

SUSTAINABILITY REPORT 2025



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MESSAGE FROM SIRO CEO, JOHN KEANEY

This year has brought many changes in the regulatory sphere for sustainability. Despite these headwinds and uncertainty, our commitment to sustainability remains steadfast. Sustainability has always been at the forefront of our operations, in rolling out Ireland's first fully fibre network we are committed to bringing low carbon connectivity to households and businesses across the nation. Sustainability remains a key strategic pillar within SIRO and in the past year we have continued the expansion of our programme of work in this area.

In addition to environmental sustainability, SIRO has continued to take action to ensure that we are promoting diversity, equity and inclusion within our workforce. In 2025 we joined the 30% club, a collective of organisations working to increase female representation at senior leadership levels across the company.

As we enter 2026, we look forward to another year of using our business as a platform for good, to connect businesses, communities and towns throughout Ireland. Providing not just a reliable, fast and future proofed service, but one that is actively looking for ways to continuously reduce our environmental impact and to uplift and empower people along this journey.

Thank You

John Keaney

Chief Executive Officer
SIRO DAC



Company Overview

SIRO was established in 2015 as a joint venture between ESB and Vodafone to roll out Ireland's first 100% fibre to the home network. In 2025 we celebrated an important milestone of ten years in business. Over the past decade we have become one of the largest fibre network operators in Ireland and the first 10 Gigabit enabled network. We are helping to accelerate Ireland's digital transformation.



What is Fibre?

A fibre optic cable contains strands of glass, less than the diameter of a human hair! These glass strands are covered in a cladding layer. Fibre cables carry electrical information from one place to another by converting this electrical information into a series of light pulses. These light pulses travel along these fibres at up to 200,000km per second. The light pulses are then converted back into electrical information, this could be anything including photos, videos, emails, voice memos and more.

Fibre to the home (FFTH) is a method of delivering internet directly to the building in which the connection is required. Once a suitable route to the property has been determined the fibre cable can be installed and connected to an optical network terminal, and hey presto you are connected to ultra-fast SIRO fibre broadband!

Our Network



700,000 premises passed



154 Towns



15,733km of fibre laid - that's Moate to Melbourne!



Ireland's First Fibre Town- Carrigtwohill



10 Gigabit Enabled Network



Year in Review: Awards

European Operator of the Year at the FTTH Awards

Excellence in Senior Leadership in Engineering awarded to SIRO's CTO at the Women in Construction Awards

Advocate Award presented to our Director of Corporate Affairs at the Guaranteed Irish Business Awards

Awards Shortlist

Green ICT, Media and Telecommunications Award at the Green Business Awards

Diversity, Equality and Inclusion Strategy of the Year at the Women in Construction Awards

Our IT Project Manager was shortlisted for Outstanding Returner at the Women in STEM Awards

An Engineer in our Passive Design Team was shortlisted for the Rising Star Award at the Women in Construction Awards

Our Planning & Survey Engineer Manager was shortlisted for the Excellence in Engineering Award at the Women in Construction Awards

Finalist in the Spider Awards for our 'We're Fibre First' Marketing Campaign



Memberships



Certifications



SIRO in the Community

We support the work of important charities and social enterprises. Using our business as a platform for good and giving back to the community.



Organisations Supported

- BelongTo
- Biodiversity In Schools
- Family Carers Ireland
- HomeTree
- Laura Lynn Foundation
- Irish Hospice and Children's Hospice Foundations
- Team Hope

GigaSpin

Our biggest annual fundraising event is the SIRO GigaSpin. Colleagues take part in a sponsored cycle or walk to raise funds for the Irish Hospice and Laura Lynn Foundation. In 2025 we raised €27,500 for these charities.

Over the past four years we have collectively raised over €100,000 in support of these vital charities.



Materiality Assessment

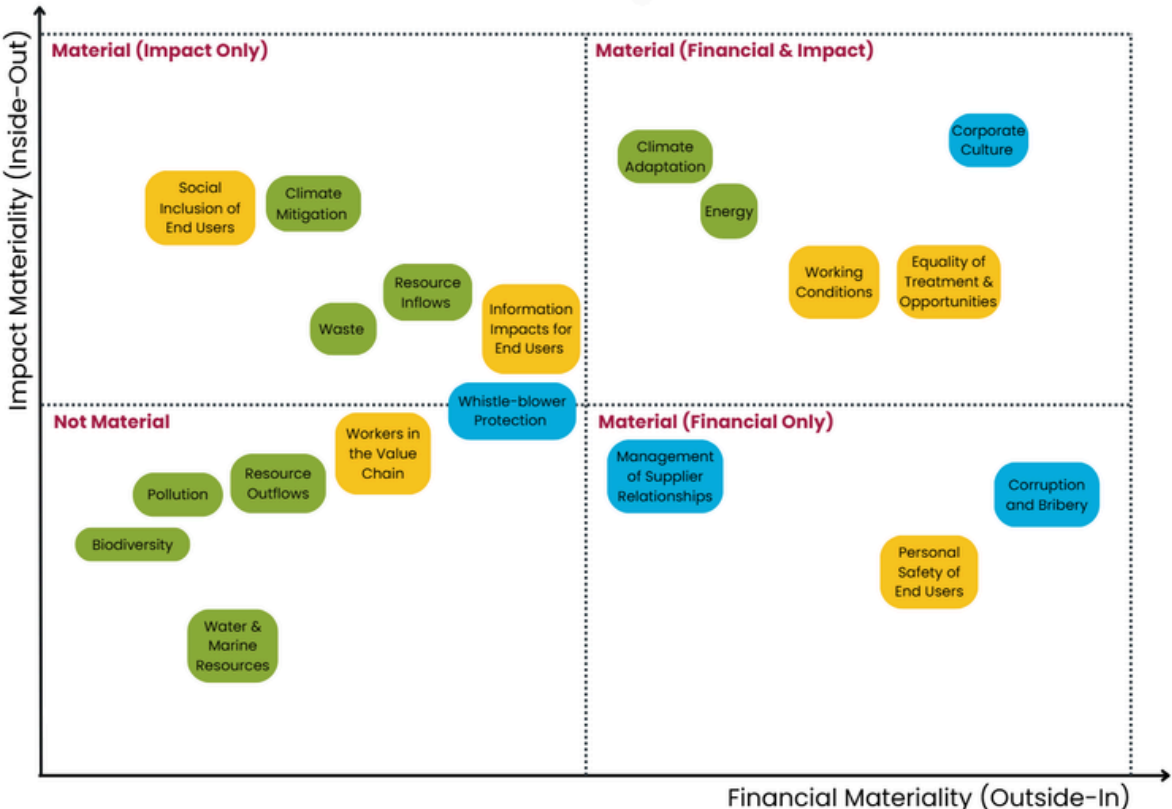
At the beginning of 2025 SIRO was in scope to report under the EU's Corporate Sustainability Reporting Directive (CSRD). However, following the Omnibus Amendment, which increased reporting thresholds, SIRO no longer fall under the scope of the directive and have no mandatory reporting obligations.

At the time of the Omnibus announcement we were in the process of completing our double materiality assessment. The results of this DMA inform the direction of our sustainability strategy, and we are using them to target reporting efforts. The contents of this sustainability report will highlight the policies, actions and any targets we have in relation to material topics. The Appendix of this report will contain relevant disclosures made under Efrag's voluntary standard for SMEs (VSME). The results of our DMA have been used to satisfy the 'if applicable' principle of the standard.

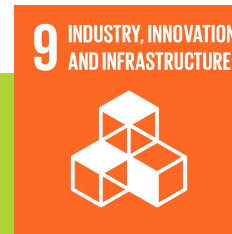
As part of the assessment process, we leveraged expertise from inside and outside of the organisation. We drafted an inventory of sustainability impacts, risks and opportunities for our operations, including those that take place indirectly in the upstream and downstream value chain. These IROs were scored to determine their relevance to the organisation, considering both impact and financial materiality. Scoring considered factors including magnitude, likelihood, scope for remediation (of negative impacts) and scope.

Financial Materiality: Outside-In Perspective. How external factors or shocks can affect an organisation and its ability to do business.

Impact Materiality: Inside-Out Perspective. How actions taken by an organisation can have an impact on people, our society at large, the environment and planet.



Environment



Climate Mitigation

2025 was the third warmest year since global records began. All ten of the warmest years on record have occurred since 2015. Global coordinated action is needed to drastically reduce and prevent GHG emissions to limit global warming. At SIRO we are committed to measuring and reducing emissions where possible.

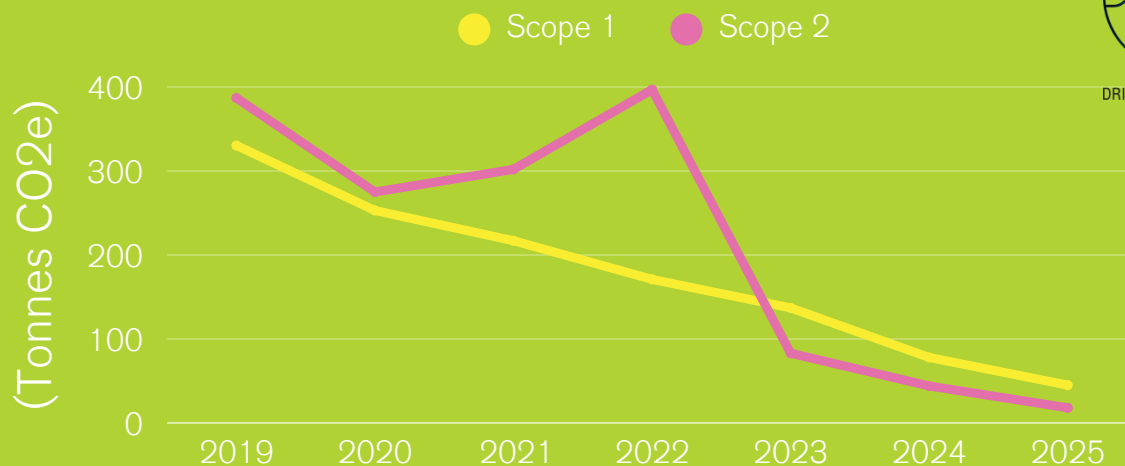
Emission Management

Since 2019 SIRO have kept an inventory of our scope 1 and 2 emissions. In 2021 we set a science-based target for the reduction of these emissions from a 2019 baseline in line with a 1.5C emission trajectory. We met this target in 2023, seven years ahead of the target deadline. To date we have achieved scope 1 and 2 emission reductions of 91%, surpassing our science-based target which called for a 42% reduction.

Scope 1 & 2 Emission Sources

Scope 1 - Mobile Combustion	Emissions from fuel used within vehicles in the company fleet. We track fuel usage through a fleet telematic system.
Scope 1 - Fugitive Emissions	Emissions associated with the leakage of refrigerant gases contained within cooling units across our network, office and fleet.
Scope 2 - Purchased Electricity	Electricity consumption for our office and network is covered by our renewable energy tariff. Additional electricity is consumed to charge EVs both at public and private charging stations.

Scope 1 and 2 Emissions



Scope 3 Emissions

We estimate that 99% of our total environmental footprint lies in Scope 3, with purchased goods & services accounting for 92%. We are currently working to develop a target for reduction of these emissions in line with guidance from the Science Based Targets Initiative. We recognise that Scope 3 emissions are a huge challenge for organisations to measure and reduce as they are outside of direct operational control. Over the coming year we will increase engagement with supply chain actors to identify opportunities for collaboration and capacity building to achieve emission reductions. A more detailed breakdown of all emissions is available on page 22 of the Appendix

Climate Adaptation

Embedding adaptive capacity into our network ensures we are taking proactive measures against the impacts of climate change. Climate change is here now, for Ireland it is manifesting as increased frequency and severity of storms, increased precipitation, increased temperatures and sea level rise.

Communication networks are critical infrastructure, alongside energy, transport water and health infrastructure. Their resilience is vital to ensure economic and social stability. SIRO are investing in a future proofed network that can withstand the impacts of a changing climate as well as consumer needs.

The Department for Culture Communication and Sport has stated in their Sectoral Adaptation Plan for Communication Networks that “the transition from copper to fibre networks is itself an adaptive-capacity building exercise as fibre is more resilient to the effects of weather as it is lighter, non-conductive and less effected by rain and temperature changes.”

By advocating for an advanced date to be set for the Copper Switch off, SIRO is championing fibre technologies that will not only offer greater speeds, service and capacity to consumers but also enhanced reliability and resilience.

Environment

13 CLIMATE ACTION



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Energy

Since 2023 SIRO has procured renewable energy contracts which cover our network and office consumption. Our energy provider conducts audits of each Meter Point Reference Number (MPRN) to verify that all electricity consumed is being sourced from 100% renewable generated sources.

Waste

SIRO are ISO 14001 certified, as part of the certification requirement we must make a commitment to employ all relevant environmental legislation. This includes the requirements set out under Waste Management legislation. SIRO operate a “cradle-to-grave”, approach to waste management based on prevention, preparing for reuse, recycling, other recovery and finally disposal. Waste generated by SIRO’s contractors is tracked on a monthly basis. Waste totals are provided for segregated waste categories including plastic, glass, wood, metal, cardboard, other mixed recyclable materials, WEEE, backfill waste and general waste.



Engagement on Sustainability

Pollinator Project

In 2025 we partnered with Biodiversity in Schools for the third consecutive year to deliver the Pollinator Project. This project aims to inspire and educate the next generation of young people to steward nature by training them as pollinator ambassadors through workshops and access to kits.

Project Impact Snapshot 2025

- 277 schools participated
- 8,864 pollinator ambassadors trained
- 18.5 acres of no-mow meadows pledged
- 16,500 sunflowers planted
- 86,760 young people reached in total



Corporate Social Impact Day

SIRO allow all employees up to three days of additional leave to spend volunteering with charities, supported by our Volunteer Policy.

We organise an annual Corporate Social Impact Day to volunteer with a charity who are doing great work in the ESG space. In 2025 we partnered with HomeTree.

13 SIRO employees volunteered a combined total of 78 hours to aid in the restoration of native Irish Woodlands and to learn about the challenges biodiversity has faced in recent decades. During the day the team were involved in tree planting, clearing of non-native species and maintaining habitats for local wildlife and insects.

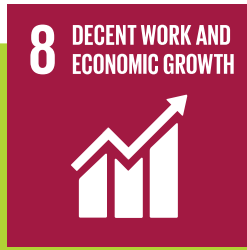


Employee Engagement on Climate Change

Last year we delivered a number of presentations on climate change and related topics and policy developments. The objective of this is to increase climate literacy among employees.

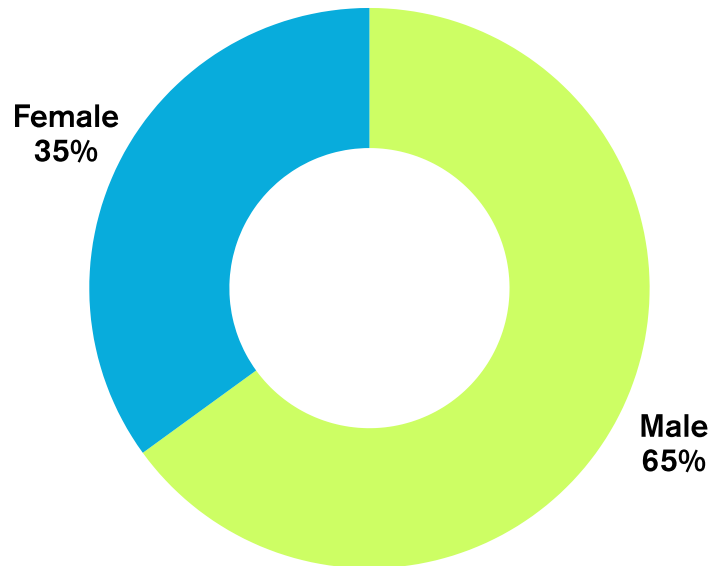
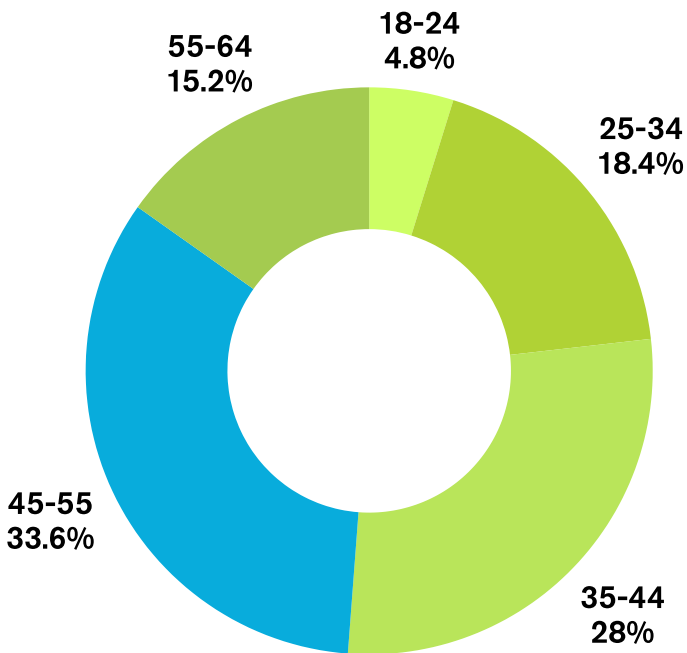
We deliver weekly wrap presentations during the annual Conference of Parties (COPs). These presentations summarise and simplify the key policy developments discussed to advance the aims of the Paris Agreement.

Social



Own Workforce

Employee Demographics



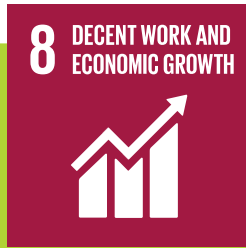
Gender Equality

SIRO is committed to investing in the professional development of women and promoting gender equality throughout our organisation. We operate in an industry which has historically tended to be male dominated, as a result there are invisible barriers for women that must actively be addressed to increase female representation in this industry. In 2025 44% of new hires were female. SIRO have a Women and Allies Employee resource group to support women and encourage male allyship.

At present 57% of the SIRO senior leadership team is female, including a female Chief Technological Officer and a female Chief Financial Officer. In 2025 SIRO joined the 30% club, a collective movement helping to promote greater inclusion of women in senior leadership positions.

In 2025 SIRO published a report on our gender pay metrics in line with legislation. This report can be found on our company site.

Social



Inclusion of Persons with Disabilities

Our Dignity at Work Policy outlines our commitment to ensure all employees are treated with respect and dignity and can work in an environment free from harassment and bullying. This policy ensures no current or future employee of SIRO will be discriminated on a basis of their disability. Inclusion of individuals with disabilities is outlined in our DEI policy, we strive for SIRO to be a diverse place of work and encourage applications from disabled individuals.

We have a Reasonable Accommodation Policy in place to provide adjustments to any individual with a disability, health condition, mental health difficulty or short-term or long-term injury so that they can comfortably thrive in their role. The purpose of this policy is to ensure that roles can be made accessible ensuring that individuals have not just access to employment but also career progression, training and professional development.

Non Discrimination

SIRO has a diverse workforce; there are over 10 different nationalities working across our teams. Our Dignity at Work policy outlines our commitment to ensure no employee is unfairly treated on grounds of race, nationality, age religion or sexual orientation.

We embrace our individual backgrounds and identities as we believe that this is where our strength and adaptability as an organisation stem from. This year we hosted our first annual Culture Day to celebrate all nationalities, with employees bringing in dishes and baked goods from their home country and sharing their traditions and stories.



Good Health & Personal Safety

Our people are our most valuable asset, we uphold the highest practices in HSEQ management to protect them, our contractors, the public we serve and the environment in which they live. We are ISO 45001 certified, ensuring a proactive approach to managing health and safety, identifying and assessing risks before they can materialise and training staff in all relevant procedures.

We offer opportunities for employees to nurture their health, both physical and mental. We offer annual health screenings to colleagues. Last year provided seminars on back and joint health, a talk on addiction, an in-person physio session and ergonomic assessments to employees. We provide free fruit weekly in the colleague kitchen to encourage healthy snacking habits, online/in person yoga sessions to encourage mobility and any supports to those who wish to quit smoking and nicotine.

In 2025 SIRO extended our offerings for employees who may be struggling with their mental health. This included:

- Training managers on how to spot when someone on their team is struggling and how to support them
- Training two new mental health first aiders in the organisation
- Continuing to promote our employee assistance platform and its new features

Work-Life Balance Indicators

SIRO strongly believes in the benefits of fair and flexible working arrangements for all employees, allowing for greater balance between professional and personal life. We operate a hybrid working policy whereby employees can work from home up to 60% of the week. We continuously engage with employees for feedback on our ways of working through a bi-annual engagement survey. Our commitments are outlined in our Flexibility Statement and Right to Disconnect policy.

We also offer a number of additional leave packages for major life events. These include:

- Maternity, Paternity & Adoptive Leave
- Parental Leave
- Carers Leave
- Fertility Leave
- Compassionate Leave


Workplace Wellbeing



The above focus areas and their corresponding policies are vital to ensure and advance workplace wellbeing. For our efforts SIRO has been recognised with the IBEC Keep Well Mark and we have featured on their 100 Companies Leading in Wellbeing Index in 2025 and 2024.

Each year we highlight the pillars of wellbeing in October which is our Wellbeing Month. We run a number of events, webinars and initiatives to engage employees in wellbeing.

Wellbeing Month 2025 Wrapped

 17,240,565 steps taken as part of the Step Challenge

 4 10@10s to highlight key topics and policies

 3 Physical Health Webinars

 2 Financial Health Webinars

 2 Social Events



Employee Engagement

The results of our latest employee wellbeing survey show:



of SIRO employees agree that they have good relationships with the people they work with



of SIRO employees agree that they can be their authentic self at work



of SIRO employees believe that SIRO has an inclusive working environment



of SIRO employees believe that their manager shows that they genuinely care about their wellbeing

Consumers and End Users

Social Inclusion of Consumers and End Users

Our fibre broadband ensures that consumers and end users are able to take part in the digital economy and benefit from the opportunities that this brings. For our enterprise consumers, many of whom are small and medium sized enterprises, this can be faster and more reliable connection to help them better manage the day-to-day needs of their business. For our residential customers this can allow them the means to work from home, for many individuals this can help provide greater access to employment opportunities.

Digitalisation is key to driving regional development throughout Ireland, SIRO are helping the government to meet goals and objectives laid out in the national broadband plan. By rolling out our 100% fibre network we are paving the way for connectivity that meets the needs of citizens today and also for those in the future. At the end of 2025 we had active network in 154 towns, passing 700,000 premises.

GigaBit Hub Initiative

For 10 years we have supported the Gigabit Hub Initiative in collaboration with Vodafone. This initiative sees supports for regional working hubs. These hubs are essential in creating employment opportunities in regional towns across Ireland and contributing to sustained economic growth in these areas. We provide these hubs with the high speed and reliable connectivity they need in order to thrive. In 2025 we welcomed two new additions to the initiative.

Case Study: The Cube

The Cube is a low carbon centre of excellence based in the town centre of Portlaoise. The building was previously derelict, but a new lease of life has been brought back to the building and town. The Cube provides office space for several companies who are championing low carbon initiatives and climate action in their operations, they also provide bespoke consultancy and supports to businesses that are looking to make the transition to implementing sustainability in their business values. The Cube also serves as a community resource hosting workshops for local residents including a repair shop.

In 2025 SIRO partnered with the Cube to produce a report looking at the sustainability advantages of these models of working which included greater energy efficiency compared to traditional office spaces, facilitating access to employment and allowing people to remain living in the midlands.

The report can be found here: <https://siro.ie/about-us/gigabit-hubs/>



8 DECENT WORK AND ECONOMIC GROWTH



17 PARTNERSHIPS FOR THE GOALS



Governance

Key Governance Policies



Whistleblowing Policy. All employees are required to complete training on this policy and its appropriate use every two years.



Anti-Bribery and Corruption Policy. All employees are required to complete training on this policy every two years.

SIRO is a signatory of the UN Global Compact, as a signatory we ensure that we uphold their values of labour rights, human rights, environmental protection and anti-corruption. Each year we submit a Communication on Progress Report to the UNGC to reaffirm our commitment to their 10 principles .



Section 1: Basis For Preparation, Business Model, Strategy and Sustainability

SIRO will be completing both the basic and comprehensive modules of the VSME. Some standards have been omitted as they are not material for the company on the basis of the results of our Double Materiality Assessment. These include modules B4-Pollution of Air/Water/Soil, B5-Biodiversity and B6-Water. Some information has been withheld within material modules if it is not applicable to the organisation, if it contains information which has been deemed commercially sensitive in nature or if information is duplicated in other reports produced by the organisation. This sustainability report has been produced on an individual basis wholly for the operational activities of the entity SIRO DAC.

Information about the Reporting Company

NACE Sector Code: 6110

Turnover : €64,000,000

Number of Full Time Employees : 132

Country of Operations: Ireland, active in 154 towns

Sustainability Related Certifications: ISO14001, ISO45001, CDP Score B

SIRO are building and operating Ireland's first 100% Fibre Broadband Network. We are an open access operator in the wholesale market, we partner with a number of authorised retailers and operators to deliver the service to the end user. At the end of 2025 we had partnerships with 19 operators nationwide. This means that consumers and end users, both residential and enterprise, who wish to connect to the SIRO network can choose their preferred retailer to provide the service.

Our main products include:

LightStream	High performance, low-cost asymmetric connectivity for residential, SME and Enterprise applications.
LightPulse	Asymmetric connectivity for SMEs, with a superior SLA and enhanced delivery experience.
LightBurst	Symmetric fibre tails perfect for DIA, SDWAN and other managed fibre services, with a choice of Enterprise-class SLAs.

SIRO has a number of relationships with contractors who carry out a number of activities including build and design on behalf of the organisation. We engage with these contractors on a monthly basis to track key metrics including waste and health and safety indicators.

SIRO was established in 2015 as a joint venture between Vodafone and ESB to build a regional 100% fibre to the premise network, the first of its kind in Ireland. We utilise the overhead and underground ESB electrical infrastructure to roll out our fibre network.

Sustainable Practices

Fleet	Use of EVs within our company fleet to reduce scope 1 emissions. We have reduced diesel emissions by 90% since 2019. SIRO also operates a fleet telematics system to further reduce fleet emissions by tracking fuel and electric economy of both ICE and EV vehicles, monitoring driver behaviour such as idling and to monitor tailpipe emissions.
Energy	SIRO consumes electricity across our active component network and in our office space. Since 2023 we have procured renewable energy tariffs that are certified in line with the commission for the regulation of utilities green source product verification process.
Capital Goods	We have amended our mobile phone subsidy structure to promote sustainable outcomes. We now offer an increased subsidy for individuals who hold onto their device for longer than three years. We also promote repair of devices instead of replacement, our mobile phone policy offers an initial fully expensed device repair. Mobile phones are included within the capital goods category of our Scope 3 emissions.
Fibre	Fibre is a more sustainable telecommunications solution compared to other network types including copper. Studies have found that it has a lower carbon footprint at each lifecycle stage, including manufacture, network installation, operational phases and end of life. *

Policies

SIRO has a robust set of internal policies which enshrine best practices in ESG across our operations, they are reviewed annually and are approved at senior leadership level. These policies adhere to the ten principles of the United Nations Global Compact (UNGC), ensuring we are demonstrating leadership, not just compliance, across areas of human rights, labour rights, environmental protections and anti-corruption.

We report annually to the UNGC through the Communication on Progress Report showcasing our commitment to responsible business practices. We have summarised the key commitments of these policies in our Sustainability Policy Statement which is available on our company site.

Sustainable Practices

Forward Looking Plans

Immediate: Third party verification for our 2025 emission data, including verification of scope 3 emissions for the first time. Once these emissions have been verified, we will set a verified target for their reduction in line with the Science Based Targets Initiative. We will also conduct a feasibility assessment for installation of solar panels across network infrastructure.

Medium Term: Ongoing engagement and collaboration across SIRO's value chain to promote more sustainable outcomes across the telecom sector and beyond. Use of strategic tools such as supplier scorecards.

Long Term: Attainment of targets set for Scope 3 emissions. Pursue organic emission reductions as far as possible and investigate potential offsets for residual level emissions.

*https://fiberbroadband.org/wp-content/uploads/2024/07/FBA-059_Sustainability_WhitePaper_FIN.pdf

Section 2 Environmental Metrics

Energy Consumption & Mix

Energy Consumption	kWh
Renewable	2,456,892
Non-Renewable	139,505
Total	2,596,397

Scope 1 and 2 Emissions (Tonnes CO₂e Equivalent)

Scope	Source	2019	2020	2021	2022	2023	2024	2025
1	Fuel	311.71	235.43	199.23	155.93	120.04	52.73	28.11
	Fugitive	18.75	18.75	18.75	16.35	17.06	26.01	17.24
2	Energy (MB)	387.72	275.13	302.34	379.64	83.31	44.90	18.69
	Energy LB	346.76	362.74	493.70	619.92	627.68	650.09	536.07
Total	(MB)	718.18	529.31	520.32	551.93	220.40	123.63	64.05
	(LB)	677.23	616.92	711.68	792.21	764.77	728.82	581.43

MB= Market Based LB= Location Based

GHG Intensity

In accordance with our GHG Inventory Management Plan, the activities/output we use to measure GHG intensity are TCO₂e per premise passed. The emissions intensity is calculated as:

$$\text{Emission Intensity (per premise passed)} = \frac{\text{Total Emissions (MB)}}{\text{Premises Passed}}$$

Year	Premises Passed	Emission Intensity
2021	400,000	1.3 kg CO ₂ e per premise passed
2022	470,000	1.2 kg CO ₂ e per premise passed
2023	550,000	0.4 kg CO ₂ e per premise passed
2024	650,000	0.2 kg CO ₂ e per premise passed
2025	700,000	0.09kg CO ₂ e per premise passed

Scope 3 Emissions

This data is for 2024 which is our most recent year of estimates. SIRO has identified emissions in 10 of the 15 categories of scope 3 emissions. We review emission sources annually when completing our inventory to determine their relevance to our operations. An initial scope 3 screening was completed as part of a collaborative project with other peers in the industry facilitated by the European FTTH Council.

Scope 3 Emissions 2024	Total Emissions TCO2e
Scope 3 category 1: Purchased goods and services	23522.18536
Scope 3 category 2: Capital goods	32.15
Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)	21.878976
Scope 3 category 4: Upstream transportation and distribution	52.026
Scope 3 category 5: Waste generated in operations	93.03
Scope 3 category 6: Business travel	56.996
Scope 3 category 7: Employee commuting	66.069
Scope 3 category 8: Upstream leased assets	113.04
Scope 3 category 9: Downstream transportation and distribution	0
Scope 3 category 10: Processing of sold products	0
Scope 3 category 11: Use of sold products	1384.04
Scope 3 category 12: End of life treatment of sold products	0.039
Scope 3 category 13: Downstream leased assets	0
Scope 3 category 14: Franchises	0
Scope 3 category 15: Investments	0
Scope 3: Other (upstream)	0
Scope 3: Other (downstream)	0

Section 3 Targets

In 2021 SIRO set an emission reduction target for Scope 1 and 2 this was a medium-term target and has been validated by the SBTi and can be viewed on their target dashboard.

Target: Reduce Scope 1 and 2 Emissions by 42% by 2030.

Scope	Baseline Year	Baseline Emissions	Recent Emissions	% Reduction
1 & 2	2019	718.18 TCO2e	64.05 TCO2e	91.08

Section 4 Resource Use, Circular Economy & Waste Management

Resource Efficiency & Circular Economy Principles

Materials	FTTH Networks have a lower material footprint than other network types, especially copper. The primary component of fibre cables is silicon dioxide which is widely abundant and unlike copper, does not need to be mined which is a polluting and energy intensive process.
Recycling	Most waste is generated by our contractors; we engage with contractors to ensure waste is segregated and is appropriately treated, as part of the requirements for our ISO 14001 certification. Waste totals are provided on a monthly basis. SIRO operate a waste segregation system in the office for waste. This includes a bin for paper, dry mixed recyclables, glass, food waste, batteries, general waste and a dedicated bin for bottles/cans in the return deposit scheme.
Repurposing & Reselling	<p>We investigate avenues to repurpose waste. We have engaged with the EPA and a number of other governmental bodies about opportunities to repurpose backfill waste and prevent it from going to landfill. We conducted lab testing of this waste to prove its suitability for alternative purposes.</p> <p>Due to rapid developments in fibre technologies, we may need to replace components before they have reached the end of their lifecycle. If this is the case, we will attempt to resell components on second hand marketplaces. To date we have resold over 1300 components.</p>
Reducing	<p>We implement a spares management policy to ensure there are reasonable stock of spares. All spares must be approved through a management operation process, this ensures we are not ordering excessive levels of stock which in turn limits our material footprint.</p> <p>The launch of our latest product, OpenPort, represents an opportunity to reduce material consumption across the sector. OpenPort will reduce duplication of telecommunication infrastructure by providing developers with a shared access fibre broadband service for their new developments.</p>

Section 5 Own Workforce

Workforce Characteristics & Diversity

SIRO employs 132 employees of which 116 are permanent. SIRO operates wholly in Ireland, so employment contracts are based in Ireland. The turnover rate for the reporting period is 10%.

Level	Female Representation
Board	17%
SLT	57%
Management	32%
Employees	35%

Workplace Health & Safety

SIRO is ISO45001 and ISO 14001 certified, upholding the highest standards in health & safety and environmental management. There were no recordable accidents or fatalities within the reporting year. We minimise the occurrence of accidents through implementing workplace risk assessments, near-miss reporting and training, ensuring a proactive HSEQ culture rather than a reactive one.

Workforce Remuneration

Employees receive competitive salaries, above the minimum wage for Ireland. These wages are determined relevant to the nature and responsibilities of the role and are reviewed annually in line with performance. We also offer an annual bonus for all permanent employees; this allows employees to be recognised for their work and to share in the success of the company.

SIRO are required to publish key metrics related to gender pay under the Gender Pay Gap Information Act 2021. This report is made publicly available on our website. For 2025 our gender pay related metrics were:

- Mean Gender Pay Gap: -1%
- Median Gender Pay Gap: 14%
- Mean Bonus Pay Gap: 2.5%
- Median Bonus Pay Gap: 25%

Section 6 Governance

SIRO has not been subject to any fines or convictions for violations of anti-bribery and corruption legislation. In the reporting year we provided mandatory refresher training to all staff on anti-bribery, corruption and whistleblowing. We are not active in any listed controversial sectors including the production/trade of weapons, tobacco, fossil fuels, pesticides and agrochemical products.

SIRO have a Code of Conduct for our workforce. It outlines our core values of safety, performance, innovation, bravery, respect and integrity. The code outlines our zero-tolerance policy for harassment and discrimination, and recognises that our diverse workforce reflects the diversity of our customers and markets we operate in. The code reaffirms our proactive approach to health and safety, to be aware of potential risks and prevent accidents. SIRO have a Grievance Mechanism in place for the remediation of any internal issues or complaints.

SIRO also have a Code of Ethical Purchasing which is a Code of Conduct for our suppliers. It ensures we are procuring from suppliers who uphold the same values and ESG standards as us. This policy outlines that all suppliers must comply with all applicable legislation against child labour, forced labour, human trafficking, environmental degradation, occupational safety, remuneration, working conditions, anti-bribery, whistle-blower protections, corruption and responsible mineral sourcing.

Section 7 Climate Risks

As part of our double materiality assessment, we developed an internal list of risks for environmental topics.

Climate change was identified as a material standard. Given the accelerated rate of climate change and the risks it brings, mitigation is necessary for all organisations to reduce emissions in line with 1.5C. SIRO has achieved 91% emission reduction in scope 1 and 2 from our baseline year. We now set our ambition to scope 3 emissions, we recognise the challenges that scope 3 emissions present as they are outside of an organisation's operational control. However, we hope to address this through increased supply side engagement and collaboration.

Climate adaptation also poses material risks, storms and adverse weather are becoming more frequent and severe in Ireland as a direct result of climate change. Network infrastructure can be impacted by adverse weather, to address this SIRO are embedding adaptive capacity into our network from the design phase ensuring our network is future proofed for decades to come. Storm Éowyn in January 2025 showed the extent of these climate related risks for communications networks, but it also showed that many of the adaptive features in our network are working, as we noted a smaller proportion of outages in our active base compared with other network operators.

Energy has also been identified as financially material, we consume energy across our active network, since 2023 this energy has been of renewable origin. Energy markets are volatile. Non-renewable energy is price sensitive due to it being a finite resource, geopolitical shocks and carbon taxes. Renewable energy may also fluctuate due to differences in supply and demand, energy consumption is increasing across all sectors, this must be matched with additional renewable grid capacity. In 2026 we are investigating opportunities to install solar panels in parts of our network.

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Contact Us

For any additional questions about the contents of this report or about sustainability at SIRO please do not hesitate to reach out.

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