



# SUSTAINABILITY PROGRESS REPORT 2024





# TABLE OF CONTENTS

|                                                  |    |
|--------------------------------------------------|----|
| background                                       | 1  |
| our strategy                                     | 2  |
| purpose of this report                           | 3  |
| note on the data                                 | 3  |
| management                                       | 4  |
| progress                                         | 5  |
| highlights                                       | 6  |
| goal 3: good health & wellbeing                  | 7  |
| goal 4: quality education                        | 10 |
| goal 5: gender equality                          | 12 |
| goal 7: access to affordable and clean energy    | 13 |
| goal 8: decent work and economic growth          | 14 |
| goal 9: industry, innovation, and infrastructure | 15 |
| goal 12: responsible consumption and production  | 16 |
| goal 13: climate action                          | 17 |
| goal 15: life on land                            | 18 |
| goal 16: peace, justice, and strong institutions | 19 |
| goal 17: partnerships for the goals              | 20 |

# Background

At Clancy, sustainability is one of our six core values.

We integrate sustainability considerations into every aspect of our business through the lens of the UN Sustainable Development Goals (SDGs). Our dedication to sustainability influences every decision we make, from how we deliver projects and support our employees, to how we engage with local communities and minimise our environmental impact. It also extends to how we address sustainability within our supply chain, ensuring our values are upheld at every level of our operations. Sustainability remains at the heart of everything we do, guiding us towards a more responsible and impactful future.



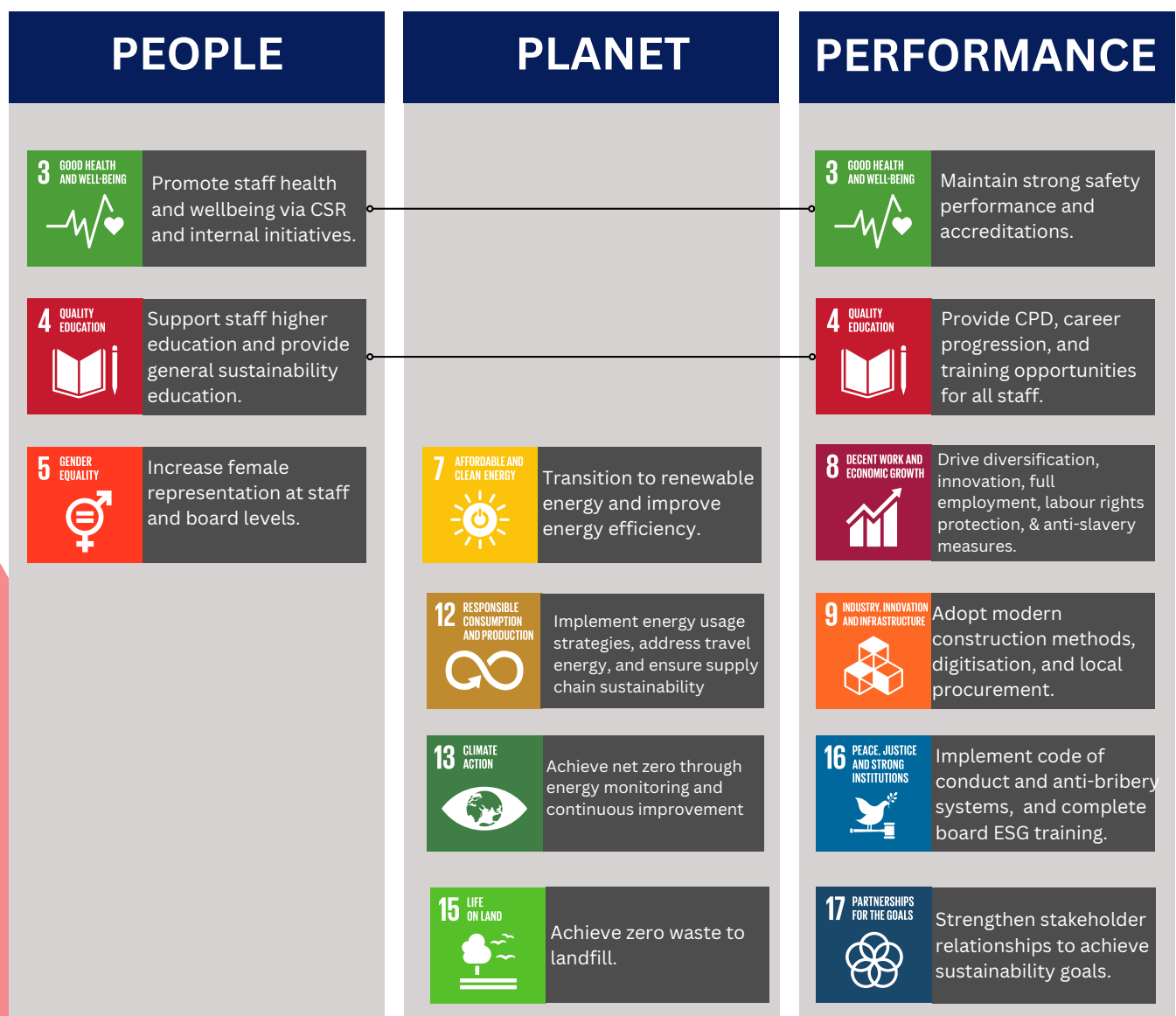
## Our Vision

*Our vision for the next three years is to continue to be one of the leading main contractors in the Irish Construction Industry, known for our exceptional service, skilled workforce, and commitment to innovation and sustainability. We aim to expand our operations domestically, and to continue to deliver innovative solutions that meet the evolving needs of our clients.*

*We will invest in our employees and provide them with the tools, training, and resources they need to excel in their roles, while maintaining a culture of safety, quality, professionalism, loyalty, collaboration, and sustainability. We believe that by working together with our clients, employees, and all stakeholders we can build a better future for everyone*

# Our Strategy

In October 2022, we unveiled our 2030 Vision, introducing our Sustainability Strategy for 2022–2030. This foundational document outlines our strategic objectives and provides a comprehensive plan to advance our priority Sustainable Development Goals (SDGs). Built around three core pillars—People, Planet, and Performance—our goals align with the UN SDGs most material to our business. While we adhere to the goals and strategies established in 2022, we remain responsive to the dynamic nature of our business, emerging trends, and advancements in sustainability knowledge and technology. Additionally, we leverage the growing expertise and education of our employees in sustainability to continually evolve and refine our strategy. This adaptive approach ensures that we are well-positioned to achieve the UN SDG goals, while contributing to meaningful and lasting change in our industry and beyond.



# Purpose of this Report

This 2024 Sustainability Report highlights the achievements and milestones we reached over the reporting period of November 2023 to end of October 2024, as part of our journey towards the 2030 goals. It recognises the remarkable dedication of Clancy employees at all levels, whose efforts have been instrumental in driving these accomplishments.

## A note on the data.....

Data presented in this report covers the specified time period and is gathered using the best available systems for measurement and monitoring. In line with our commitment to timely publishing and consistent reporting, data from previous reports (October to October) is reconciled with annual calendar-year figures in the subsequent year's report.

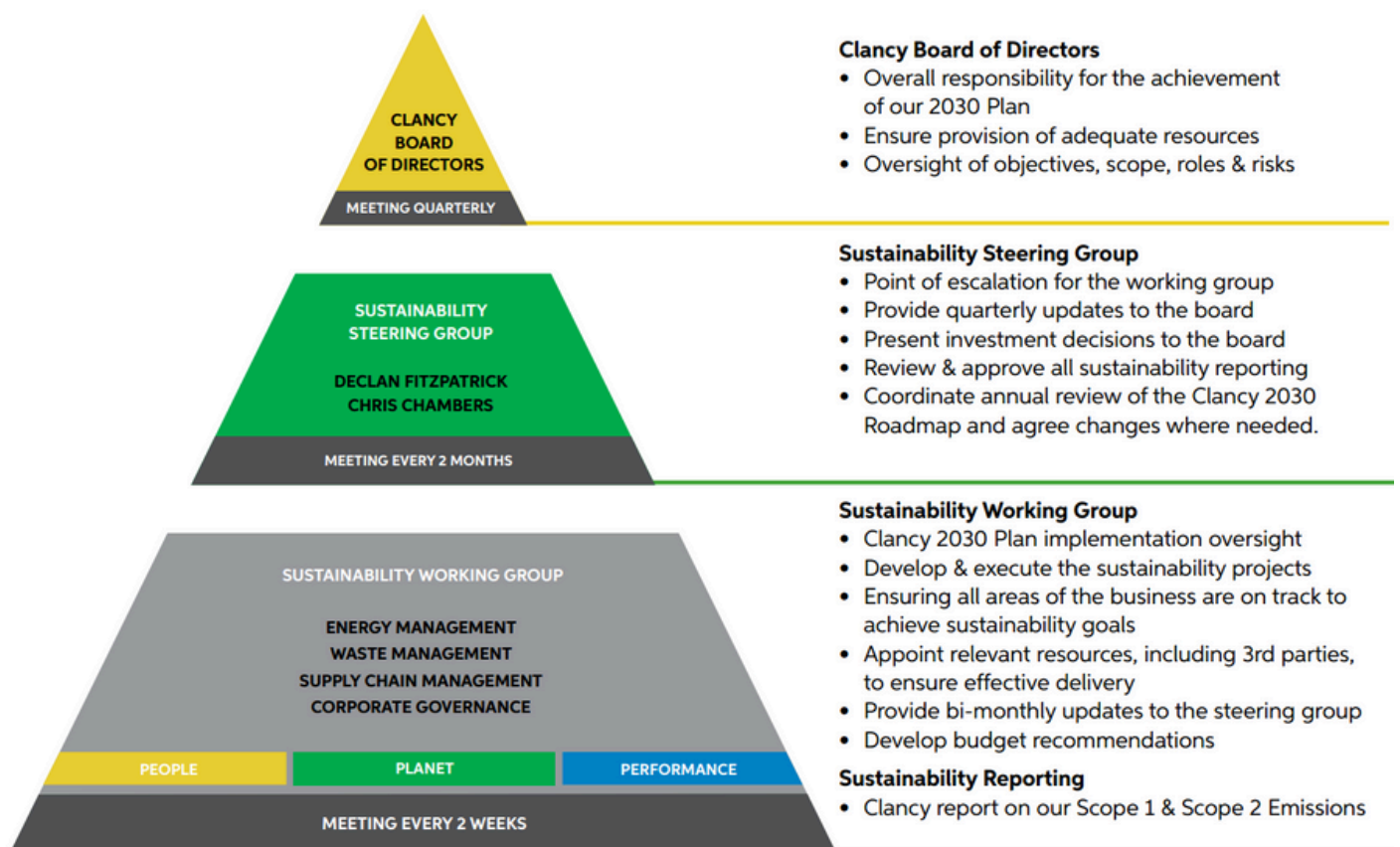
Due to the effectiveness of our continuous improvement strategies, the quality and accuracy of our data improve year-on-year. In some cases, this has led to perceived increases in certain quantities and results, particularly in our energy and emissions data. These reflect enhanced data collection and monitoring practices, and this should be taken into account when reading this report.

We remain committed to continually improving our data collection systems and reporting processes to ensure alignment with the highest possible standards and to provide a transparent account of our sustainability progress.

# Management

Our Sustainability Working Group comprises representatives from key areas of the business, including waste management, energy management, supply chain, plant department, mechanical and electrical department, and Integrated Management Systems representative.

In addition, we have a dedicated team of Site Sustainability Champions who embody and promote Clancy's core sustainability values across all our worksites. These champions serve as vital links between on-site activities and the Sustainability Working Group, engaging in quarterly meetings at a minimum to align on goals, share progress, and drive actionable change on the ground.



# Progress

We utilise the SDG Performance Score, assessed through the SDG Action Manager, to measure our progress and alignment with the United Nations Sustainable Development Goals (SDGs).

The SDG Action Manager is a dynamic self-assessment tool developed by B Lab and the United Nations Global Compact. It provides businesses with insights and actionable steps to improve their performance in contributing to the SDGs. This tool enables us to track, assess, and continuously enhance our impact across key sustainability metrics. By leveraging this robust platform, we ensure our efforts are aligned with global sustainability standards and remain committed to achieving meaningful progress towards the SDGs.



## SCORE PROGRESS

2022

84%

2023

86%

2024

88%



Developed by



# Highlights

## 3 GOOD HEALTH AND WELL-BEING



**100%**  
sites covered with  
Mental Health First  
Aider

**12**  
wellbeing programs run

**AFR Improvement  
0.39**  
compared with 0.62 in 2023

**> €77,000**  
donations to  
charities & clubs

**134**  
health assessments  
completed

**100%**  
staff access to EAP

## 8 DECENT WORK AND ECONOMIC GROWTH



**14**  
young people  
employed

**80 km**  
procurement  
development

**35**  
AI ninjas

Supplier Code of  
Conduct

Digital Project  
Manager

## 12 RESPONSIBLE CONSUMPTION AND PRODUCTION



sustainable travel  
policy

**7**  
electric fleet  
vehicles

Supplier Code of  
Conduct

energy manager

energy policy

energy management  
team

## 5 GENDER EQUALITY



D&I industry  
initiative

**53%**  
2030 goal

gender pay  
gap report

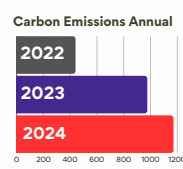
D&I assessment  
and strategy  
adjustments

## 13 CLIMATE ACTION



**CO<sub>2</sub>  
1171  
tonnes**

**2415**  
tonnes  
carbon emission  
prevention



**60%**  
carbon intensity  
reduction since  
Jan 23

## 4 QUALITY EDUCATION



**118**  
sustainability pass  
completions

**1**  
graduate

**2**  
employees in  
education

## 15 LIFE ON LAND



**7**  
supply chain  
partnerships

**87%**  
waste recycled

**100%**  
ICF & Kore  
insulation  
waste recycled

## 16 PEACE, JUSTICE AND STRONG INSTITUTIONS



anti-corruption  
policies

**75%**  
employee  
sign-up

whistle-blowing  
system

## 7 AFFORDABLE AND CLEAN ENERGY



**70%**  
Innovation project  
reduction in site  
emissions

solar panels  
installed

biomass boiler  
installed

## 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Offsite  
construction

## 17 PARTNERSHIPS FOR THE GOALS



**4**  
new partners



# GOOD HEALTH & WELLBEING



## Excellence Through People Accreditation

In 2024, we proudly achieved a Gold Rating from NSAI under the Excellence Through People 1000:2017 standard. This recognition reflects our ongoing commitment to investing in our people and fostering a culture of excellence. We are dedicated to maintaining this accreditation and continuing to uphold the high standards it represents.



## Employee Assistance

We remain committed to supporting the well-being of our employees through our Employee Assistance Programme offering confidential counselling and wellbeing support to employees. This ensures that professional support is accessible whenever it's needed



## Wellbeing

Through our partnership with Spectrum Life, we continue to offer all employees access to structured monthly wellbeing programmes, providing opportunities for employees to prioritise their physical and mental health.



## Mental Health

We are making steady progress towards achieving our goal of one mental health first aider per site by 2030, with a mental health first aider already assigned to each site. This initiative underscores our commitment to fostering a supportive and proactive approach to mental health in the workplace.



## Health Surveillance

We continue to provide health screening for all staff, with 134 assessments performed in 2024





# GOOD HEALTH & WELLBEING

## Health & Safety Highlights

### AFR Improvement

**0.39**

compared with 0.62 in 2023

### Proactive steps

**890**

safety observations raised



**Target  
zero**

lost time accidents



**ISO 45001**

maintained certification



**Safe T Cert**

maintained certification



**Distinction**

@ National Irish Safety  
Organisation Awards



**65**

subcontractor  
participants in  
interactive safety forum



**Safety  
Subcontractor  
of the Month**

successful roll out



**Good Saves  
Programme**

successful roll out

We continue to make steady progress towards our goal of achieving zero lost time accidents. Accident frequency rates are closely monitored, with actions implemented at every level, from individual worksites to board-level management, to ensure continuous improvement.

Key initiatives in 2024 included the ongoing development of our behavioural-based safety system. Additionally, we hosted two safety forums for site staff and senior management, with full engagement, and a forum for our supply chain partners, promoting excellence in safety performance throughout the organisation and beyond.

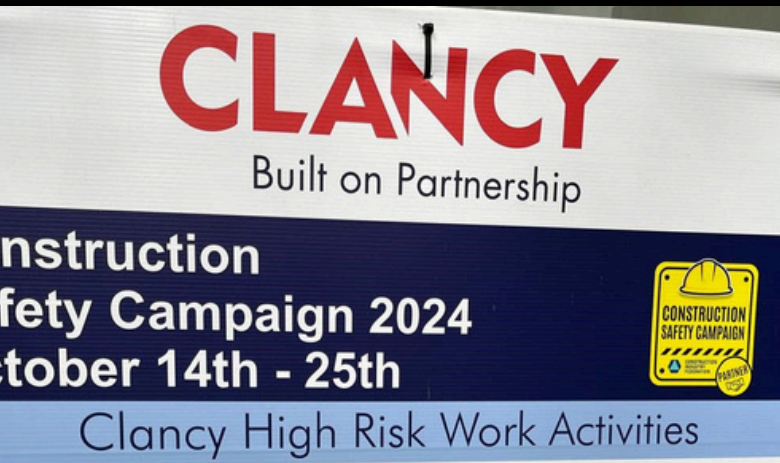
Additionally, we successfully completed our Subcontractor Engagement Project and continue to foster a collaborative safety culture through initiatives such as the Safety Subcontractor of the Month programme.

These efforts strengthen our partnerships and align our health and safety standards with industry-leading practices.

Our commitment to safety is reflected in the significant reduction in our accident frequency rate, which stands at 0.39 at the time of writing—a notable improvement from last year's rate of 0.62.

We are proud to maintain our ISO 45001 certification, demonstrating our adherence to the highest standards of occupational health and safety.

This year, we were also honoured with a distinction in the National Irish Safety Organisation Awards, recognising our achievements and ongoing dedication to safety excellence.





## Corporate Social Responsibility

> €77,000



donations to  
charities & clubs



In 2024, Clancy donated over €77,000 to our charity and community sports partners, reinforcing our commitment to supporting local, national, and international causes.

A key highlight was our partnership with Barnardos Ireland Athlone, where we completed restoration work on a local property, directly benefiting children and families in need. Alongside this, we tied our wellbeing events to fundraising efforts for Barnardos, raising significant funds to support their impactful work. In October, in partnership with COADY Architects, we were delighted to participate in the 'Cooking for Families' initiative at Ronald McDonald House Ireland. As the main contractor and lead architect for the new Ronald McDonald House project, this initiative provided a meaningful opportunity to connect with families currently residing in the house while offering a gesture of comfort and support. On the day, our team arrived early to prepare and serve a home-cooked meal to the families at lunchtime. This experience reinforced our commitment to supporting the communities we serve.

Our contributions extended to international organisations such as UNICEF and the Children of Gaza Fund; national charities including the Dublin Simon Community, the Jack and Jill Foundation, Ronald McDonald House, and the National Breast Cancer Research Institute; and local initiatives like the Dillon Quirke Foundation. We also provided sponsorship for various sports clubs, schools, and community groups, including GAA, soccer, and school programmes.

These efforts reflect our dedication to giving back and building strong connections within the communities we serve, while supporting meaningful causes that align with our values.





# QUALITY EDUCATION

## Site Management Education



We remain dedicated to supporting our teams in achieving quality education. Building on the success of two graduates from Level 8 education in 2023, we are currently supporting two staff members pursuing Level 8 and Level 9 degrees. We were proud to celebrate the graduation of a team member with a Level 8 BEng (Hons) degree in Structural Engineering from Munster Technological University,



## Continuous Professional Development



We remain committed to the continuous professional development of our staff, as evidenced by our ongoing maintenance of CIRI registration.

For our key site management staff, we uphold our dedication to professional growth through our Professional Development Programme. This programme is fully embedded into our onboarding and appraisal systems, providing a structured framework to help site staff develop their professional skills along a clear career progression path.

We continue to invest in the education of our senior management team, equipping them with best-in-industry practices to drive excellence across the organisation. In 2024, three more team members completed Lean Green Belt training achieving certification, , with twelve more team members working towards this goal, enhancing their expertise in continuous improvement and operational efficiency.



# QUALITY EDUCATION

## Sustainability Training and Upskilling



sustainability pass completions



ESG Diploma



sustainability diploma

Building on our 2023 achievement, where 70% of our staff gained key energy-saving knowledge through SEAI Climate Change courses, we advanced our commitment to sustainability education in 2024. Partnering with the Climate Ready Academy, we introduced the Corporate Sustainability Pass Program, designed to support employees across all disciplines and skill levels in developing expertise in critical sustainability areas, including water, waste, biodiversity, sourcing, and responsible citizenship. A total of 118 staff members successfully completed the programme, providing valuable feedback that highlighted their enthusiasm for further sustainability upskilling and offering innovative ideas for improvements.

We supported team members in attaining additional sustainability-related education, including a Diploma in Innovation for Sustainability from UCD, and a Diploma in Environmental, Social, and Governance (ESG) from the Corporate Governance Institute.

### Corporate Sustainability Pass Programme

Creating a Culture of Sustainability

**CLANCY**  
Built on Partnership



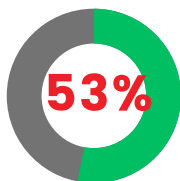
Congratulations to Clancy  
for taking action to create a culture of  
sustainability in their workplace.



*These initiatives underscore our dedication to equipping our workforce with the knowledge and skills needed to drive sustainability action.*



# GENDER EQUALITY



2030 goal

## Progress

We continue to make incremental progress year-on-year increasing the percentage of female representation within our workforce. In 2024, we were encouraged by achieving 22% female representation in our student placement intake, a promising indicator of success in attracting more women to careers in the construction industry.

## Driving Diversity & Inclusion

Our leadership team remains steadfast in tackling the broader challenge of workforce diversity in the construction industry. By actively engaging in industry committees and initiatives—such as the Balance for Better Business roundtable event hosted by the Construction Industry Federation—we aim to foster a more inclusive construction sector.



female staff



D&I industry  
initiative

In 2024, we partnered with the Irish Centre for Diversity, granting them full access to our people, systems, data, customers, and supply chain. Their comprehensive assessment identified key drivers for inclusion and highlighted focus areas for improvement, which have been integrated into our business strategies.



D&I assessment  
and strategy  
adjustments

We complied with our requirements under the Gender Pay Gap Reporting legislation and made significant progress in addressing our gender pay gap in Ireland. Using MBCA Paydata, we conducted a detailed analysis of job roles versus pay, taking immediate action to address issues identified. This exercise underscored the importance of continually reviewing and challenging behaviours and actions that may have been normalised through unconscious bias over time. By combining these efforts with actionable plans identified through diversity assessments, we are ensuring continuous progress toward greater inclusion and equality across our business.



gender pay  
gap report





# ACCESS TO AFFORDABLE & CLEAN ENERGY



Innovation project  
reduction in site  
emissions



## Battery Usage on Worksites

In partnership with Dun Laoghaire Rathdown County Council and JTM Energy, we implemented an innovative energy storage system on one of our worksites. This solution significantly reduced the number of generators in operation and their running time, achieving approx 70% reduction in emissions. We have expanded this initiative by rolling out similar systems on other sites. This continued effort further reduces the reliance on diesel generators, lowering emissions and energy consumption on our projects. The success of this initiative earned recognition within the industry. Alongside our partners, we were honoured to be nominated for the Technology Innovation Award at the Property Industry Excellence Awards 2024.



solar panels  
installed



biomass boiler  
installed

## Renewable Energy Investments

We have successfully completed the installation and commissioning of solar panels and a biomass boiler at our company headquarters. These renewable energy systems mark a significant step in our commitment to reducing our carbon footprint and enhancing energy sustainability within our operations. The solar panels harness clean, renewable energy to power our facilities, while the biomass boiler provides an efficient and environmentally friendly heating solution.





# DECENT WORK AND ECONOMIC GROWTH

## Digitisation



We have appointed a dedicated Digital Project Manager, whose expertise in integrating cutting-edge digital technologies into our business processes has already delivered significant improvements in both quality and efficiency. We have partnered with Dixon Humphries to advance our AI capability development, positioning Clancy at the forefront of innovation and efficiency. As part of this initiative, we have established an internal team of AI Ninjas to harness the transformative potential of AI in driving innovation and enhancing operational processes across our business activities. This partnership reflects our commitment to leveraging cutting-edge technologies to optimise performance, streamline workflows, and stay ahead in an evolving industry landscape.

## Youth Employment



We are proud to have surpassed our 2030 goal of employing eight young people per year by employing 14 students in 2024. This achievement reflects our commitment to fostering opportunities for the next generation within the construction industry.

The gender diversity of this group, with 20% female representation, highlights encouraging progress toward improving gender diversity in the sector. We remain dedicated to creating an inclusive environment and supporting the development of a diverse talent pipeline for the future.

## Forced Labour, Modern Slavery, Trafficking, and Child Labour



As detailed under Goal 12: Responsible Consumption and Production, we have successfully implemented our Supplier Code of Conduct. Systems have been established to secure supply chain alignment with the standards outlined in the code, ensuring responsible practices are embedded across our operations. This initiative underscores our commitment to sustainability and ethical procurement.



# INDUSTRY, INNOVATION & INFRASTRUCTURE

## Local Procurement



We have initiated a process to prioritise locality in our hiring and purchasing practices. This effort aims to strengthen ties with local communities and support regional economies, a focus we are committed to advancing further in 2025.

## Modern Methods of Construction

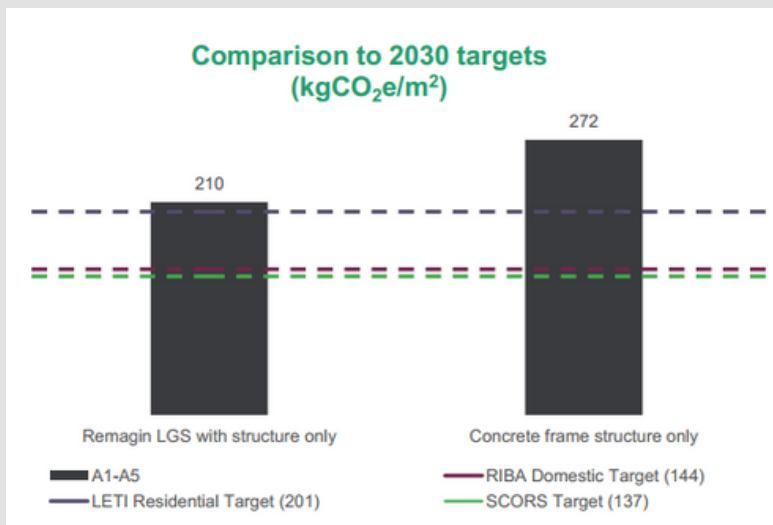


In line with our targets, we continue to expand the use of offsite construction technologies. We are on track to increase our reliance on such technologies from a 5% baseline to 20% by 2030, reflecting our dedication to innovation and efficiency in project delivery.

## MMC Case Study 2024

In collaboration with The Institution of Structural Engineers, we consulted on the design of the Ronald McDonald House project. The client and design team were open to exploring Modern Methods of Construction ultimately opting for a Light Gauge Steel (LGS) structure instead of a traditional concrete frame.

This decision, supported by our expertise in delivering projects using LGS, significantly reduced the embodied carbon of the building. The LGS structure achieved an embodied carbon rate of 210kg CO<sub>2</sub>e/m<sup>2</sup>, compared to 272kg CO<sub>2</sub>e/m<sup>2</sup> for the concrete alternative. This shift improved the project's potential SCORS rating from a D (concrete) to a C (LGS).



This project exemplifies our commitment to leveraging innovative construction methods to reduce environmental impact while maintaining the highest standards of quality and design.

## Energy Management



energy policy

We are proud to announce the publication of our Company Energy Policy, with supporting systems successfully implemented and operational since April 2024. To drive this initiative, we appointed an Energy Manager and established an Energy Management Group. Working closely with our Site Sustainability Champions, who are present on every worksite, this team operates a robust system for measuring, controlling, and improving energy use across our operations.



energy manager

In addition, we have integrated energy management into our existing Integrated Management System, where it is monitored and controlled alongside our Safety, Quality, and Environmental Management Systems. This holistic approach ensures that energy performance is aligned with our broader operational priorities, enhancing consistency and accountability across the organisation.



energy management team

With these measures firmly in place, we are well-positioned to advance our application for ISO 50001 accreditation from the NSAI in 2025, demonstrating our commitment to continuous improvement in energy management and sustainability.

## Sustainable Travel & Fleet Transition



sustainable travel policy

In 2024, we published our Company Sustainable Travel Policy, outlining our approach to managing business-related travel in alignment with our sustainability goals. This policy establishes clear steps for monitoring and optimising travel practices to ensure we meet our targets for reducing environmental impact.



electric fleet vehicles

As part of our ongoing efforts to transition our fleet to electric vehicles (EVs), four additional staff members have exchanged their diesel vehicles for EVs this year, bringing our total number of electric vehicles to seven. This transition reflects our commitment to reducing emissions and supporting a more sustainable future in line with our company values.

## Responsible Sourcing



Supplier Code of Conduct

Building on the publication of our Company Supplier Code of Conduct, 2024 marked a significant year of communication and collaboration with our suppliers to ensure alignment with the Code. This document outlines our commitment to the responsible sourcing of goods and services, as well as our expectations for those who provide these to Clancy.



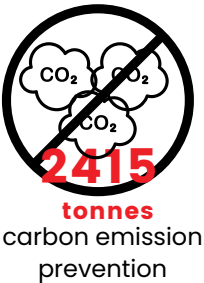
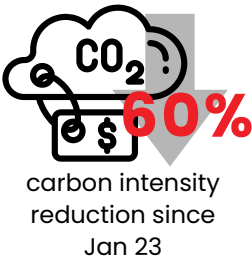
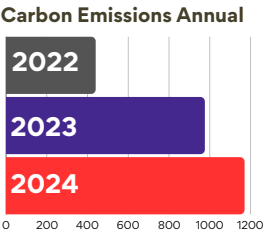
98% suppliers signed up

We view our suppliers as partners and key stakeholders in the success of our business. As such, we expect them to uphold our core values and adhere to the standards set out in the Supplier Code of Conduct, particularly in areas such as health and safety, labour conditions and human rights, environmental impact (including waste, emissions, and energy use), and the sourcing of materials.

We are delighted to report that, after embedding the Supplier Code of Conduct into our procurement systems, 98% of suppliers meeting the required threshold have signed up to the Code.

Looking ahead, we plan to advance this initiative by developing and implementing a robust auditing and reporting structure. This will enable us to thoroughly assess consumption and sourcing practices within our supply chain, ensuring alignment with our waste reduction goals and sustainability commitments.

Carbon Footprint



Our journey towards understanding and reducing our carbon footprint has been a key focus of our sustainability efforts. For the reporting period of October 2023 to October 2024, our projected carbon emissions are 1,171 tonnes. This represents an increase from our reconciled emissions of 976 tonnes in 2023 and our baseline of 440 tonnes in 2022.

It is important to note that our 2022 baseline was established at the very start of our sustainability journey, using less developed carbon accounting systems. As a result, the figure for that year is likely under-reported. Over the past two years, we have significantly enhanced our carbon accounting processes, ensuring more accurate and reliable data to support our sustainability goals. We are proud to now be ready for ISO 50001 accreditation, a milestone that underscores the improved quality of our energy and carbon data.

While our carbon emissions have increased—rising from 976 tonnes in 2023 to a projected 1,171 tonnes for October 2023 to October 2024—we are encouraged by the significant strides we have made in improving carbon efficiency relative to our turnover and productivity. In January 2023, we emitted 29kg of carbon per euro of turnover. By October 2024, this figure had decreased to 11.5kg per euro, reflecting a remarkable 60.3% reduction in carbon intensity over this period. If we had continued emitting carbon at the January 2023 rate while achieving the 2024 turnover, our emissions would have been 2,415 tonnes higher. This improvement demonstrates that even as our operations and business activity expand, we are successfully decoupling growth from carbon emissions through enhanced efficiency and targeted sustainability initiatives.

As we move forward, we are committed to sustaining and enhancing this trend of decoupling business growth from carbon emissions. Our focus remains on delivering projects that are essential for future generations, including housing, healthcare, and education infrastructure, while continuously reducing our environmental impact.

By leveraging improved data systems, innovative technologies, and sustainable practices, we aim to build a resilient future that balances growth with responsibility to the planet.

Zero Waste to Landfill



We remain steadfast in our commitment to our goal of achieving zero waste to landfill. Building on the success of our 2023 initiatives, which introduced a new waste segregation system and robust waste quantification processes with our waste management partners, we made significant progress in 2024. Our efforts resulted in a national average recycling rate of 87%. We were particularly encouraged by the outstanding performance of our Dublin projects, which collectively achieved a 95% recycling rate. This milestone showcases what is possible with focused collaboration and efficient systems. Looking ahead, we are eager to work closely with our waste management partners in the southern regions to replicate this success in 2025.

This year, we worked to enhance our data collection systems for waste, leading to a recalibration of reported figures for waste to landfill versus recycling. While this adjustment reflects a change in reporting, it also marks an improvement in the quality and reliability of our data. With better data, we are more equipped than ever to refine our systems and work towards zero waste to landfill.

A significant milestone was achieving 100% recycling of ICF and Kore insulation waste. We also implemented a system to collect and recycle used pallets across our worksites, further reducing landfill contributions. Improvements in signage, waste segregation, and storage systems on sites have further supported our waste management efforts.

We continued to engage our supply chain to align on waste reduction aspirations, collaborating with seven suppliers who provided valuable ideas for optimising packaging and reducing waste. These partnerships will help shape additional waste reduction projects in 2025.

Additionally, we embraced the government's Re-turn Recycling Initiative, placing recycling bins on worksites to collect cans and bottles. Proceeds from this initiative were donated to our charity partners, while also reducing non-construction packaging waste.

These efforts demonstrate our commitment to data-driven, collaborative, and innovative approaches as we progress towards our goal of zero waste to landfill.

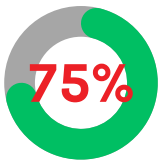


## Governance



anti-corruption policies

At Clancy, all team members are required to conduct their work in strict adherence to our Anti-Bribery and Corruption Policy. To further support ethical conduct, we maintain a Whistleblowing Policy, which includes an external legal practitioner nominee to ensure that staff can anonymously report any concerns with confidence.



employee sign-up

In 2024, we reaffirmed our commitment to strengthening governance by ensuring all employees are adequately trained to recognise and manage conflicts of interest, understanding their implications and consequences.



whistle-blowing system

Our Board of Directors and key members of our Sustainability Team have completed certifications in ISO 37000 Governance of Organisations. This equips us to integrate best governance practices into the Board’s operations, ensuring that the Governance pillar of ESG is robustly addressed and embedded in our decision-making processes.

These initiatives demonstrate our dedication to upholding the highest standards of ethical conduct and governance in every aspect of our operations.





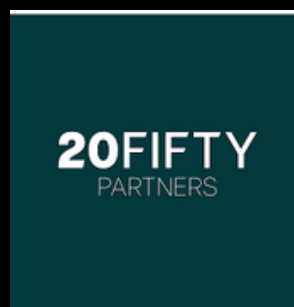
# PARTNERSHIPS FOR THE GOALS

## Our Sustainability Roadmap Partners 2024



We take pride in forging, developing, and sustaining partnerships with a variety of organisations to help us meet the commitments outlined in our Sustainability Charter.

These collaborations not only support our goals but also contribute to broader positive change in the field of sustainability.





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