

Sustainability Policy Statement

As a signatory of the United Nations Global Compact, SIRO is committed to operating sustainably and to use our position in the Irish fibre broadband market to advocate for human rights, labour rights and environmental protection. We work against corruption and enshrine values within our organisational culture to uphold a strong sense of corporate and social responsibility in everything that we do.

For the past decade SIRO has been rolling out Ireland's first 100% Fibre Network, connecting homes and businesses across the nation with ultra-fast and reliable broadband. In addition to this, fibre networks are also more environmentally friendly than other network types, exhibiting a lower material footprint and greater energy efficiencies. Fibre technologies also show increased adaptive capacity to weather and climate impacts, ensuring SIRO connectivity is futureproofed for decades to come.

At SIRO we have a commitment to:

- Measure our carbon footprint across scopes 1, 2 and 3 and set ambitious targets for the reduction of these emissions aligned with the Science Based Targets Initiative ensuring we are doing our part to limit global warming to a 1.5C threshold.
- Voluntarily disclose our sustainability performance in our annual sustainability report and to the CDP (Carbon Disclosure Project). Providing stakeholders with full transparency of our impact and progress against the UN Sustainable Development Goals.
- Maintain our ISO 14001 Environmental Management Accredited System through an annual audit.
- Work with our contractors and business partners to measure and reduce waste to landfill in line with our waste targets.
- Monitor the regulatory environment to ensure we are fully compliant with relevant pieces of sustainability legislation and requirements, as well as preparing for future regulations.
- Safeguard rights of workers in the value chain by ensuring all of our suppliers meet internationally recognised standards for human and labour rights in their own workforce.

- Purchase from suppliers who are committed to sustainable environmental practices in accordance with our sustainable purchasing policies.
- Improve resource and energy efficiency by trialing new solutions, products and technologies. Including the electrification of our corporate fleet, reducing emissions from fuel consumption.
- Increase our uptake of electricity generated from renewable sources wherever possible.
- Support a hybrid working model to reduce emissions from employee commuting and promote a more flexible working routine.
- Engage with our staff on sustainability at SIRO and encourage them to act more sustainably, providing incentives to increase the uptake of sustainable behaviours.
- Ensure that diversity, inclusion and equity is at the core of our people practices. As well as increasing employee engagement with DEI principles through events and dedicated employee resource groups.
- Work against bribery and corruption by providing mandatory training to all staff every two years and bringing awareness to our whistleblowing policy.
- Uphold commitments to responsible marketing, so every campaign reflects diversity, respect, and integrity. We actively review our content to ensure it promotes equality and avoids harmful portrayals.
- Support causes that are important to us, through fundraising events and employee volunteering schemes supported by our company volunteering policy.
- Support the health and wellbeing of all colleagues through programmes designed to target both physical and mental health. These efforts have been recognised through our Keep Well Mark accreditation from IBEC.