

Environmental and Sustainability Policy

1. Commitment

Collen is committed to achieving the highest standards with regards to the impact of its activities on the three core pillars of sustainable development: environment, economic and social. The Company strives to continually integrate better sustainable practices within the organisation and in doing so, meet the needs of the present while respecting the requirements of future generations. Collen supports a greener economy; offers added value to clients and will help Collen to make significant contribution in the fight against climate change through limiting adverse effects of resource usage on the environment. Collen works closely with its suppliers to create synergy within the supply chain. We are committed to the reduction of pollution and are proactive in managing this through our Management Systems. The Company promotes positive social responsibility and good community relationships in the areas it operates through the generation of local employment, which contributes to inclusive growth, and consideration for inhabitants in close occupation of its operations. For over 200 years, the Company has built upon strong family values and prides itself of being a responsible Company, balancing Company interests with those of its employees and the wider community. Collen ensures ongoing compliance with all relevant environmental legislation, regulations, codes of practice and other standards which enhance sustainability in Ireland.

2. Aim and Scope

Collen aims to reduce the impact caused directly or indirectly through our operations. Collen acknowledges its responsibilities to sustainable development through the creation of this Policy and the measures introduced to contribute to sustainability in all jurisdictions in which we operate. An integral part of strategic planning for the Company is the creation of targets to achieve sustainability best practice across the three key areas: environment, economic and social. These targets are developed and integrated into the organisation through specific policies which are at the forefront of all operations. By developing a comprehensive Environmental Management System (EMS) of processes and practices, this will enable the Company to reduce its environmental impact and increase its operating efficiency, as well as ensure compliance with all relevant environmental legislation, regulations, codes of practice and other standards. Economic and Social impact will be incorporated into the EMS to deliver a robust system for sustainability. All employees of Collen have duties and responsibilities under this policy to ensure the objectives are met.

3. Objectives:

Collens EMS shall evaluate and provide clear direction together with a consistent approach to sustainable development. It will be adopted at all levels within the organisation and reviewed regularly to ensure it meets best practice. The Company's EMS is certified to ISO 14001:2015 and ISO 50001:2018 by NSAI and is expected to continually develop so that new challenges in delivering sustainability can be addressed.

Sustainable Consumption and Production

- Promote sustainable building concepts to clients, utilising the EC3 calculator to do so.
- Identify opportunities to reduce waste including takeback programmes with suppliers.
- Reduce waste generation by 10% based on 2023 figures, measured in tonnage generated per 100K turnover.

Climate Change and Clean Energy

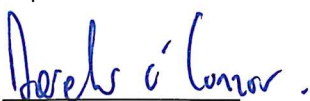
- We will reduce our carbon intensity by 25% from our 2019 baseline by 2025. Measured in CO₂e/€m t/o
- Embed ISO 50001 throughout all activities within the company to manage and reduce energy wastage.
- Continue investment in renewable energy sources in both head office and temporary site locations.
- Improve energy management performance within Collen (Scope 1 & 2) and the supply chain (Scope 3).

Nature Positive

- Boost carbon capture and enrich biodiversity via the Collen Biodiversity Initiative.
- Advocate for the adoption of a circular economy methodology in all operations.
- Promote the implementation of eco-friendly vertical gardens and green roofs in projects.

Economic and Social:

- Work with local communities to promote mutually supportive practices and co-operative efforts.
- Support socioeconomic regeneration by employing and nurturing a local work force.
- Provide world class Health & Safety whilst promoting the Collen Creating Safer Sites Programme.
- Promote the Collen Investors in Diversity Silver Award from the Irish Centre for Diversity to achieve DEI goals.
- Promote Equal Opportunities and Fair Employment within the organisation.
- Improve Environmental knowledge within Collen through the delivery of the Collen Sustainability Series CPD's



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