



SIRO received distinction in two of the eight pillars as set out in the KWM process – Leadership and Health & Safety. One of the important outcomes of achieving the KWM certification was the formation of SIRO's Wellbeing Committee. This team spearheaded SIRO's Wellbeing Month celebrations for the seventh consecutive year. They organised 10 impactful events

that engaged employees on key topics like financial literacy, work-life balance, and self-care. Events included an office step challenge, a seminar on financial health, a workshop focused on the importance of sleep, a family carers focus group, and a designated digital detox day.

The achievement of the KWM and the focus honed during Wellbeing Month has helped further integrate social sustainability practices into SIRO's culture. It has ensured employee well-being remains a strategic priority as we work to cultivate a healthy, engaged and productive workforce.







Caring Employer

1 in 9 people in Ireland (270,000) balance a family caring role for a loved one with additional care needs alongside paid employment. In SIRO 20% of our employees identify as carers. In 2023, we partnered with Family Carers Ireland to open the conversation and provide support to employees that were delivering care. Our ‘Care Talk Series’ began with a seminar on assisted decision making for family carers of older people.



Development

Since inception, SIRO has placed high value on developing a strong leadership team and have actively worked on team development with a leadership development coach. In 2022, the team

recognised the importance of creating opportunities to include the next level of management, to support their development and create visibility for them. There was also evidence in the bi-annual engagement survey that this team trends lower on engagement than the organisation overall. Two meetings took place in 2023, capturing 76 colleagues of which 24 were women.

Family Friendly Policies

We have conducted a full review of our family and carer-friendly policies to promote inclusion and support for all employees and introduced a Workplace Wellbeing Statement and Flexibility Statement following our KeepWell Mark accreditation. We have done a full update of all family leave policies to provide topped up payment for statutory leaves available to both men and women equally. Recognising additional needs, new Hormonal Health Policies have also been introduced to support employees’ fertility needs. These ongoing

improvements aim to foster a diverse and empowering environment for all.

Career Advancement

In 2022, SIRO participated in the Atlantic Technical University’s (ATU) MyCareerPath programme. It is designed to provide lifelong learning support and to increase opportunity for career mobility. 17 colleagues participated in the program, gaining access to personal mentors and top eLearning courses including career planning, and leadership and management skills. Expanding on this programme in 2023, SIRO coordinated an in-person session in collaboration with ATU on potential career opportunities showcasing colleagues from different backgrounds and career paths, and at various stages of their career.



GDPR and Compliance Training

In 2023 we continued to implement a mandatory suite of annual GDPR training. We are working towards achieving 100% completion rates.

- 87.5% have completed our Dignity at Work training in 2023.
- 91.23% have completed our Antibribery and Corruption training in 2023.
- 74.67% have completed our Whistleblowing training in 2023.

Employee Engagement on Sustainability

Every year we identify opportunities to improve employee engagement on sustainability issues. In 2023 we developed a bespoke engagement strategy aimed at educating, inspiring and activating our workforce to engage in sustainability both in the workplace and more broadly in our communities. We undertook a baseline survey to



understand our colleague's awareness and understanding of key sustainability issues. We found that 90% of our colleagues believe it is important for SIRO to behave sustainably, however under half of our colleagues were familiar with key sustainability concepts. The results of the survey helped us to shape our engagement for the remainder of the year including in person and virtual events.

### Case Study: Volunteer Policy

In 2023, we have activated our workforce through providing time off for volunteering. SIRO launched the Volunteer Policy in which we enable our colleagues to use up to three business days each year to volunteer at an organisation of their choosing. To celebrate this launch, we held a beach clean-up day in partnership with Flossie and the Beach Cleaners where we collected over 27 kilograms of waste and logged 54 volunteer hours across the business.







## 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. We are supporting digitisation in Ireland by reaching 700,000 premises by 2026.

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. Our GigaBitHubs provide a place in the community for people and enterprises across Ireland to connect to the SIRO 100% fibre broadband network.

In 2023, SIRO's GigabitHub Initiative welcomed four new dynamic additions to our growing community: The CUBE in Portlaoise, PorterShed in Galway, Inishowen Innovative Hub in Donegal, and Comworks Enterprise Hub in Loughrea.

These innovative hubs represent a diverse range of regions and industries, each with a unique vision for fostering local employment, supporting start-up businesses, and driving digital innovation within their respective communities.

By providing fibre broadband support to these hubs, we not only enable remote work but also contribute to environmental sustainability by reducing harmful fuel emissions associated with commuting.

### The CUBE

The CUBE is a Midlands-based national centre of excellence focussed on facilitating economic growth, innovation and education in the Low Carbon and Renewables industry. In 2023, The Cube joined the Gigabit Hub Initiative.

SIRO supports the facility by providing it with high quality and future proofed connectivity, which ensures that it enjoys seamless, reliable and the most environmentally friendly broadband available in Ireland.

Positioned strategically in the heart of Portlaoise's Cultural Quarter, this groundbreaking facility not only pioneers low carbon initiatives but also serves as a catalyst for enterprise development and job creation across Laois and the Midlands region.

As the 18th GigaBitHub under the SIRO and Vodafone initiative, The Cube heralds a new phase of connectivity and innovation, setting the stage for similar initiatives nationwide.







## Zero waste to landfill incineration by 2030.

### Zero Waste

SIRO has a zero waste to landfill target by 2050. SIRO has made considerable progress in general mixed waste, reducing mixed waste to landfill by 92% through improved waste segregation and waste reporting. Backfill continues to be our greatest challenge in achieving our zero-waste target.

In 2023 SIRO undertook environmental and geotechnical testing of backfill soil from existing urban locations to determine suitability for re-use of backfill in the trench or other viable options to avoid backfill being sent to landfill. SIRO has begun coordinating with partners to investigate the feasibility of carrying out a trial during the construction of our FTTH network.

### Circular Economy

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. 251 GPON boards were resold on the Vodafone marketplace, avoiding unnecessary waste to landfill.

### Office Recycling

In 2023, we undertook several sustainability initiatives in our office. An office refurbishment saw all furniture recycled rather than sent to landfill. Two four-seater pods were repurposed and sent to our Loughrea hub for continued use. We also implemented an office coffee capsule recycling process, diverting an estimated 1,500 Nespresso capsules from waste. These actions reinforce our commitment to sustainable operations.





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

### Reducing our direct emissions:

SIRO's goal is to be the most carbon efficient telecoms provider in Ireland and to be a role model for small and medium sized companies undertaking their own carbon reduction projects. To demonstrate our commitment to reducing our emissions, in 2021 SIRO achieved a verified Science Based Target. This target commits SIRO to reducing our absolute scope 1 and scope 2 greenhouse gas (GHG) emissions 42% by 2030 from a 2019 base year, and to measure and reduce our scope 3 emissions. Additionally, SIRO has an internal emissions reduction target of 50% by 2030. Both goals are in line with keeping global temperatures below 1.5° C as supported by the Paris Agreement.



### Our Fleet:

Our transition to a fully electric fleet continues. Since we launched our electric vehicles (EVs) in September 2021, we have taken delivery of 42 EVs. This is 80% of our fleet (up from 60% in 2022). SIRO has achieved scope 1 emissions reductions year on year from our base year (2019) to 2023. In 2023 SIRO achieved emission reductions from diesel consumption by 23%. Since the beginning of our transition to EVs we have reduced our emissions from diesel by 61%. Fleet electrification does not equal fleet decarbonisation, however. SIRO acknowledges that Ireland's electricity network currently emits the same carbon as diesel. This is a challenge experienced by all small fleets that aren't charged at a main depot where solar PV may be installed, or a Power Purchase Agreement may be arranged. In absence of these options currently being available to SIRO, we have begun work to engage directly with our fleet drivers and charge point providers to promote uptake of

renewable energy in the system and improve the carbon footprint of our fleet. SIRO has also recently partnered with Geotab to allow us to track EV data in real time and improve our engagement with drivers by using objective information to guide future training needs. By monitoring real time metrics, we intend to improve fleet and route utilisation, and efficiency through behavioural change which will ultimately contribute to further emission reduction.

In March this year, SIRO was delighted to receive the award for Best EV Fleet Transition Project at the Electric Vehicle Awards. The award recognises projects that have made a significant impact on Ireland's EV targets, and we are committed to promoting the most efficient use of our resources by reducing our emissions through our electric fleet.





## Our network:

In May 2023 SIRO swapped to a 100% green tariff, which is certified as being from renewable sources in accordance with the Commission for Regulation of Utilities Green Source Product Verification process. This has resulted in the full decarbonisation of our national broadband network under the market-based method. Transitioning to renewables reduced emissions from purchased electricity by 300 tCO<sub>2</sub>e, or 78%, between 2022 and 2023.

Together with the reductions from fuel consumption, SIRO reduced our absolute emissions by 330 tCO<sub>2</sub>e, or 60%, in 2023. Since 2019, our base year, we have achieved emissions reduction of 500 tCO<sub>2</sub>e, or 70%.

Scope	Emissions source category	Total emissions (metric tonnes of carbon dioxide equivalent)				
		2019	2020	2021	2022	2023
Scope 1	Purchased fuel	311.71	235.43	199.23	155.93	120.04
	Fugitive emissions (from cooling)	18.752	18.752	18.752	16.352	17.059
Scope 2	Purchased electricity - market based	387.72	275.13	302.34	379.64	83.309
	Purchased electricity - location based	346.76	362.74	493.7	619.92	627.68
Total	Market based	718.18	529.31	520.32	551.93	220.4
	Location based	677.23	616.92	711.68	792.21	764.77

## Disclosure and Verification:

In 2023 we undertook third-party verification of our GHG inventories for our most recent year (2022) and base year (2019) emissions. We achieved limited assurance against ISO – 14064-3:2019 Specifications with Guidance for the Validation and Verification of Greenhouse Gas Statements.

Having successfully achieved third-party assurance of our GHG inventories, SIRO can confidently state that we have achieved our Science Based Target 7 years ahead of schedule. This has been made possible due to our transition to renewables and our ongoing fleet electrification program.

SIRO also voluntarily reported our climate-relation information for the first time under the Carbon Disclosure Project. In our first year of reporting, we achieved a C overall and a B- for the Supplier Engagement Rating.





Our supply chain:

SIRO has calculated our scope 3 (supply chain) emissions for the first time. Scope 3 emissions account for 97% of SIRO's emissions as we are heavy on capital expenditure during the construction phase. The largest category is purchased goods and services, which account for 76% of total emissions. Use of sold products and generated waste were the next largest emission sources, accounting for 8% of total emissions each. In 2024 we will strive to set targets for our significant scope 3 emission sources by considering feasibility and GHG emission reduction potential. In 2023, we conducted an ESG audit of all material suppliers and engaged with 100% of our contractors on climate-related issues, finding that 50% of contractors report their GHG emissions, but only 12.5% can breakdown the emissions for the SIRO contract. We will continue to engage with our contractors and work together to identify opportunities for emissions reduction.

Scope	Emissions source category	Total emissions (metric tonnes of carbon dioxide equivalent)
Scope 3	Purchased goods and services	39194.261
	Capital goods	9.46
	Fuel-and-energy-related activities (not included in Scope 1 or 2)	44.94
	Upstream transportation and distribution	1766.58
	Waste generated in operations	583.971
	Business travel	80.2
	Employee commuting	159.32
	Upstream leased assets	794.07
	Downstream transportation and distribution	388.08
	Use of sold products	3947.369
	End of life treatment of sold products	7



## Supporting biodiversity:

SIRO has a limited footprint by building our fibre broadband network using ESB's existing electricity network. Regardless, SIRO strives to achieve a nature positive way of working and embed actions to address biodiversity along our entire supply chain. In 2023 we engaged with 100% of our contractors on biodiversity-related issues and have set targets to engage with our material suppliers in 2024.

SIRO has been a business partner to the All-Ireland Pollinator Plan (AIPP) for 2 years. AIPP provides a simple structure for businesses to engage with biodiversity as it provides a baseline focal point for SMART targets and guidance to make wise pollinator-biodiversity choices.

In 2023, one of our key actions under the AIPP was to partner with Biodiversity in Schools to roll out a national Pollinator Project. We trained 3,500 school children across Ireland as Pollinator

Ambassadors through interactive school kits and school visits from biodiversity educators. All 26 counties had a participating Pollinator Ambassador school, and we inspired 323 schools to take the Pollinator Pledge and implement biodiversity actions on school grounds. By increasing connectivity in our local environment, we can make our schools and gardens a safe place for bees to live.



# OUR PRIORITIES FOR 2024

## Environment

- Sponsor the Pollinator Project 2024 in partnership with Biodiversity in Schools to train another 3,500 school children as Pollinator Ambassadors. As a campaign partner of Biodiversity in Schools, SIRO will also provide support to their ReWild Child Project.
- Undertake climate-related risk and opportunities analysis to identify and implement adaptive and resilient solutions and fully embed it in our risk management processes.
- Carry out scenario analysis to better quantify the economic effects of climate change on the business.
- Compile a Climate Action Plan to formalise SIRO's roadmap for ongoing decarbonisation efforts.
- Identify further opportunities to reduce energy usage in our network through investigating less energy intensive cooling and developing an energy management system to track electricity consumption in real time.
- Continue to focus on fleet decarbonisation by engaging with fleet drivers and charge point providers to promote uptake of renewable energy in the system and improve the carbon footprint of our fleet.
- Continue to expand our EV fleet.
- Investigate biodiversity impacts and dependencies in our supply chain.
- Advance construction waste recycling plan. Completion of trial to determine the suitability of backfill material to be used in the trench during construction.
- Set scope 3 emission reduction targets for significant sources including purchased goods and services. Submit Net-Zero Target for validation by the Science Based Targets Initiative to build on our existing Near-Term Target.
- Complete disclosure to the Carbon Disclosure Project (for the 2nd year) and the UN Global Compact (for the 4th year), achieving a B- in the Carbon Disclosure Project.
- Continue investigating opportunities for a Power Purchase Agreement to support greater renewable energy development in Ireland.

## Social

- Continue to encourage our colleagues to consider careers in areas that they may not have considered by implementing a site-based job shadow program.
- Conduct annual diversity survey to understand vulnerabilities and guide ongoing initiatives to support our colleagues including future disability inclusion initiatives and inclusive recruitment.
- Host financial wellbeing talks with an emphasis on supporting women's economic security.
- Our KeepWell Mark certification renewal assessment will take place in Q3, with a focus on evaluating our mental health support and absence management programs. Training initiatives are being coordinated by our wellbeing committee and company representatives to maintain our accreditation.
- Complete rollout of our guided employee development platform to facilitate ongoing skills growth and support positive employee experiences through structured conversations.
- Despite strides, more work is needed regarding gender diversity in STEM, especially construction. Our initiatives will continue to promote technology and construction careers among women and address barriers to entry.
- Introduction of domestic violence policy to align with new statutory requirements.
- Development of a recognition programme.
- Develop an internal education programme aimed at increasing gender diversity in the field.
- Career initiatives – continue to partner with Women ReBOOT programme to support returners to work, and support 2 interns through the STint, a STEM teacher internship programme which aims to tackle the significant lack of graduates in STEM subjects as well as under representation in the gender balance.
- Report formally SIRO's first gender paygap report and set out agenda for improving gender representation and reduce the gender paygap.



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- Provide professional development programmes specifically targeting women (including the Raising Your Horizon learning programme and a career workshop in partnership with WITS)

## Governance

- Undertake gap analysis against the incoming Corporate Sustainability Reporting Directive and develop action plan for compliance as SIRO will be in scope for reporting from 2025.
- Link sustainability objectives to managers remuneration.
- Update our materiality assessment to adopt the double materiality perspective required under incoming CSRD regulations, including financial materiality and impact materiality.
- Extend our sustainability supplier engagement strategy to encompass our material suppliers, achieving 100% engagement on climate- and biodiversity-related issues.
- Administer SIRO's annual sustainability survey to gauge employee perceptions and awareness of sustainability efforts. Insights from this survey will inform internal engagement and communication initiatives going forward.

# SUMMARY

SIRO maintained strong progress on sustainability in 2023. We achieved our Science Based Target 7 years ahead of schedule through transitioning our national broadband network to 100% renewable energy and continuing to electrify our fleet. Over 80% of vehicles are now electric, reducing diesel consumption and associated emissions by 61% since 2019.

We have now delivered fibre connectivity to 135 towns, supporting digital transformation and remote working nationwide. Our GigaBitHub initiative expanded with four new centres fostering economic growth across diverse regions. Community initiatives included training over 3,500 school children across 26 counties as Pollinator Ambassadors through our partnership with Biodiversity in Schools.

Promoting diversity and inclusion remained central. We provided disability awareness training and supported underrepresented groups through multiple partnerships.

The Women and Allies @ SIRO Employee Resource Group organised numerous events on gender issues attracting over 60% participation across the organisation. We have made a strong commitment this year to standardising and improving our workplace wellbeing practices across all levels of the business, achieving third-party verification of our wellbeing systems and processes under IBEC's KeepWell Mark, a highly esteemed workplace wellness accreditation.

Our priorities for 2024 aim to build on this progress. We will continue to prioritise emissions reduction, with focus shifting to scope 3 emissions in our supply chain and submitting for Net Zero target validation. Fleet decarbonisation efforts will focus on promoting renewable energy uptake in our public and private charging. Construction waste recycling trials and engagement on biodiversity and climate-related issues in our supply chain will also continue.

As part of maintaining our KeepWell Mark

certification, mental health training and absence management programs will be evaluated and enhanced. While progress has been made, we recognise more work is needed regarding gender diversity in STEM fields like construction and technology and our initiatives will continue to promote careers for women in this space. For example, to inspire our colleagues to explore new career opportunities, we will roll out a site-based job shadow program to encourage female participation in a male dominated area in the business.

Sustainability remains integral to our business strategy and operations. Beyond building Ireland's most sustainable broadband infrastructure, we work to fully integrate ESG priorities throughout our organisation and are committed to ongoing leadership in sustainable connectivity, community support and promoting an inclusive workplace.

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

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

