H&MV ENGINEERING

ESG REPORT 2024

GLOBAL EXPERIENCE
LOCAL EXPERTISE

www.hmvengineering.com

H&MV ENGINEERING

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FOREWORD BY **CEO**

It is with great pride and purpose that I extend a warm welcome to all our stakeholders as we present our annual Environmental, Social, and Governance (ESG) report.

I am honoured to share the remarkable progress H&MV Engineering has made on our journey towards sustainability and ethical governance. Sustainability is at the core of all our business decisions, and we're committed to being industry leaders.

In 2024, we demonstrated that our commitment to sustainability has never been stronger. We successfully diverted over 122 tonnes of waste from landfill and achieved a 65% reduction in carbon emissions from our project welfare set ups by prioritising rural grid connections.

We also recognize the incredible efforts of our workforce who played a strong hand in maintaining high standards of information security, allowing us to achieve ISO 27001:2022 certification.

H&MV Engineering were also recognised as one of the Fortune 100 Best Companies to Work For in Europe in 2024, by Great Place to Work and Fortune Europe. This prestigious accolade reflects our commitment to creating an outstanding workplace culture and prioritizing the wellbeing of our employees.

We are committed to and constantly strive to reduce our carbon footprint and help and give back to the communities we work in, and each and every member of H&MV is part of this journey. Our greatest assets aren't just our innovative projects or groundbreaking initiatives; it's the individuals who bring passion, expertise and dedication to every facet of our operations.

I want to express my gratitude to our ESG committee and every individual at H&MV Engineering for their tireless efforts. The past year has been one of growth, achievement and togetherness.

Our Environmental, Social and Governance (ESG) committee leads the way, ensuring that the right strategies and action plans are in place to achieve our goals and objectives. From reducing our carbon footprint, to fostering positive social impacts and maintaining strong governance structures, these principles are deeply embedded in our organisational DNA.

Together, we are committed to creating enduring value for all our stakeholders. As we look ahead to 2025, we remain committed to our core values and encourage our employees, clients, business partners, and other stakeholders to join us on our journey together towards a brighter, more sustainable future.

Thank you for your continued trust and partnership.

PJ Flanagan
Chief Executive Officer

About **PJ**

At the helm of H&MV Engineering, PJ has carved out an impressive career with strategic experience in technical, financial and operational areas. PJ began his career with H&MV in 1998 and quickly became a driving force within the company. His time spent in operations coupled with his keen business acumen has provided PJ with the knowledge and skillset to position him as an industry leader. Displaying a relentless desire to achieving the highest possible standards, PJ empowers those who come in contact with him. PJ's focus has always been on developing environmentally sustainable offerings of EPC solutions to major industry users and utilities globally.

WHO WE **ARE**

We are a leading global provider of high voltage specialist design, engineering and construction services across a variety of key sectors.

COMPANY **OVERVIEW**

12GW
of Projects in Design & Construction

80
Large Scale Projects

1,250
Headcount

19
International Offices

300
Design Engineers

BY **2028** — Move to Zero Waste to Landfill

BY **2032** — Decarbonise Fleet

BY **2042** — 1,000 Acres of Biodiversity Restoration

BY **2045** — Decarbonisation of Supply Chain

BY **2045** — **NET ZERO**

ABOUT **H&MV**

H&MV Engineering are an enabler of Renewable Energy and have contributed to 12GW of Project in Design and Construction. We operate worldwide with offices and project in Ireland, the UK, Europe, the Nordics, and Asia, harnessing our global experience with local expertise

We deliver high voltage design, engineering and construction services with a specialised focus in:

- **Renewables**
- **Energy Storage**
- **Data Centres**
- **Utility**
- **Commercial & Industrial**

Since 1997, we have provided specialized services with a commitment to safety and responsibility. The well-being of our employees, clients and local communities is of the utmost importance at H&MV Engineering, and we maintain a high level of care for each and every project that is executed.

Our dedication to innovation and environmental stewardship continues to set benchmarks for excellence in project delivery.

We are unwavering in our commitment to operate at the highest level of environmental compliance. We are continuously using innovation and emerging techniques to improve our environmental practices and reducing our negative impact on the environment. Our ultimate goal is to achieve Net Zero by 2045; a commitment that drives all of our actions and decisions.

"We are committed to being industry leaders ESG and Sustainability.

H&MV ENGINEERING'S **JOURNEY**

LET'S TAKE IT BACK TO THE START...

1997
H&MV Engineering formed.

Project Completion
2003
Commissioning completion on 110 kV renewable substation.

Renewable Energy Focus
2005
H&MV Engineering set a strategic focus on the emerging renewable energy industry.

Data Centre Entry
2008
H&MV Engineering entered into the rapidly expanding data centre market.

Major Client Wins
2012
The company completes its first major data centre substation project.

UK & India Expansion
2016
H&MV Engineering oprns its first office in the UK & Hosur, India

International Growth
2017
H&MV Engineering expanded into the South Africa and Middle East Markets.

Nordic Expansion
2019
H&MV Engineering opents its first office in the Nordics region.

Continental Reach
2019
H&MV Engineering opened its first office in a new continents, located in India.

Battery Storage Milestone
2019
H&MV Engineering wins it first Battery Storage project.

BESS Project
2020
H&MV Engineering won its first transmission connected Battery Storage project.

European Growth
2021
H&MV Engineering expands its European presence to open its first office in Germany.

Skanstec Engineering
2024
H&MV Engineering acquired Skanstec Engineering.

Present
2024
The Company proudly lays claims to offices and sites across three continents.

POWERING A BRIGHTER **FUTURE**

Our core values are the foundation of everything we do. They guide our decisions, shape our culture, and inspire us to be the best possible version of ourselves. We believe that working together to build a strong company culture will create an environment where we can all thrive.

Safety

PROTECTING EVERYONE, LEADING BY EXAMPLE

The safety of our people working on projects, on site and in our offices, is our highest priority, underpinned through a culture of leadership accountability and proactive risk management. We empower everyone to act when something is unsafe and lead by example in all our actions. Through continuous innovation and learning, we protect our people's well-being and ensure that safety is embedded in everything we do.

Teamwork

PROMOTING COLLABORATION AND FOSTERING INCLUSIVITY

We prioritise clear communication, engagement and collaboration, fostering a culture of trust where every team member is valued and empowered. By sharing knowledge and learning from each other, we promote knowledge sharing to work as one team with shared goals. Our commitment to focus on collective development, remaining agile to adapt, and sharing in our collective success, drives us to continuously improve and celebrate our achievements together.

Excellence

LEADING INNOVATION & FUTURE WAYS OF WORKING

Excellence drives us to deliver innovative, cost-effective solutions while maintaining the highest standards of safety and quality. We are committed to continuous improvement, timely delivery, and building long-term partnerships. By recognising and celebrating excellence, we set the benchmark for industry leadership and customer satisfaction.

Respect

LISTENING, VALUING EACH OTHER AND ACTING WITH INTEGRITY

We care for our people, communities, and environment, fostering a culture of inclusivity, empathy, and active listening. Committed to work-life balance and personal growth, we value everyone's contributions, embracing diversity wherever we work. Respect is the foundation of our relationships, ensuring everyone feels welcome and valued.

Sustainability

ACCELERATING THE GLOBAL ENERGY TRANSITION

Our core values are the foundation of everything we do. They guide our decisions, shape our culture, and inspire us to be the best possible version of ourselves. We believe that working together to build a strong company culture will create an environment where we can all thrive.

VISION

Leading the Way in Sustainable Energy Solutions

We envision becoming the world's leading provider of innovative energy services. We are passionate about shaping a sustainable future and driving positive change within the energy sector.

MISSION

Delivering Excellence. Every Time.

H&MV Engineering is dedicated to providing specialist energy services that meet the highest international safety and quality standards. We cater to a diverse range of industry and utility sectors worldwide, exceeding client expectations with innovative and sustainable solutions.

DECARBONISATION OF INTERNATIONAL **GRIDS**

At H&MV Engineering, we are proud to be at the forefront of the global energy transition to green clean, lower carbon renewable energy. We create real positive impact through our expertise in delivering cutting-edge renewable energy projects, we are driving real change toward a more sustainable world.From wind and solar farms to battery energy storage solutions, our projects are not just about innovation and engineering excellence—they are about building a greener, cleaner future for generations to come.

DECARBONISING ELECTRICITY GRIDS **GLOBALLY**

As part of our commitment to Net Zero by 2045, sustainability and ESG are at the heart of everything we do. We integrate eco-conscious practices into our operations, offer innovation & sustainability as a service, champion low carbon solutions, and collaborate with partners who share our vision for a carbon-neutral future.Join us as we continue to innovate, inspire, and lead the charge in clean energy and low carbon solutions. Together, we can build a brighter, more sustainable tomorrow.

Since 2019 we have projects designed & constructed 6.123GW of renewable energy across Europe and UK.

ESG GOVERNANCE **STRUCTURE**

PJ **Flanagan**
Chief Executive Officer

Joseph **Quinn**
Chief People Officer

Sinead **Nelligan**
Group Quality Compliance Manager

Eamon **Sheehan**
Chief Technical Officer

Phil **Kelly**
Chief Operating Officer

Ashleigh **Harte**
Sustainability Coordinator

Kate **Kerrane**
Group Sustainability & Environmental Manager

David **Maher**
MD Ireland

Matthew **Greene**
Operations Director EU

Tom **Flanagan**
CSA Group Director

Sarah **McGeough**
Environmental Manager

David **Thornton**
Group HSE Director

Ronan **Lavin**
Group Procurement & Supply Chain Director

ESG Strategy Committee

ESG Committee

Our ESG Committee are comprised of seasoned leaders within H&MV.

Supporting the Board, the ESG Committee plays a crucial role in ensuring the company's long-term sustainability by overseeing the development and execution of effective ESG strategies and action plans.

The committee members represent multiple areas and regions of the business.

Each Member of the committee has responsibility to drive sustainability & ESG across the business. In addition members own and are responsible for ESG objectives (see page 28). The ESG objectives are built with KPIs & Targets to ensure success.

These initiatives reflect the diverse expertise and perspectives within our company, ensuring that ESG is embedded in everything we do. They also add value to the business and promote attraction of stakeholders.

Our governance approach prioritises the integration of ESG factors into our strategic planning and decision-making. Our governance structure ensures our ESG initiatives are well-structured, regularly assessed, and rooted into our daily operations and business objectives. This commitment consists of establishing ambitious yet attainable sustainability goals, measuring progress, and instilling a culture of integrity, responsibility and ethical leadership across the organisation.

Having the correct structure and governance in place is essential to ensure the success of ESG in the company. Our structure ensure accountability, transparency and constant action and improvements in sustainability and innovation.

Board & Company Commitments

Our Board play a pivotal role in shaping and upholding our ESG framework. They provide critical oversight related to the company's organisational performance, ensuring our aligned strategic direction with our vision and core values, evaluating management team performance, assessing risk, and overseeing key initiatives that drives sustainable and operational excellence. And most importantly hold the values and three pillars of ESG with the ultimate goal of Next Zero by 2045 to high regard, constantly active, encouraging and supporting.

ESG Strategy Committee

The ESG Strategy Committee meets monthly. It was formed to govern review and guide progress made by the ESG committee & objective working groups, ensuring that actions, programmes and material are strategically aligned with our overarching sustainability goals.

ESG Committee

The ESG Committee meets quarterly to give updates on ESG progress through the business. Each member of the committee owns an esg objective and it is their responsibility along with the ESG Strategy committee to drive and progress each objective.

Objectives & Business as Usual

As our motto goes; "**ESG IS ME**". This is across all levels of the organisation. Members of staff regardless of level are active members in progressing the ESG Objectives and mission of Ney zero. We engrain ESG into 'business as usual' which helps us on the reach of. Each Objective is owned by Senior members of the ESG Committee and supported by staff across the workforce. Each ESG objective working group meets at a minimum of once a month and progress keys goals, & KPIs . This is reflected in the diverse expertise and perspectives within our company, this ensuring that ESG is embedded in everything we do. They also add value to the business and promote attraction of stakeholders.

ESG **OVERVIEW**

The three pillars of ESG are engrained into the way we do business at H&MV Engineering we are committed to being industry leaders in ESG & Sustainability. We recognise that sustainable and responsible businesses practices are essential for long-term success, and we actively integrate ESG principles into every aspect of our operations. Our leadership in ESG is driven by continuous innovation and a deep commitment to making a long-lasting, meaningful impact.

OUR PEOPLE

We foster a culture of integrity, accountability, and ethical leadership, empowering our people, communities & stakeholders through inclusion, safety, wellbeing, and development. As enablers of the digital transition, we leverage technology to improve lives and drive positive change.

We believe that our greatest strength lies in our people and in the communities we serve.

As is aligned with our ESG goals, we are dedicated to fostering a culture of social responsibility and creating an environment at H&MV Engineering that promotes diversity and equality.

We invest in professional development, ensuring that everyone has the resources they need to succeed. We also invest in mental health and wellbeing initiatives, knowing that a supported workforce is key to success.

By extending our social responsibility into the communities we operate in through partnerships and fundraising events for charities, we seek to create meaningful change in our society.

OUR PLANET

Driving innovation for a low-carbon future by enabling the green energy transition, integrating clean energy into the grid, and advancing net zero solutions. Our work accelerates the shift to sustainable power systems.

At H&MV Engineering, we are committed to accelerating the transition to a low-carbon future by playing our part in the transition to a sustainable future. Our technology plays a pivotal part in integrating clean energy sources into the power grid, reducing our dependence on fossil fuels and mitigating our greenhouse gas emissions.

Our work facilitates the widespread adoption of renewable energy systems, helping to make sustainable energy more accessible and reliable. By enabling a more efficient and reliable energy network, we empower industries to shape a future where clean energy is the global standard.

With each project, we increase our contribution and further solidify our commitment to a cleaner, greener, more sustainable planet.

OUR PURPOSE

Upholding the highest standards of governance, transparency, and ethical leadership. Through strong policies, responsible decision making, and resilience, we ensure long term sustainability and impact.

Our commitment to strong corporate governance is at the core of our company's operations.

We uphold the highest standards of transparency, accountability, and ethical leadership. Our governance framework is designed to ensure our operations align with regulatory requirements and industry best practices.

By fostering integrity, effective risk management, and responsible decision-making, this enables us to build long-term resilience and sustainable success.

Our clear policies and robust oversight allow us to create an environment that supports growth and ethical business conduct.

ENVIRONMENTAL, SOCIAL & **GOVERNANCE**

People, Planet, Profit

H&MV Engineering are committed to being industry leaders in ESG & Sustainability. We recognize that sustainable and responsible businesses practices are essential for long-term success, and we actively integrate ESG principles into every aspect of our operations. Our leadership in ESG is driven by continuous innovation and a deep commitment to making a long-lasting, meaningful impact.

#ESG is **ME**

H&MV Engineering are committed to being an industry leader in ESG & Sustainability, because of this we have taken a novel approach to our ESG/Sustainability journey. Sustainability is integrated into every aspect of our business operations and our company culture.

"ESG is ME" is the slogan we have adapted. ESG is a priority for everyone working for or with the company, irrespective of role, company, level or location.

ESG is ME, it is about all of us, and the vital role we play in protecting our people, our planet & our purpose. We take the mindset that individual actions have the cumulative power to make real difference through the power of collective action.

We aim to empower our employees, clients, business partners, local communities, and all other stakeholders that each person has the potential to make a meaningful impact on the world.

In the pursuit of Net-Zero Emissions by 2045 we have designed a spectrum approach strategy.

We believe the three pillars of ESG do not exist in silos. They are captured under one banner and integrated into all aspects of our company. By considering ESG factors, we mitigate potential risks, attract investors, reduce costs and build a positive reputation. ESG also aligns with our evolving consumer and societal expectations and regulatory trends, ensuring we operate responsibly and contribute to a sustainable future. This demonstrates and allows us to have positive impact on the world.

ESG JOURNEY & **SUCCESSES**

We are just over two years into our ESG journey! The success and growth of this journey has been outstanding. Reaching and breaking may milestones and goals. We have achieved and progressed with success in all three pillars Environmental, Social & Governance.

ESG **Journey**

Our ESG story only began at the end of 2022 but having taken necessary steps to ensure success, like employing dedicated experts and establishing sustainability as a core value, senior leadership buy in as well as many other positive factors. We have built a successful ESG journey so far and will continue to do so moving forward.

2022

- ESG Committee founded

2023

- Establishment of ESG Strategy & 14 objectives
- Build ESG team
- 1st CDP report
- Pledged to SBTI
- 1st ESG awareness month
- ESG is Me Podcast Live!
- Biodiversity & Circular Economy partnerships established.
- Environmental Impact Achievement award

2024

- Released 1st ESG report
- Green sites set up
- Carbon Calculator created
- ISO27001 Certified achieved
- ESG team expanding
- Great place to work Award
- 1st EDI awareness month
- Launched ESG roadmap
- Future ESG Leader Award
- EV & HVO diverse fleet
- 2.1% increase in Gender Balance in 2024
- Esos & UK SECR reporting

ESG **Successes**

It is so important to recognise and celebrate the success as part of your ESG journey. At H&MV Engineering we celebrate these success in the 3 pillars of ESG ensuring that we are delivering in success for People, Planet and Purpose.

6.2+ GW
Renewable Energy Connected to grids.
Decarbonization of Electricity infrastructure.

CC Build
Carbon Calculator.
80.5% CO2e Reduction Modular.

9 - 19%
Gender Balance goal

ESG Awareness
2 ESG Awareness Months Launched & Workforce educated.

Project Delivered
Carbon Calculator Reports generated from clients

Team
4 Sustainability Staff &
13 ESG Committee leader

Growth
240 employees to 1339

D- to C+
Improved 2 grades in CDP in just one year

Mental Health
Committee & Supports formed with Strategy

ESG Roadmap
Launched to support supply chain on their sustainability journeys.

2nd Place
National Great Place To Work

Grad & Apprentices
International & Female Apprentices & Graduates

Website
ESG & Sustainability Launch

ESG IS ME
Podcast
2 seasons
12 episodes

3 Awards 6 Nominations
Reignition for ESG Strategy, leadership & Innovation

Net Zero Startegy

NET **ZERO**

Our ultimate goal is to achieve Net Zero by 2045. We aim to reduce greenhouse gas emissions to the best of our abilities. We will ensure, that any remaining surplus emissions, are balanced by methods of carbon removal.

Associated SDG's

17 PARTNERSHIPS FOR THE GOALS

BY 2028

Zero Waste to Landfill

We aim to hold contracts with Waste Carriers who utilise recycling and recovery methods, diverting all waste from landfill. In addition, by partnering with local organisations, we promote the repurposing of resource materials.

BY 2032

Fleet Decarbonisation

By transitioning to low-emission and electric vehicles, we aim to reduce our Scope 1 emissions and our overall carbon footprint.

BY 2042

Biodiversity Restoration

Biodiversity is essential for the processes that supports all life on Earth. Through partnerships and site projects, we aim to promote biodiversity enhancement and conservation in the areas in which we operate.

BY 2045

Supply Chain Decarbonisation

We are actively working with our supply chain partners in collaboration for a decarbonised and efficient value chain

BY 2045

Net Zero

H&MV Engineering's commitment to achieving Net Zero underscores our dedication to environmental sustainability. This objective aligns with our core values, and reflects our determination to effectively reduce our company's carbon impact while fostering ecological restoration and environmental conservation.

In pursuit of these goals, we are developing a comprehensive Net Zero by 2045 Roadmap, which will detail our strategic approach to achieving Carbon Neutrality.

ESG & Sustainability **Plan**

At H&MV we have 3 separate ESG & Sustainability plans

1. **Short term plan**, this focuses on our main objectives from 2025- 2028
2. M**edium term plan** 2029 – 2035 how by means of reporting and decarbonisation we can I prove our position for net zero
3. **Long term or Net zero Transition plan**. Is our big plan which outline the incrementitive steps and actions we are planning to fully decarbonise our business.

Q2 - 4 2025
MSM, SRM, CC ESG Data Implementation

Q3 2025
SBTi target setting

Q1 2026
Mini CSRD Report with ESG Report based on VSME

2027
12 GW of Renewables Connected

Q3 2026
3 Green sites set up with revenue
30% Cost Savings on Energy

Q2 2026
Carbon Calculator

Q2 2027
Carbon Calculator 35 plus project

Q1 2028
CSRD Report on 2027 Data

2028
Zero Waste to Landfill

OUR THREE TIER **APPROACH**

Objectives

We have created 14 ESG objectives that tackle all aspects of Environmental, Social & Governance. These are the backbone of our ESG Strategy and ensure we are successful in helping people, planet and purpose.

Education & Awareness

We understand that in order to have a successful ESG strategy we must educated both our staff and all our external stakeholders on ESG, so that we all understand the role that we will plan in this journey.

Regulation & Certification

To gain a competitive edge, it is essential that we comply with and stay ahead of sustainability regulations. Additionally, we pursue certification and accreditation from internationally recognized organizations to ensure we maintain our lead.

This layered approach ensures that we measure, report, act and ultimately hit targets of Net Zero emission by 2045, becoming leaders in the construction Industry.

OUR ESG **OBJECTIVES**

At H&MV Engineering, we have devised 14 objectives that span across Environmental, Social and Governance.

Our following ESG objectives include aspects such as decarbonisation, biodiversity conservation, reducing waste, attracting top talent & promoting a diverse workforce, ethical conduct and quality management. Our ESG objectives ensure all three pillars are represented and all people across the company can participate and make real impact. The ESG Team along with the ESG Committee and specially nominated working groups drive these objectives in H&MV Engineering.

Each initiative is spearheaded by members of the workforce across departments and are vital to the continuous development and improvement of ESG at H&MV Engineering. These initiatives reflect the diverse expertise and perspectives within our company, ensuring that sustainability is embedded in everything we do.

As our 15th ESG objective, our Net Zero Strategy encapsulates every effort and project made by our ESG Working Groups.

Each of our ESG Objectives are aligned with targets outlined by the UN SDG's. This ensures our initiatives are contributing to a broader, collective movement towards a sustainable future.

Achieving our ultimate target of Net Zero is ambitious, yet attainable. Through teamwork and shared responsibility, we believe we are making steady progress towards reaching our goal.

ENVIRONMENTAL

At H&MV Engineering, we recognise that a thriving environment is the foundation of a sustainable future. The environment shapes our world, fuels our industries, and inspires our vision for the future. Nature not only inspires us, but also plays a vital role in our operations, guiding our commitment to responsible practices. As a company, we are committed to protecting and preserving biodiversity, reducing our ecological footprint, and integrating sustainable practices into everything we do.

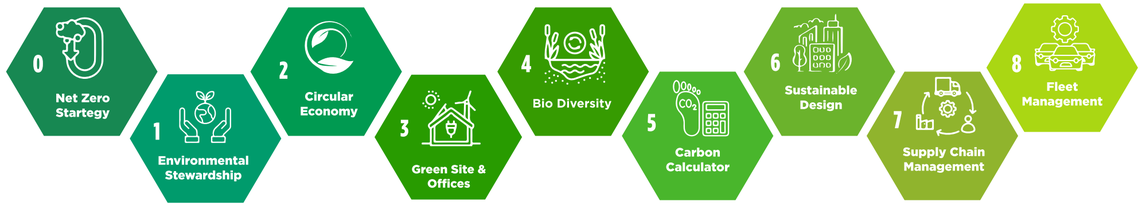
We understand that business have responsibility to care for the planet, and make meaningful impact in promoting environmental stewardship, and sustainable practices. At H&MV Engineering, we pride ourselves in operating to the highest level of environmental compliance. We employ innovative measures to continuously improve our environmental practices, with protection of the natural environment being a key focus. In addition, we are dedicated to reducing our company's carbon footprint.

A key part of our commitment is providing the necessary resources to enable our employees to conduct their duties safely and in an environmentally responsible manner.

Through training programmes and awareness initiatives, we equip our workforce with the knowledge and skills to make environmentally responsible decisions, and what Environmental Best Practice means at H&MV Engineering.

Our Environmental Policy reinforces our dedication to environmental sustainability, our alignment of operations with the principles of ISO 14001:2015, the requirements of the Corporate Sustainability Reporting Directive, and our organisational initiatives to promote responsible and sustainable practices.

We recognise the importance of continuously improving environmental performance and striving for excellence in all we do. By fostering a culture of sustainability, all at H&MV Engineering recognise that we all play an important role in protecting our planet.



1 Environmental Stewardship

ENVIRONMENTAL **STEWARDSHIP**

Ensuring the responsible use of the natural environment with a high-level guidance and compliance of sustainability best practices on our sites and in our offices globally and adapting innovative strategies for continuous improvement in these areas.

Associated SDG's

Environmental **Compliance**

At H&MV, we are committed to upholding the highest standards of environmental compliance as part of our broader ESG strategy. We strive to avoid, minimise and mitigate any construction effects on the environment. We adhere to all relevant local, national, and regional environmental regulations, ensuring our best practicable environmental performance in the delivery of our projects.

H&MV implement a series of Environmental Management documents that support our mission to maintain compliance with all applicable legislation and statutory controls, and ultimate protection of the environment, while allowing for the successful execution of the construction project.

1. **Construction Environmental Management Plan (CEMP); to manage and mitigate the environmental impacts of construction projects.**
2. **Waste Management Plan (WMP)**
3. **Environmental Impacts, Aspects & Mitigation (EAIM)**

We conduct regular environmental audits on all our sites. This extends from premobilisation, running through the duration of the project until site demobilisation and handover. The environmental audits consist of elements such as:

- **Water**
- **Waste**
- **Control of Substances Hazardous to Health (COSHH)**
- **Ecology & Land Use**
- **Energy**
- **Cultural & Heritage**
- **Exclusion zones**

We have Environmental and Sustainability Advisors now in each of our regions who aid in promoting our mission.

Our ultimate goal is to contribute positively to environmental preservation while fostering a culture of responsibility and innovation in environmental management.

Metrics & **Goals**

Goals	Progress	Unit
Environmental & Sustainability employees	10	Number of
Suite of Environmental Documents for each project	3	Number of
Workforce receiving Environmental & Sustainability Awareness Training	Ongoing	%

Auditing

1. Pre-mobilisation: This audit is conducted at the pre-project stage to ensure that all environmental plans, permits and mitigation measures are in place prior to the project commencing. This audit allows for risks to be identified and mitigated early, if any.
2. Site Set-Up: This audit is focused on the initial det up of the sites factoring in elements such as waste management, site boundary and exclusion zones. This ensures that all environmentally sensitive factors are accounted for and allows for a smooth transition into the construction phase, with a stable based with regards to the environmental measures put in place.
3. Construction Phase: These types of audits are conducted regularly on each site during the construction phase to ensure compliance with the environmental measures and regulations set out in the project Construction Environmental Management Plan.
4. Demobilisation: This audit is focused on the project site after project completion to ensure that all mitigation measures set out at project commencement have been upheld and complied with, and that H&MV have not contributed negatively to the surrounding environment throughout the duration of the project.

Why Environmental Audits matter:

Environmental Audits are crucial for ensuring compliance, preventing pollution, and managing risks. This helps the projects to adhere to all relevant environmental regulatory requirements and sustainability commitments.

1 Environmental Stewardship

ENVIRONMENTAL **STEWARDSHIP**

Education & **Training**

Environmental education and training is essential for building a workforce that understands and contributes to sustainability goals. It makes sure that employees are aware of environmental best practices, company policies and related regulations. This aids towards reducing waste, improving resource efficiency, and preventing any potential harm to the natural environment.

In industries such as ours, where the risk of negative environmental impact is higher due to construction activities, training on environmental topics leads to improvements across our site activities.

As part of our premobilisation environmental auditing process, we ensure that all site employees have received environmental induction training. Additionally, appropriate groups receive specialist training on specific environmental topics, such as effective waste management. This is delivered through mediums such as toolbox talks on our sites.

We are also rolling out Environmental and Sustainability Awareness Training for the breadth of our workforce in 2025. We aim to increase awareness and promote sustainable practices conducted by every member of our workforce. The training will cover key topics;

1. **Biodiversity & Water**
2. **Archaeology & Cultural Heritage**
3. **Emergency Preparedness, Site Management & Waste**
4. **Energy, Water & Carbon**
5. **Social, People & Community**

1

Biodiversity & Water

In this module, we highlight the importance of protecting habitats, ecosystems and watercourses. We demonstrate the necessary measures taken on our project sites which aid in environmental protection. We break down how to recognise invasives, protected species and signs of wildlife on site, and outline the correct procedures to follow if nests, dens, or other sensitive areas are discovered.

2

Archaeology & Cultural Heritage

This module explores the need to respect and preserve any historical features encountered on our project site. Details of different types of findings that might be uncovered in regions like Ireland, the UK, and Germany, are identified and how site teams must work alongside professional archaeologists to protect these discoveries through appropriate mitigation measures, including supervision, exclusion zones, and buffer areas

3

Emergency Preparedness, Site Management & Waster

This training module highlights the key practices required to prevent environmental pollution on our construction sites, focusing on water, soil, and waste management. It also covers emergency procedures in case of spills, as well as the correct handling and disposal of hazardous and general waste in line with legal requirements.

4

Energy, Water & Carbon

This training module explores how we can reduce our environmental footprint, promote biodiversity, and operate in a socially responsible way. Using the ESG framework the video highlights practical green initiatives such as rainwater harvesting, green spaces, use of electric vehicles, and carpooling. It emphasises water pollution mitigation techniques also.

5

Social, People & Community

This module focuses on building positive relationships with local communities and encouraging partnerships with local businesses, charities and other organisations. It outlines the key social responsibilities we uphold, from project planning to day-to-day site operations. We explore how to address common community concerns such as dust, noise, traffic, and water pollution through proactive measures like dust suppression, noise control, traffic management, and silt containment.

1 Environmental Stewardship

ENVIRONMENTAL **STEWARDSHIP**

Construction Environmental Management **Plan**

In all of our projects, we implement a construction environmental management plan (CEMP) that is individually tailored to each project.

The purpose of this document is to avoid, minimise or mitigate any construction effects on the environment or the surrounding community.

At induction, all site staff are made aware of the environmental issues associated with the site and the mitigation techniques put in place to protect the environment.

Areas covered in the CEMP include ecology, ecology surveys, water management and pollution control, waste and material management, resource efficiency, archaeology and heritage, and soil management and contamination.

By having plans such as these in place, we are able to manage and reduce any negative environmental impact.

Waterways Barriers And Silt **Fencing**

Waterways are at great potential of harm by construction activities. Pollution can contaminate drinking water, suffocate fish, and potentially kill plants, animals and insects living in the water.

We ensure that effective measures such as waterway barriers and silt fencing are in place on our projects.

Waterway barriers on construction sites are crucial for environmental protection and help to prevent pollution and protect local ecosystems by preventing sediment, chemicals and debris from entering and contaminating waterways.

Closed-Loop Concrete **Washout**

A new concrete washout system has been implemented on a number of our project sites. The closed-loop washout systems prevents contaminated runoff by recycling water used to clean the chutes of concrete trucks on site. A neutralizing agent is added to the water regularly to lower the pH. Solids are captured in the skip bags which are disposed of when full whilst the water is captured beneath the recycling for the duration of the project.

The washout operates as a closed-loop system, treating water for reuse in washing the next concrete truck.

Bunded Refuelling **Area**

The bunded refuelling area is excavated and lined with a durable plastic liner to prevent contaminants from seeping into the surrounding soil. This liner is protected by a layer of Terram geotextile, with an additional layer of clean stone laid on top to provide a stable surface for vehicle access. The design also includes an integrated sump with ensures any spills are contained and can be safely collected for proper disposal

Wildlife **Register**

A site-specific wildlife register has been implemented on one of our project sites. This document is maintained to monitor and protect local biodiversity. This allows for proactive management of species and habitats during construction.

Continuous **Improvement**

H&MV Engineering remain dedicated to environmental stewardship, and have instilled a culture of ongoing improvement within our practices and activities. This means refining and enhancing our practices to reduce our environmental impact. We continue to evaluate our processes and procedures on a regular basis to ensure we are performing to the highest level of environmental compliance and protection. In doing so, we are committed to making substantial strides towards a sustainable future.

Going **Forward**

We will focus on maintaining compliance with our Environmental Management System and seek to maintain the regular environmental auditing schedule across all of our project sites.

2 Circular Economy

CIRCULAR **ECONOMY**

The adoption of a circular philosophy of natural resources, which strives for the longevity, reusability and recyclability of materials. We aim to employ effective waste management strategies, partner with community groups, and uphold Zero Waste to Landfill contracts with waste carriers.

Associated SDG's

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Waste Management at **H&MV**

Effective waste management is a critical component of our overall commitment to sustainability and environmental responsibility. On our project sites, we implement best practices such as proper waste segregation, material repurposing, and recycling to reduce our environmental impact. Our Waste Management Plan (WMP) is implemented across all our project sites. It follows the Waste Hierarchy and outlines how waste arising on site is managed, separated and disposed of on site.

H&MV acknowledges our duty of care to prevent their impact on waste, and the environment. We aim to reduce our waste output over time through circularity initiatives in all our regions.

Waste **Contracts**

Ireland

H&MV Engineering sites in Ireland have contracts in place with Panda, who strive to recycle, recover and repurpose waste. By utilising Panda for our offices and H&MV sites, we are assured that all final waste is diverted from Landfill and entered into a circular economy.

UK

Business Waste is used across a multitude of our sites, and are actively working towards a Zero Landfill Policy. From construction and demolition waste, to hazardous and chemical materials, Business Waste treat landfill as an absolute last resort, and utilise cutting-edge technologies to dispose of final waste.

Europe

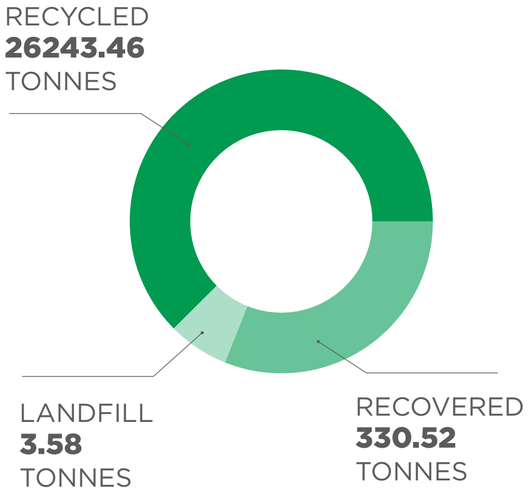
As we continue to grow our operations across Europe, we actively work to ensure our waste management providers are aligned with our goal of Zero Waste to Landfill. In Germany, we have a contract in place with Remondis for one of our sites. Remondis has been promoting the systematic recovery and recycling of raw materials for more than 50 years.

Metrics & **Goals**

Goals	Progress	Metric
Upcycling Partnerships	8	Number of
Zero Waste to Landfill Contracts	21 projects	Number of
Projects with Circular Economy practices	8	Number of
Waste diverted from Landfill	99.99	%
Return Scheme	515	€

In 2024, Greenhouse Gas Emissions from waste accounted for just **0.002% of our Scope 3 emissions**. We are currently undergoing the process of getting our emissions third-party verified by Carbon Footprint Ltd.

It is estimated that less than **0.1%** of our generated waste at H&MV Engineering was sent to Landfill, while over **98%** of waste was recycled, and **1.24%** was diverted to Recovery processes.



business waste.co.uk

Panda

REMONDIS®
WORKING FOR THE FUTURE

2 Circular Economy

CIRCULAR **ECONOMY**

Circularity in **Action**

Biodiversity

We identified an opportunity for a circular project from one of our project sites, by repurposing otherwise waste timber from timber packaging.

This resource material was provided to a local sawmill where the discarded wood was constructed into a Top Bar Barrel Beehive for native Irish Black Bees.

A Top Bar hive offers a more natural way for bees to build comb and is popular for sustainable, low-intervention beekeeping. The barrel mimics a hollow log; a natural home for wild bees.

Irish Black Bees are excellent candidates for this set up as they build strong comb structures, are efficient foragers, and require minimal intervention.

In our Irish offices and sites, we implemented measures to take part in Irelands "Re-turn" Scheme. We saw this as an opportunity to increase our awareness of recycling methods across Ireland, promote effective waste management and utilise the proceeds for charitable donations.

We provided designated bins in community areas in our offices and sites, mainly the canteen areas, for which people can properly dispose of bottles and aluminium or steel cans that feature the Re-turn logo and are undamaged.

The collected bottles and cans are then brought to a participating shop or supermarket with a Reverse Vending Machine, and the deposit of these items are accumulated and then donated to charity.

The EU Single Use Plastics (SUP) Directive has been the main driver for the introduction of the Deposit Return scheme. The EU has set recycling targets of 77% by 2024, and 90% by 2029.

Based of the money collected in 2024, we estimate we have contributed to the return of 3,000 containers covered by this scheme.

We are proud to be contributing to this effective scheme.

Deposit Return Scheme

The deposit return scheme was rolled out in Ireland in July 2024. "I really enjoyed helping the sites to get involved in the circular economy initiative". The large buy-in across the company is evident from the €515 collected so far, and we are planning on donating the proceeds to Irish Wildlife Trust. In addition, H&MV Engineering will match the raised funds for this worthy cause.

Glasgow Wood

GLASGOW WOOD

Our partnership with Glasgow Wood has allowed us to significantly reduce the potential disposal of quality material and transforms it into furniture.

Glasgow Wood are a charity & social enterprise that create valuable opportunities for people in the community, all the while diverting previous timber from landfill.

Our Environmental Advisor based in Scotland, UK, recognised an opportunity to divert otherwise waste timber from our project sites in Scotland. Glasgow Wood were keen to use this resourceful material and transform it into items such as outdoor furniture, homeware, and even biomass fuel.

The Process

When our sites generate wood waste, the Glasgow Wood team dispatches a van to collect it. The wood is sorted and processed at their facility.

To date, there has been more than 100 pick ups from our sites by Glasgow Wood, retrieving wood for repurposing projects. This is an approximate measurement of **276.8m3** of timber.

Glasgow Wood's social enterprise model aligns with our commitment to making a positive impact on the communities in which we operate.

3
Green Site & Offices

GREEN **SITE & OFFICES**

The application of sustainable construction methods and additional on-site green initiatives. Initiated from project design, planning and commencement, and to continuing to benefit the local environment and community following project completion.

Applying sustainable objectives to our offices, including energy management, energy efficiency and other eco measures. Reducing the overall carbon footprint of our offices.

Associated SDG's

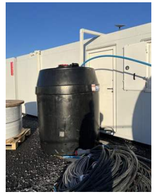
To spearhead green construction methods, we have selected a site in Ireland to be our First Green Site.

This pilot site is a model for green and ethical construction and will act as a template across future projects. The initial aim of this objective was to explore and implement a myriad of sustainable initiatives. This includes rainwater harvesting for sanitary facilities, energy efficiency methods, and other eco-friendly measures.

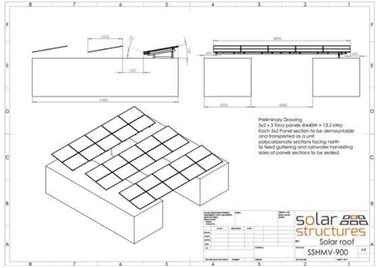
The primary focus was on reducing the carbon footprint of the construction phase by incorporating such green technologies and measures. In addition, we made a concerted effort in engaging with local suppliers and the community, leaving a positive impact.

Rainwater **Harvesting**

Rainwater harvesting is essential for achieving our environmental goals. By collecting and storing rainwater from the rooftops of our site cabins, we greatly reduce dependence on traditional water sources. This system not only conserves water but also helps prevent stormwater runoff, which can contribute to erosion and pollution. The harvested rainwater is used for flushing toilets and other non-potable purposes, maximizing the use of this valuable resource.



To address the decarbonisation of energy at the Bracklone 100 kVa Green site, a modular solar panel installation is proposed. The design involves covering two set of porta-cabins with a structured panel layout. Specifically, (10 x 440W) panels will be arranged in two rows of five panels each, oriented in landscape format across the span of two parallel porta-cabins, maintaining a 4-meter gap between them. This configuration will be replicated across three units per set of cabins, totalling 30 panels and producing approximately 13.2 kWp of power. The modular design facilitates easy storage and portability, and the initial basic design plan demonstrates how this setup can be adapted for future use at different sites, ensuring flexibility and efficiency. This design will be done across two sets resulting in a total 60 panels array with a power of 26.4 kWp. The design can also be ground mounted to facilitate future sites where roof mounted is not applicable.



H&MV Client Proposal

Standard Site Setup

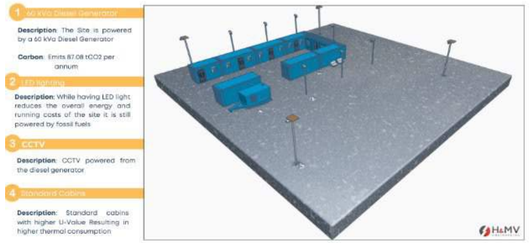
Carbon Emissions: 88.06 tCO2

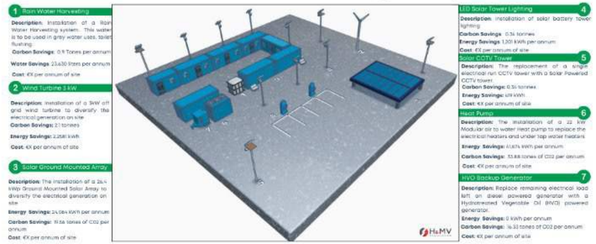
Energy Consumption: 108,314 kWh

Green Site Setup

Carbon Emissions: 7.4 tCO2

Energy Consumption: 37,773 kWh





Standard Site			
Item	**Quantity**	**Carbon (tCo2)**	**Energy Consumption (kWh)**
Diesel Generator 60 kVa	1	88.55	
Tower Lighting	7	1.46	1,802
CCTV	4	1.36	1,677
Standard Cabin	3	7.24	8,910
Drying Room	1	13.28	16,336
Toilet	1	19.34	23,786
Canteen	1	11.65	14,332
Site Office	1	7.06	8,681
Costing			
Cost Per Week	**Quantity**	**Hire Rate**	**CO2 per week**
Diesel Generator 60 kVa	1		1.70
Tower Lighting	7		0.03
CCTV	4		0.03
Standard Cabin	3		0.14
Drying Room	1		0.26
Toilet	1		0.37
Canteen	1		0.22
Site Office	1		0.14

Green Site			
Item	**Quantity**	**Carbon (tCo2)**	**Energy Consumption (kWh)**
Solar Tower Lighting	7	-1.46	-1,802
Solar CCTV	4	-1.36	-1,677
26.4 kWp Solar Array	1	-19.56	-24,064
5kW Wind Turbine	1	-5.25	-6,455
Solar Electrical Vehicle Charger	2	-7.51	9,240
Solar Tool Charging Container	1	3.45	-4,222
HVO Generator 60 kVa	1	2.44	32,860
22 kW A2W Heat Pump	1	14.27	17,553
Standard Cabin	3	1.04	1,284
Drying Room	1	3.98	4,896
Toilet	1	0.47	579
Canteen	1	2.82	3,464
Site Office	1	0.86	1,054
RainWater Harvesting	1	0.9	0
Costing			
Item	**Quantity**	**Hire Rate**	**tCO2 per week**
Solar Tower Lighting	7	235	0.00
Solar CCTV	4		0.00
26.4 kWp Solar Array	1		0.00
5kW Wind Turbine	1	65	0.00
Solar Electrical Vehicle Charger	2		0.00
Solar Tool Charging Container	1		0.00
HVO Generator 60 kVa			0.05
22 kW A2W Heat Pump	1		0.27
Standard Cabin	3		0.02
Drying Room	1		0.08
Toilet	1		0.01
Canteen	1		0.05
Site Office	1		0.02
RainWater Harvesting	1		0.00

3 Green Site & Offices

GREEN **SITE & OFFICES**

At H&MV, we recognise that small changes can translate to meaningful change; we rely on our workforce to act as the catalysts for this change. This is why we have expanded our Green Site ESG initiative to include Green Offices. We want all our employees, no matter where they are based, to be empowered to drive positive change within H&MV.

As global energy demand continues to rise, ensuring energy security has become more critical than ever. We know that using energy wisely is not just environmentally-wise, but a strategic necessity for operational resilience and long-term sustainability.

We are committed to promoting energy efficiency and effective energy management across our office spaces. We acknowledge that energy security is essential to maintaining a resilient and resilient workforce. We work to educate our employees on energy resilience by implementing and practicing energy management in the workplace. Additionally, responsible energy management is aligned with our Net Zero Target, and aids in reducing our Scope 2 Emissions.

We embrace a dynamic approach to our workplaces, combining a mix of owned buildings, leased offices, and shared spaces to create an agile, efficient, and sustainable footprint. This diversified strategy allows us optimise resources, adapt to business needs, and reduce our environmental impact while ensuring our teams have suitable spaces to collaborate and thrive.

We are proud to say that H&MV Engineering operate in three buildings that harness solar power to supplement energy usage from grid supply. Integrating renewable energy into our operational spaces allows us to reduce our carbon footprint, increase energy security and resilience, and promotes H&MV Engineering as leaders in ESG in our sector.

H&MV Engineering are more familiar than most, of the strength and security associated with renewable energy.

Energy (H&MV Offices Only)	2023	2024	Difference
Total Energy Consumed (kWh)	802,263.56	278,473.58	523,789.98
Renewable Energy Consumed (kWh)	671,133.57	108,455	562,678.57
Percentage of Renewable Energy Consumed (%)	83.65	35.57	48.08
Total Energy Produced (kWh)	33,695	21,555.6	12,139.4
Renewable Energy Produced (kWh)	33,695	21,555.6	12,139.4

We are proud to say that H&MV Engineering operate in three buildings that harness solar power to supplement energy usage from grid supply. Integrating renewable energy into our operational spaces allows us to reduce our carbon footprint, increase energy security and resilience, and promotes H&MV Engineering as leaders in ESG in our sector.

Due to the massive growth and expansion H&MV Engineering experienced over 2024, we acknowledge that resource use and reliance was inevitable. In just one year, our workforce has almost doubled, which subsequently led to an increase in total energy consumption.

We are proud to have increase our share of renewable energy consumption by almost 50%. We do this by holding contracts with energy providers providing fully, or a majority fuel mix, of renewable energy.

Additionally, we saw an increase of renewable energy production from the solar panels installed in three of our office spaces.

We aim to expand our contracts with renewable energy providers where H&MV operates across the globe and explore the installation of solar panels in these areas.

+48.08%
of renewable energy consumed

+12,139.4
kWh of renewable energy produced

+562,678.57
kWH of renewable energy consumed

4

Bio Diversity

BIODIVERSITY

The protection and optimisation of all natural flora and fauna within our sites and office locations. By partnering with organisations who are leaders in biodiversity, we strive to restore and enhance the diversity of species within their natural ecosystems.

Associated SDG's

6 CLEAN WATER AND SANITATION

13 CLIMATE ACTION

14 LIFE BELOW WATER

15 LIFE ON LAND

Biodiversity at H&MV **Engineering**

We are committed to preserving and enhancing biodiversity in the environments where we operate. As part of our initiatives, we collaborate with organisations like 'Hometree' to plant native trees, creating habitats for wildlife, supporting local ecosystems and capturing carbon in the process. By integrating biodiversity into our operations, we contribute to healthier ecosystems, which in turn, help to combat climate change, promote clean air, and enhance the natural beauty of the communities we work in.

H&MV creates detailed documents on the various species of animals that can be found in the surrounding areas of our sites. These documents are designed to raise awareness, spark interest, and encourage the protection of local wildlife. By educating employees and visitors about the species present on site, H&MV aims to foster a deeper connection to nature and ensure the safety and conservation of these species within the environment where we operate.

The Construction Environmental Management Plan ensures that biodiversity considerations are embedded into project planning and execution. Potential ecological impacts are identified and mitigated through the site-specific Environmental Impact Aspects and Mitigations document, aligning with regulatory requirements and best practices.

The wildlife register allows the tracking and protection of key species across project sites. This ensures that construction activities do not disrupt sensitive ecosystems, and where possible, enhancement measures such as habitat restoration and native species planting is carried out.

Guidance from the Nesting Bird Document informs approach to construction scheduling and mitigation efforts to protect breeding birds.

H&MV is committed to protecting and enhancing biodiversity as part of ESG strategy. By integrating biodiversity protection into operations, H&MV supports ecosystem resilience, regulatory compliance, and long-term environmental sustainability.

Habitat Management Plan

A habitat management plan (HMP) is a strategic document that outlines the necessary actions required for the maintenance, conservation and overall enhancement of a specific habitat.

At one of our project sites in the UK, a HMP was implemented following an ecological walkover by a Principal Ecologist to determine which habitat management measures should be recommended in the plan. The HMP details recommendations for measures in progress as well as actions to be carried out.

Recommended measures include tree planting and retention, scrub creation such as Hawthorn and Blackthorn, species-rich grassland creation.

This plan also detailed the creation of an attenuation pond to store surface run off water, and recommendations to plug native species around the perimeter of the pond. This pond provides added biodiversity to the site.

153 Acres

of Habitats Restored for Biodiversity to date

Goal: 1,000 Acres

of Habitats Restored for Biodiversity

Education

Biodiversity education is essential in fostering a deeper understanding of the natural world and the role we all play in its protection.

We actively engage in biodiversity education through workshops, partnerships, guest speakers, and hands-on restoration projects.

By integrating education into our broader sustainability initiatives, we promote a culture of environmental responsibility.

H&MV Engineering's Biodiversity Strategy

We are proud to be drafting our Biodiversity Strategy, a key milestone in our journey toward restoring 1,000 acres of natural habitat by 2042. This strategy will outline a clear approach to habitat restoration, conservation and ecological resilience.

By leveraging innovative techniques, engaging local communities, client partnerships, we aim to create thriving ecosystems that support biodiversity and combat climate change. With this strategy, we are not just setting targets but laying the foundation for lasting, measurable impact on the environment. **This strategy will be released in 2025.**

BIODIVERSITY

Case Study

Hometree

In March 2024, a number of our employees spent a day with Hometree planting and learning about Ireland's native trees.

This site is located in Cnocán Bán, Maam Valley, Connemara, Co. Galway and is the first site purchased for Hometree's Wild Atlantic Rainforest Project. The natural biome of this land is a temperate rainforest and blanket bog, with an extreme oceanic climate. This site falls within the Mammturks Special Area of Conservation.

On arrival, our team were taken on a tour of the tree nursery and objectives for the day were outlined.

In collaboration with Hometree, our team contributed to:

- A bed of hazel in the nursery
- 180 trees planted in 30 metres of hedgerow
- Two willow beds prepped and one sown with 1,000 willow pegs.

The day was deemed a success and our employees were proud to have made a positive impact.

Case Study

Mathakondapalli Model School, Hosur

In November 2024, H&MV Engineering launched an afforestation project in Hosur, India at a local school. The Miyawaki afforestation method was used throughout this project. This project enhances the school's ecological environment while offering students an opportunity to actively engage in environmental conservation education.

The Miyawaki method is an innovative afforestation technique to restore degraded land by creating dense, native forests. These clusters of native species stimulate natural forest layers and its self-sustaining ecosystem. It is primarily used for urban reforestation and biodiversity enhancement, subsequently increasing climate resilience.

Miyawaki forests grow 10 times faster, 30 times denser and support 100 times more biodiversity when compared to traditional methods. Miyawaki forests are not replacements for natural forests, but rather, a means to reforest urban and ecologically degraded settings that in turn provide; increase in green spaces, improved air quality, surface stormwater run-off mitigation and a reduction in noise pollution.

The project involved meticulous planning which led to its execution. The project site required clearing and field preparation, pit formations and drip setup, and eventual tree plantation on schedule.

The project valued at €2,000 saw the planting of over 600 trees which included 29 species such as Yellow Kadambam, Mahogany, Guava, Karu Marudhu, Lemon, and Jack Fruit.

This project is a testament to our commitment to sustainable practices and biodiversity optimization.

5 Carbon Calculator

CARBON **CALCULATOR**

Using innovative technology and tools to develop an in-depth understanding of our construction activities and its contribution to carbon emissions. This is a vital component for hot-spot analysis in carbon reduction and mitigation strategies.

Associated SDG's

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
11 SUSTAINABLE CITIES AND COMMUNITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION

At H&MV, we recognising that our industry accounts for over 50% of global emissions and generates 35% of EU waste. We knew we had to do better, and take accountability for our designs, and our emissions.

In 2024, through innovation, we have developed our own in-house carbon calculator as part of our commitment to reducing environmental & social impact in the construction industry.

This calculator is applicable in 3 steps:

1. The use of the calculator to identify areas in the design stage to reduce embodied carbon
2. The creation of a bespoke report with visualisations that communicates recommendations to our client
3. The implementation of recommendations into the building of our substations.

The Carbon Calculator empowers designers to make informed decisions during the design stage of a project by evaluating the environmental and social impacts of various materials and construction process. The tool allows the designer to compare materials and construction methods environmental & social impacts, and graphically display results that can then be shared with clients and stakeholders. Our procurement team also utilises the carbon calculator for projects to make quantifiable decisions on sourcing materials.

January 24	February 24	May 24	July 24	August 24	November 24
Engineers Ireland – Fundamentals of Carbon Accounting for Engineers	Primary Calculations for Air Insulated Substation	Full Study completed for AIS Stations	IPP Modular Block Build Study complete	Embodied Carbon Insight Report generated for a client (GIS)	1st Bespoke Embodied Carbon Report generated for a client (BESS)

Through our offerings of this tool, our ultimate aim is to effectively reduce embodied carbon from our project sites over time. We want to educate and collaborate with our clients, business partners, suppliers and subcontractors to make informed and environmentally sound decisions when embarking on a project. We want to promote low-carbon and sustainable methods and materials that will see us achieve a low carbon future.

Carbon **Calculator**

Through innovation H&MV Engineering developed our in-house carbon calculator in 2024 as part of our commitment to reducing environmental & social impact in the construction industry. On a high level this is done in 3 steps:

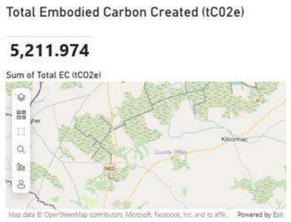
The use of carbon calculator to calculate the footprint of the proposed build and/or identify areas in the design to reduce carbon emission,

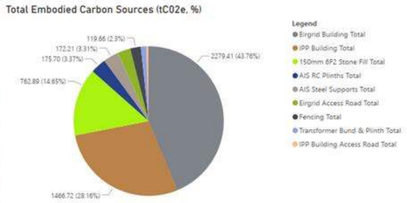
the creation of a be-spoke report with visualizations that communicates carbon footprint and recommendation to our clients and the implementation of recommendation into the build of the substation.

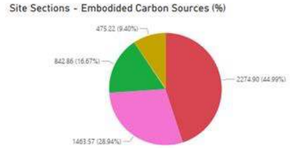
What began as a tool to support our internal sustainability targets has evolved into a powerful service now available to our clients. The Carbon Calculator enables clients to assess the potential environmental impacts of their site construction, report the footprint of the build, identify ways to minimize these impacts, and choose more sustainable design options through redesign, material selection and lean engineering. It empowers our engineers to analysis, measure, track, and reduce the carbon footprint of our sub-station design. This provides clear, actionable insights so that we can create reports for our clients giving the recommendations on the design that drive carbon reduction.

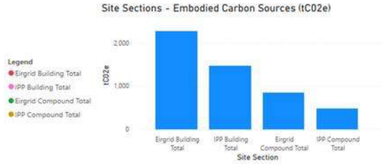
5 Carbon Calculator

CARBON **CALCULATOR**

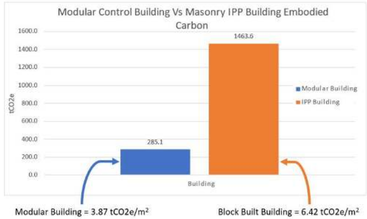






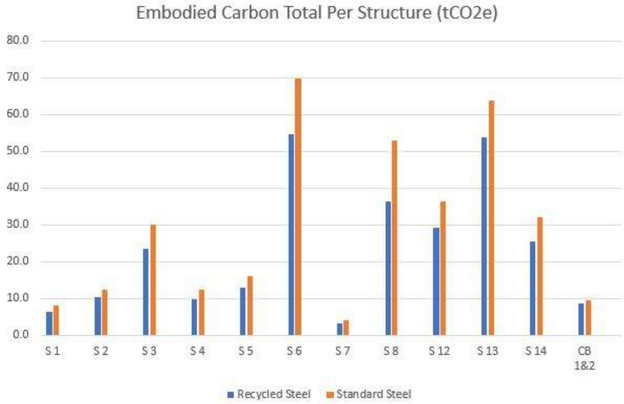


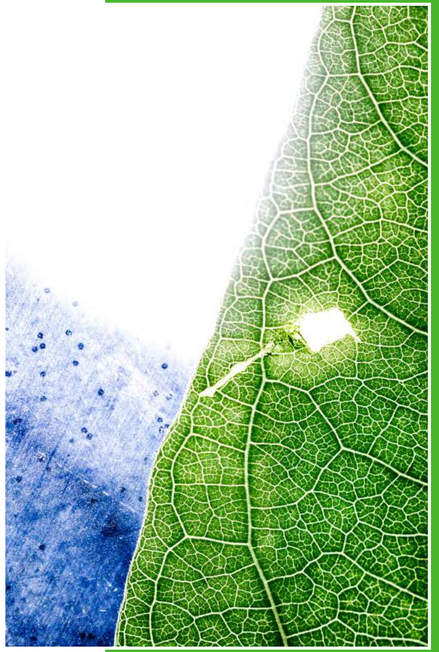
The user-friendly interface allows for stakeholders and clients to easily interpret results from complex carbon calculations. The dashboard feature displays graphical data that breaks down embodied carbon sources across entire sites.



The tool fosters a culture of collaboration & transparency throughout project team's to empowers everyone to adopt sustainable practices to align with H&MV's ESG goals. By selecting certain construction methods we significantly lower Health & Safety risks as well as emissions.

The Carbon Calculator provides a quantifiable approach to carbon reporting. The tool enables H&MV to establish and monitor clear sustainability objectives that enhance accountability and confidence in achieving sustainability goals.





6 Sustainable Design

SUSTAINABLE **DESIGN**

Employing methods of innovative sustainable design techniques to reduce environmental impact, carbon footprint and increase project efficiency and value

Associated SDG's

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
11 SUSTAINABLE CITIES AND COMMUNITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION

We integrate sustainable design principles across all aspects of our operations to reduce environmental impact and promote long-term sustainability. By using sustainable materials and green construction methods, focusing on energy efficiency, and embracing a circular economy approach, we aim to create products that are durable, reusable, and recyclable. Our designs also include sustainable infrastructure that incorporates green building practices and resource-efficient technologies. Through continuous innovation and adherence to evolving sustainability standards, we are committed to creating a greener future while delivering value to stakeholders.

Supplier **Engagement**

We recognize that our value chain partners are an essential cog in the machine when it comes to H&MV's success in sustainable design. We have a number of suppliers globally which are engaging with us in improving our processes and excel in providing sustainable solutions for our projects.

We are proud to possess a competent and innovative supply chain who stand with us in achieving sustainable goals.

Continuous **Improvement**

We regularly host workshops with our engineering and design teams to promote innovation. These workshops are vital for the continual development and efficiency of our construction projects.

Education and upskilling of our engineers is paramount to our success, we host regular strategy days to educated engineers on sustainable engineering practices they can apply to their roles.

We are constantly engaging with new building methods to evaluate performance and strive to improve year on year. These workshops are vital in exploring avenues of waste reduction and elimination as well as streamlining standard processes

6 Sustainable Design

SUSTAINABLE **DESIGN**

Case Study

Coalburn 1 BESS, Scotland

Precast Concrete

H&MV is pleased to be a key part of the project doned "Europe's largest battery storage project." This project will have a storage facility of 500 MW and will supply renewable power during peak demand hours.

Sustainabillity is at the core of this project. We used sustainable design innovations such as pre-cast concrete transformer bunds and firewalls.

17.83t
Reduction in Carbon Emissions

78%
Reduction of Health & Safety risks

45%
Reduction of community disruption

SUSTAINABLE **DESIGN**

Case Study

Erkina Roscrea 110 kV AIS

Fast Fix Design

Our valued supply chain partners are key to our success in sustainable design.

In collaboration with our partner for this project, they provided a 'Fast Fix Design' solution for our transformer bund in Roscrea.

The design was provided to them, and was assembled off site, rather than assembled in-situ. It was a seamless install on-site.

This method not only reduced waste and embodied carbon emissions but reduced the potential for risks to health & safety.

0.8t
Reduction in Rebar

9 day
Reduction in installation time

760 hours
Reduction in assembly time

REBAR USED (t)

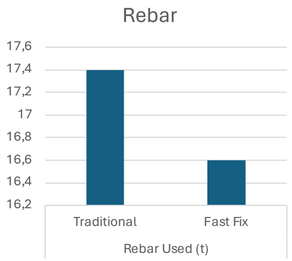
Traditional	Fast Fix
17.4	16.6

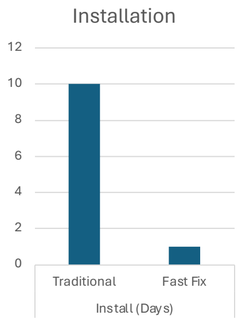
INSTALL (DAYS)

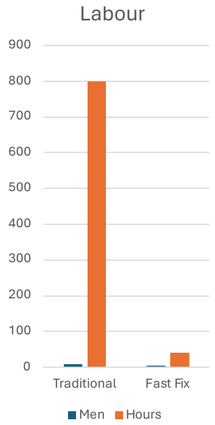
Traditional	Fast Fix
10	1

LABOUR

	Traditional	Fast Fix
Men	8	4
Hours	800	40







7 Supply Chain Management

SUPPLY CHAIN **MANAGEMENT**

Evaluating the breadth of our supply chain and subcontractors in order to effectively progress towards circularity and decarbonisation, ultimately reaching Net Zero by 2045.

Associated SDG's

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION

Our approach to sustainable supply chain management ensures that ethical sourcing and environmental responsibility are at the core of our operations. We collaborate with suppliers who prioritise ethical labor practices and reduce environmental impact across the supply chain. By engaging with our suppliers to implement sustainability initiatives and improving transparency, we create a resilient, eco-friendly supply chain. We are committed to responsible sourcing and long-term value creation, reinforcing our position as leaders in sustainable business practices.

Supplier & Subcontractor Onboarding & **Review**

Our robust supplier and subcontractor onboarding process ensures the long-term success and seamless collaboration with our partners.

By establishing clear expectations and expertly assessing capabilities, and determining alignment with H&MV's core values, sustainability goals and business conduct standards, we set the foundations for strong and mutually beneficial relationships.

Our value chain are assessed on the following criteria:

- **Sustainability practices**
- **Quality Management**
- **Adherence to Ethical Business Policies i.e., Modern Slavery, Anti-Bribery & Corruption**
- **Information Security**
- **GDPR**

Our value chain partners are evaluated on a regular basis.

MEMBER
SUPPLY CHAIN SUSTAINABILITY SCHOOL

The Supply Chain Sustainability School provides resources to support sustainable practices within the supply chain.

It offers free learning materials, webinars, and in person summits which have improved our environmental, social, and economic performance.

As a valuable resource for our employees, the school supports ongoing learning and development, helping to enhance supply chain transparency, reduce environmental impact, and align with our sustainability goals.

Partnerships with **SME's**

In each of our project regions, we actively endeavour to engage with local small and medium size businesses and enterprises where possible and feasible.

Partnership with these organisations offers an opportunity to drive community growth and build resilience in our supply chain. Local businesses bring knowledge, expertise, and a strong commitment to quality and service.

Collaborating with SME's allows for authentic partnerships to be built that are grounded in trust and long-term impact.

Looking **Ahead**

Supplier Workshops

We are continuing to engage with our suppliers of electrical equipment in the wake of the EU & UK regulations surrounding SF6 Gas. We will be involved in workshops with our key suppliers and discussing roadmaps with regards to integration of new products, such as Clean Air – No Gas products, as well as the release of Environmental Product Delcarations (EPD's) of their products.

Supplier-specific EPD's will help provide a detailed and accurate scope of our Purchased Goods & Services, as well as a clearer understanding of project emissions.

Green Procurement

This practice refers to the purchase of goods and services that are associated with a minimal adverse environmental impact. This includes the adoption of reduced embodied carbon, ecologically responsible business practices, and alignment with corporate social responsibilities. Our objectives include:

1. Reduction and **elimination of SF6 Gas by 2030**
2. **Reduce Carbon Footprint across Supply Chain Operations**
3. **Compliance with EU Regulations (CSRD, CSDDD, SF6)**
4. **Ensure Reportin**g & Compliance

SUPPLY CHAIN **MANAGEMENT**

SF6 **Reduction**

Sulphur Hexafluoride (SF6) is a potent greenhouse gas. It has a global warming potential of 24,300. According to the EU Regulation (EU) 2024/572, the use of SF6 will be phased out in different stages, with a complete ban on its use in medium voltage equipment coming into effect by January 1, 2026.

This phase-out of fluorinated gases presents a significant challenge for our industry. It has widely been used for insulation and arc quenching in switchgear and circuit breakers due to its excellent dielectric properties. The current regulations detailing the gradual phase out requires substantial adjustments in equipment design, manufacturing and maintenance practices.

For us, this requires us to collaborate closely with our suppliers to source alternative solutions and ensure we meet both operational performance standards and compliance requirements.

However, we acknowledge that this is a crucial shift to the betterment of the environment and offers long-term benefits for the climate crisis. By embracing the changing market, we are playing our part in reducing the carbon impact of the electric industry. As we work with our value chain, we are exploring alternatives to SF6 that are more sustainable with lower global warming potentials.

These efforts align with our environmental commitments, but also ensure that we continue to deliver reliable and safe electrical infrastructure.

Date	Details	kV Rating
January 1, 2026	Medium Voltage Switchgear	Up to 24 kV
January 1, 2028	High Voltage Switchgear	52 – 145 kV
January 1, 2030	Medium Voltage Switchgear	24 kV- 52 kV
January 1, 2032	High Voltage Switchgear	More than 145 kV
January 1, 2035	Entire prohibition on the use of SF6 for the maintenance or servicing of switchgear equipment	-

SF6 **Management**

We adhere to strict protocols and procedures for the handling, management and disposal of SF6 gas.

Only trained and qualified personnel are permitted to engage in SF6 related management.

For the disposal of SF6, the unique serial number of each SF6 bottle must be recorded on an internally used log to ensure full traceability. The bottles remain in a quarantined area until they are ready to be tested.

All remaining SF6 gas that is not used on the completion of the construction phase of the project is removed only by a licensed SF6 disposal company. A copy of the licenses are kept by the site manager.

8 Fleet Management

FLEET **MANAGEMENT**

By analysing our current fleet, we explore sustainable fleet management options and alternatives, and continue to investigate methods of decarbonisation

Associated SDG's

Driving Towards a Sustainable **Future**

One of our goals this year was to portray how simple the switch to electric really is.

The Electric Vehicle market has grown significantly over the last few years and now offers a diverse range of vehicles. Despite the clear benefits, we understand that some people may remain hesitant to make the transition to electric vehicles. This can be due to a range of concerns such as charging availability, range capabilities, and overall suitability for their role in the company.

We have taken steps to address these concerns, and work to make a seamless transition to electrifying our fleet.

Providing top-of-the-range electric vehicle and hybrid options that address concerns of range capabilities,

Provide ample charging infrastructure at our offices,

Ensuring our fuel cards are compatible with public charging infrastructures available from a variety of providers,

Providing information on the available charging networks in the areas where we operate,

Maintaining an open channel of communication for any additional concerns that may arise at any stage of the transition

With zero tailpipe emissions leading to improved air quality and reduced greenhouse gas emissions, the environmental benefits of Electric Vehicle's speak for themselves. Maintaining contracts with our renewable energy providers ensures that our electric fleet charged at our offices are having a positive impact on the environment with little to no emissions.

4.49
tCO2e saved from Electric Vehicles & HVO

0.925
tCO2e saved from using HVO

10%
of Fleet Composition are Electric & Hybrid Vehicles

18
EV Charging Points in H&MV Offices

Metrics & **Goals**

Goals	Progress	Unit
Electric Vehicles & Hybrid Vehicles in our Fleet	10	%
Charging infrastructure installed at offices & sites	18	Number of
Total fleet emissions (tCO2e)	611.34	tCO2e
Electric or low carbon Vehicles consist of 67% of our Fleet	2030	-
Decarbonisation of Fleet	2032	-

8 Fleet Management

FLEET **MANAGEMENT**

Electric **Vehicles**

By gradually transitioning from traditional fuel-powered vehicles to electric, we are not only embracing cutting-edge technology but also making significant strides in minimising our greenhouse gas emissions.

Electric vehicles offer a cleaner, more efficient alternative to conventional vehicles requiring fossil fuels. Transitioning to electric-powered vehicles cuts emissions, reduces fuel consumption, and lowers operating costs. This, in turn, enhances the overall energy efficiency of our fleet while reducing our reliance on fossil fuels. This change aligns with our ESG objectives, and our overall Net Zero Strategy.

Transitioning to electric-powered vehicles cuts emissions, reduces fuel consumption, and lowers operating costs.

In 2024, we made concerted and deliberate efforts to introduce more electric vehicles into our fleet. There are a range of options on the market which are mostly suitable for members of our workforce who are in senior management positions. This is because due to the nature of their work.

However, we recognise a gap in the market for electric and hybrid vehicles that would be suitable for our site staff, and members of our workforce that conduct a lot of travelling as part of their scope of work.

We remain closely connected to our fleet supply partners for emerging technologies and are committed to sustainable fleet management

Car Charging at **Offices**

To support emissions reduction efforts, we have installed EV charging stations at some of our office locations, enabling employees and visitors to transition to electric vehicles with greater convenience. Transportation accounts for approximately 20% of global CO2 emissions and expanding EV infrastructure is a key step in reducing reliance on fossil fuels.

We have installed solar panells at our offices to offset the ev chargers, guaranteeing us renewable energy directly into our EV fleet.

This initiative aligns with our broader net-zero strategy, which focuses on lowering our operation carbon footprint and supporting clean energy adoption.

Teamed with renewable energy providers at these office locations, we can ensure clean energy is delivered to our users.

Safe **Driving**

We launched a new UK Safe Driver Handbook in 2024, providing a comprehensive guide to improve driver safety and fleet management practices across the UK.

In partnership with Continuum, this represents a significant investment in employee safety and responsible corporate fleet management.

> *Ensuring the Safety of our employees is our top priority.*
>
> Tom Prendergast, **HSE Director UK**

HVO

A key aspect of diversifying our fleet management practices within our decarbonisation strategy is opting for alternative, renewable sources of fuel.

At H&MV, we have been investigating the use of Hydrogenated Vegetable Oil (HVO) as an alternative fuel source for diesel vehicles in our fleet. We have conducted in-depth research into eligible vehicles in our fleet for this transition.

We remain engaged with up-to-date market research, and with our suppliers of vehicles, to ensure the success of this transition at H&MV.

In 2024, we began a pilot project using with two vehicles. In this pilot, they would opt for HVO fuel where possible. By doing this, we have achieved a 99% greenhouse gas savings – reducing the potential carbon emissions from 924.96 to just 0.013 tonnes of CO2e.

SOCIAL

At H&MV Engineering, we are committed to cultivating a workplace that prioritises safety, equality, inclusivity, and ethical integrity. We want to ensure that the employees and communities we serve can thrive.

Safety, as one of our core values, is of the utmost importance in our organisation. We implement and maintain a high standard of health and safety across the breadth of our operations and continuously work to improve our practices to provide a safe working environment for our workforce and ensure their overall well-being.

Our Health and Safety policy reaffirms our dedication to providing a safe and healthy working environment and details our commitment to continuous improvement. Guided by our 'Safe Teams, Safe Connections' initiative, we focus on the health, safety and wellbeing of our people and our value chain partners.

We are dedicated to fostering a diverse and inclusive workforce where every individual is met with respect, value, and provided with equal opportunities to grow. We consistently strive to promote workplace diversity and ensure all our employees from all backgrounds feel empowered and supported in the workplace.

Our Equality Policy addresses our intention in fostering an environment where individuals are treated fairly and with dignity and respect.

Our commitment to ethical compliance and responsibility extends beyond our direct operations and spans across the breadth of our supply chain. We uphold high standards of sustainable procurement, labour rights, and ethical compliance to ensure our value chain partners are aligned with our principles of transparency, equality, and sustainability.

We acknowledge the importance of continuous learning and development for our employees. We offer a myriad of opportunities to our workforce which encourages growth and expands their skill sets, allowing them to stay ahead in their fields of expertise and positively contribute to our company's growth. By investing in our, people we empower them to achieve their full potential and drive impactful change within the organization and in their communities.

Our adherence to these principles allows our organisation to contribute to a sustainable and equitable future for all.

9 Attraction & Retention

ATTRACTION & **RETENTION**

Attract and retain employees across all regions by developing attractive and effective strategies to engage with current & potential employees.

Associated SDG's

3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
8 DECENT WORK AND ECONOMIC GROWTH

Onboarding

At H&MV Engineering, we are focused on improving and refining the employee experience. Through developing a comprehensive Onboarding Programme, we ensure a positive start at our organisation and promote a culture of engagement within H&MV.

Our dedicated Employee Engagement & Onboarding Specialist is crucial in guaranteeing that every employee is successfully integrated into their role. We seen the improvement and subsequent effectiveness of the Onboarding process in 2024 as well as its standardisation across Ireland, India and the UK. We aim to expand these improvements across our other European and Nordic entities in 2025.

Early **Careers**

We believe in nurturing the next generation of talent through our various Early Career Programmes. By offering apprenticeships, internships, and graduate schemes, we provide young professionals with key skills, effective mentorship and hands-on experience needed for them to thrive in their role.

Through structured learning in active and complex projects, we empower our early-career professionals to achieve their goals.

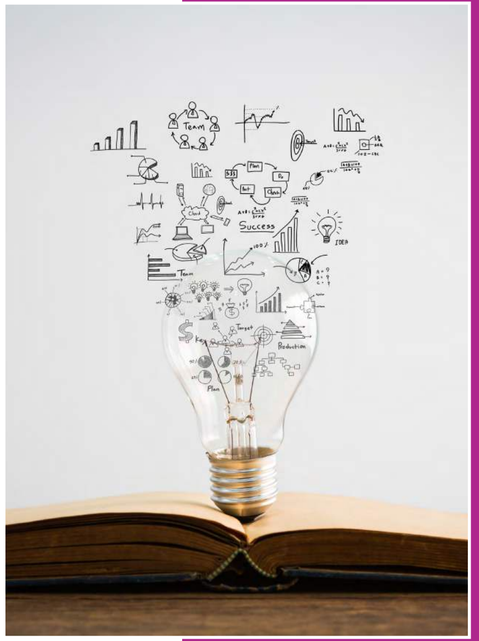
Metrics & **Goals**

Goals	Progress	Unit
Employee Turnover rate	9.2	9.2
Employee engagement scores	78.5	78.5

Apprenticeship **Programmes**

We have four programmes between Ireland and the UK focused on Electrical and Civil, Structural & Architectural (CSA), respectively.

1. Electrical (IE) - This comprehensive four-year programme combines classroom learning with on-the-job training. Upon successful completion, you will be awarded a **QQI Level 6 Advanced Certificate** and become a qualified Electrician.
2. CSA (IE) - This three-year programme is run in collaboration with ATU Sligo and offers a blend of classroom learning and practical experience. Level 7 Bachelor of Engineering in Civil Engineering by Apprenticeship, equipping you for a successful career in the construction industry.
3. Electrical (IE) - This programme typically lasts three to four years and provides a structured pathway to becoming a qualified Electrician in the UK. you'll achieve industry-recognised qualifications, such as the Level 3 Diploma in Electrical Installation (Building and Electrotechnical Services)
4. CSA (UK) - This four-and-a-half-year programme combines practical training with university studies. These advanced apprentices start at level 4 in UK and will leave the programme with a degree in Civil Engineering.



9 Attraction & Retention

ATTRACTION & **RETENTION**

Great Place to **Work**

Great Place to Work and Fortune Europe recognised H&MV Engineering as one of the Fortune 100 Best Companies to Work For in Europe for 2024, ranking #72. This prestigious accolade reflects our commitment to creating an outstanding workplace culture and prioritising the well-being of our employees.

Our core values guide us in everything we do and are the principles that shape our culture and drive our success.

In March 2024, H&MV were recognised in the Great Place to Work Best Workplaces for large companies. We placed 20th in the Best Large Company Section in our first year with GPTW.

Having achieved certification at the end of 2023, being recognised in the top 20 large organisations in our first year of certification is an incredible milestone and achievement for our company.

In 2024, our recertification process expanded into more centres of our operations, recognising that making H&MV Engineering a Great Place to Work is a global effort from our global workforce.

FORTUNE 100 BEST COMPANIES TO WORK FOR EUROPE 2024

Great Place To Work. Certified NOV 2023-NOV 2024

Great Place To Work. Certified JAN 2025-JAN 2026 UK

Great Place To Work. Certified NOV 2024-NOV 2025 INDIA

Great Place To Work. Certified NOV 2024 – NOV 2025 IRELAND

Great Place To Work. Certified NOV 2024-NOV 2025 CROATIA

Great Place To Work. Certified NOV 2024-NOV 2025 DE

Best Workplaces™ for Health & Wellbeing Great Place To Work. IRELAND 2024

Best Workplaces™ for Health & Wellbeing Great Place To Work. IRELAND 2025

9 Attraction & Retention

ATTRACTION & **RETENTION**

City & **Guilds**

In 2024 H&MV focused on recruiting more females into our Engineering Graduate Programmes and out Apprenticeship Programme. In India, our office took on 10 new female engineering students to the graduate programme in 2024. In Croatia, the gender split of new graduates was 40% and in the UK and Ireland 32% of all graduates onto our engineering programme were female. In 2023 our first female apprentice, Aine Dwane, started the programme. This year we have had six females join the apprentice programme in first year.

Being a City & Guilds Assured Training provider is a mark of excellence for our company. It signifies out development programme meets internationally recognised quality standards, ensuring that our courses are structured, effective and aligned with industry best practices. This certification enhances our credibility, providing confidence that top-tier education and skills development are being delivered through our training. It demonstrates our commitment to delivering high-quality training that meets both employer and workforce needs.

City & Guilds ASSURED

New Apprentices in India

Recruitment

We are passionate about attracting top talent to H&MV Engineering. By attending career fairs, university open days, and other industry events, we are eager to connect with skilled graduates and professionals who can help drive our success.

We believe that a diverse workforce fosters creativity and growth, and continuously strive to create and maintain an inclusive environment where everyone has the opportunity to thrive.

We were delighted to host students from SETU to our one of our project sites.

H&MV delivered a presentation on project design, and the students were brought on a guided tour of the site.

Through events like these, we are proud to play our part in inspiring the next generation of talent in engineering.

Graduate Event (UK)

Education and upskilling is essential to the growth and development of our staff.

We value all our staff and ensuring we support and develop our Graduates ensures we are creating the next generation that will drive and lead our company to further successes. We run these events across all our regions. H&MV Engineering is an excellent place to start your career, be it in Engineering, Business, Sustainability, Finance, Health and Safety, HR, QS and many more areas.

10 Equality Diversity & Inclusion

EQUALITY, DIVERSITY **& INCLUSION**

Opening conversations around Equality, Diversity and Inclusion to translate to meaningful change.

Associated SDG's

5 GENDER EQUALITY · 8 DECENT WORK AND ECONOMIC GROWTH · 10 REDUCED INEQUALITIES

At H&MV Engineering, we recognize that fostering a diverse and inclusive community is essential to a thriving and sustainable organization. As a company with a presence in multiple global regions, we take pride in embracing diverse perspectives and cultural backgrounds.

National Centre for Diversity & **Inclusion**

This year H&MV embraced Equality, Diversity and Inclusion (EDI) across all sites. In Ireland and the UK, we secured Bronze accreditation with the National Centre for Diversity and Inclusion.

This required leadership EDI training where all senior leaders were required to attend a half day workshop training event on what it means to be an inclusive leader and unconscious bias. This training took place in Ireland in March and in the UK in September.

All sessions were well attended with great buy in from all senior leaders. The second part of this accreditation was to complete an audit of H&MV's people policies through an EDI Lense. This was conducted and the recommendations were incorporated into our updated people policies.

New **Appointment**

In 2024, Joseph Quinn was appointed our Chief People Officer. With 25 years of experience in Executive roles within blue-chip international PLCs and leading private companies, Joseph has successfully led diverse teams, and demonstrated strong leadership and management skills. He seeks to retain a positive culture that has driven the success of H&MV

Investors in Diversity | BRONZE

10 Equality Diversity & Inclusion

EQUALITY, DIVERSITY **& INCLUSION**

Gender Pay Gap **Reporting**

The Gender Pay Information Act 2021 requires organisations to report their gender pay gap annually and the measures that are being taken to reduce the gap. Our Irish operations are subject to the reporting requirements under this act.

We are pleased to share that we have seen improvements in our gender pay gap when compared with previous years. There has been a reduction in our full-time mean gender pay gap to 17%.

We understand our need to continue progressing in the right direction, however we acknowledge that there is a relatively low number of women in the Engineering industry which contributes to our gender pay gap. H&MV are successful in attracting female employees to core functions such as Finance, Training, HR & Recruitment, Business Development, Marketing, Quality & Tendering. However, in comparison, we have a relatively low number of female in our larger functions of operations and engineering, as well as in senior positions, which contributes to the gender pay gap.

81 % **19%**
Gender Split

17%
Gender Pay Gap

90 % **10%**
Upper quartile gender split

25
Ethnicities

35
Languages

EDI Awareness **Month**

H&MV ran our first EDI awareness month in June 2024.

This was an action-packed month which focused on a different area of diversity each week, with informative sessions and activities designed to foster a more inclusive workplace culture.

The month kicked off with a focus on recognising the unique strengths and experiences that each employee brings to H&MV. We launched a company-wide survey to gather insights on language diversity, workplace comfort levels, and employee observations of potential biases.

To complement this, we hosted two well attended lunch-and-learn sessions on unconscious bias, providing a solid foundation for our D&I journey.

1. **Unconscious Bias**
2. **Visible Disabilities**
3. **Unseen Disabilities**
4. **Gender Diversity & LGBTQUI+**

Women In **STEM**

H&MV Engineering attended a Women in STEM Event with one of our Talent Acquisition members and a member of our Graduate Engineering Programme.

H&MV Engineering pride ourselves with providing training and development opportunities, effective leadership and encouraging work-life balance to all of our employees, and continue to support women in making an impact in this male-dominated industry.

Policies

In the UK, under the Equality Act 2010, H&MV **Engineering's Equality, Diversity & Inclusion policy** outlines our commitment throughout the employment lifecycle to equality, diversity & inclusion and sets out how we put this commitment into practice; explains the behaviours we expect of our people in support of this commitment; and sets out the key steps we take to make our culture as inclusive as possible.

The Group **Equality Policy** details our commitment to being an Equal Opportunities Employer and outlines measures under the Employment Equality Act to promote equal opportunity, and ensures that no job applicant or employee receives less unlawful discrimination.

H&MV Engineering had the honour of being invited to the Bord na Móna Women in Energy event for the Derrinlough Wind Farm. The event focused on celebrating and empowering women in the energy sector. The day began with a panel discussion featuring inspiring women from various fields, backgrounds, and professions within the industry.

The energy sector offers a dynamic and diverse range of career opportunities, making it an exciting field for professionals for all backgrounds. In order to drive success, mentorship plays a crucial role – especially women supporting one another in the industry. Expanding diversity programs is essential to creating a more inclusive workforce. Inspiring the next generation starts in schools, where early engagement and education can ignite a passion for careers in energy.

Following the discussions, our H&MV team had the opportunity to visit the impressive Derrinlough site. Accompanied by the Bord na Móna site team, we were thrilled to see the incredible progress being made and see the work H&MV Engineering and other subcontractors have carried out on the project. Events like these are instrumental for fostering growth of women in the energy sector. We're proud to be part of this dynamic industry and to support one another's growth!

11 Safety & Wellbeing in the Workplace

SAFETY & WELLBEING IN **THE WORKPLACE**

Driving a Safety-First culture throughout the workforce in all its activities

Associated SDG's

3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
8 DECENT WORK AND ECONOMIC GROWTH

At H&MV Engineering, the health, safety, and wellbeing of our employees, contractors, and stakeholders is paramount. We strive to provide a safe and healthy working environment and committed to the continuous improvement of our Health & Safety Performance.

Our commitment extends beyond mere compliance with industry standards; it is woven into the fabric of our corporate ethos, ensuring that every project undertaken is executed with the utmost care for the health, safety & well-being of our employees, contractors, clients, and the broader community.

A dedication to Health, Safety & Wellbeing is a cornerstone of our approach, driving us to innovate and lead in our field while contributing positively to the communities we serve.

Through rigorous training, adherence to best practices, and a proactive stance on safety stewardship, we continue to set benchmarks for excellence in the safe design and delivery of projects worldwide, and our 'Safe Teams, Safe Connections' initiative will serve as a vital tool in achieving and sustaining these objectives.

Our High Risk Activity framework was updated in 2024.

Our proactive HSE team regularly conduct toolbox talks and training sessions on the updated safety pillars to ensure they remain at the forefront of employee's minds while working on site.

New **Appointment**

In 2024, David Thornton was appointed Group HSE Director at H&MV Engineering. David has been a welcome addition to the company's leadership team, promoting the ongoing growth and commitment to strengthening our Health and Safety strategy. David is a highly experienced HSE leader with 20 years of senior leadership experience across the Pharmaceutical, Oil & Gas, Data Centre and Engineering sectors.

Maintaining High **Standards**

We have a number of processes in place to ensure our high level of safety is practiced and maintained. This includes:

- Rigorous procedures
- Continuous auditing
- Highly trained Health & Safety Advisors and Management

Our team conducted a risk assessment prior to each task called **"Take 5 Stay Alive – Safe Plan of Action"** to ensure all hazards have been identified and mitigating control measures are in place so that it is safe to do the work,

ISO 45001 Certification
maintained

21% increase
in SSD reporting

TRIR: 0.21
Benchmark 0.5

DART: 0.07
Benchmark 0.2

11 Safety & Wellbeing in the Workplace

SAFETY & WELLBEING IN **THE WORKPLACE**

See Something, **Say** Something, **Do** Something **(SSD)**

H&MV introduced Safety Observation Reporting (SOR) in 2016 as a way for employees and contractors to report any safe or unsafe observations in their work area. These observations have been key in driving our health and safety culture and improving our overall safety performance. It has facilitated employees by having their concerns met with appropriate action.

In 2024, to continue promoting and maintaining a high-level of safety across our operations, H&MV updated this process to See Something, Say Something, Do Something (SSD). SSD's are a crucial tool for reporting any leading or lagging indicators in the workplace, as well as any improvement ideas that could be implemented to ensure the safety of all staff.

This behavioural based safety measurement system helps us as an organisation to determine what tasks or activities on site are safe or unsafe and what areas need additional focus.

Summer Safety **Campaign**

Every summer, the HSE Team run a Summer Safety Campaign to strengthen awareness around potential safety hazards and issues and promote a culture of safety across all aeras of the business.

The theme for 2024 was :

'Plan Your Work, Work Your Plan'.

This campaign focused on looking back at the categories of incidents over the last 12 months and the lessons learnt from these incidents.

Women's Winter **Campaign**

We saw the pleasure of seeing more women coming into our industry through H&MV Engineering.

We wanted to raise awareness on how to stay safe, particularly during the winter, when it comes to planning travel.

Our ultimate goal of this campaign was to ensure that all our employees feel confident and empowered to make their journeys and do so as safely as possible

11 Safety & Wellbeing in the Workplace

SAFETY & WELLBEING IN **THE WORKPLACE**

Case Study

Our first HSE Graduate

Craig Moloney, HSE Advisor, successfully completed the Level 7 in Environmental Health and Safety and was the first candidate to do so through the HSE Graduate Development Programme.

"In my previous roles, I worked in the MedTech industry, but I always had a strong interest in Health and Safety, particularly within the construction sector. This led me to apply for the Occupational Safety and Health online course at ATU Sligo, as well as a Junior HSE Advisor role with H&MV Engineering - both of which I was fortunate to secure.

Since joining H&MV Engineering, my personal and professional development has grown tremendously. I have continued to progress under the guidance of Mike, Dan, Cian, and the entire HSE department. The team is incredibly close-knit and supportive, and I couldn't be happier to be part of such a great company."

At H&MV, we are committed to inspiring our workforce and in developing its skillset and experience. We currently have two additional members in the HSE department on track to graduate in 2025!

100,000 Hours **Worked**

In February 2024, we celebrated a major milestone at one of our project sites by reaching 100,000 hours worked.

We recognised this massive achievement with a site standdown, a site walk with our client, safety talks & audit, as well as a food truck.

This project has been a testament to our rigorous and thorough safety standards, and our efficient work ethic. It is important to us at H&MV Engineering that such project milestones are recognised and that our site project employees are applauded for their work in bringing the projects from concept to reality.

Conducting regular safety talks is a huge component of employee recognition as every individual on our project sites holds responsibility for themselves and for others, and they are key for upholding the high standards of safety we have at H&MV.

We are proud to share such events with our clients as it showcases our attention to detail, our commitment to safety, and our dedication to delivering excellence.

11 Safety & Wellbeing in the Workplace

SAFETY & WELLBEING IN **THE WORKPLACE**

Employee Assistance **Programme**

The wellbeing of our employees is of the utmost importance at H&MV. To support this, we offer an EAP to the entirety of our direct workforce. The EAP provides access to confidential counselling and support services to employees dealing or coping with personal or work-related issues.

The EAP offers a range of additional wellbeing tools:

Life Support: counselling for emotional problems, breathing exercises, recipes, meditation guides.

Legal Information: support for issues that cause anxiety and stress, including debt management, property, consumer or neighbour disputes

Medical Information: Qualified nurses are on-hand to offer support on a range of medical or health-related issues.

The Mental Health & Wellbeing **Committee**

After attending a Mental Health Awareness workshop, a few employees identified an opportunity within H&MV Engineering to offer supports for individuals within the organisation. Although the Employee Assistance Programme (EAP) was available, many were not aware of it, its offerings, or how to gain access to it.

Those individuals held a common belief that it was important to acknowledge mental health. From there, to bridge the gap, a committee was created with the goal to create a platform for sharing useful and necessary information on how to look after our mental health, and work to introduce initiatives in this space.

The Mental Health & Wellbeing Committee work towards:

- **Ensuring all our staff are aware that we have a mental health committee,**
- **Ensuring all our staff know that H&MV care about their mental health,**
- **Ensuring all our staff are aware that H&MV promotes a culture of care,**
- **Ensuring all our staff are comfortable approaching the committee,**
- **Having a representative on each site,**
- **Having a representative in each region,**
- **Develop quarterly initiatives to focus on good mental health practices,**
- **Support and assist HSE, ESG, Sports & Social & HR departments with mental health and wellbeing information to run in conjunction with their safety campaigns.**

Case Study

Wellbeing Wednesdays

After the Mental Health & Wellbeing Committee was formed, they rolled out "Wellbeing Wednesdays." There were 5-minute sessions held online every Wednesday which were designed to help individuals take a mindful pause.

"We introduced these sessions as part of our ongoing mental health and well-being initiatives under the MH Committee's goals. The idea was to create a simple, accessible, and effective way for employees to pause, reset, and reduce stress during their busy workdays".

Encouraging employees to take short mindfulness breaks has been proven to enhance focus, reduce stress, and improve overall mental resilience. We wanted to embed a practice that promotes work-life balance and self-care. The short format made it easy for anyone to join without disrupting their day.

We had consistent participation, especially from employees looking for a structured way to incorporate mindfulness into their routine. Many participants shared positive feedback, highlighting that these short sessions helped them feel more present, calm, and focused. Some employees expressed interest in continuing the practice, leading to discussions on how we can further integrate mindfulness into the workplace.

The initiative aligns with our mental health commitments by providing tangible tools to support emotional resilience. Encouraging open conversations about mental health fosters a workplace culture that prioritizes well-being. Small, consistent habits contribute to long-term mental health benefits.

11 Safety & Wellbeing in the Workplace

SAFETY & WELLBEING IN **THE WORKPLACE**

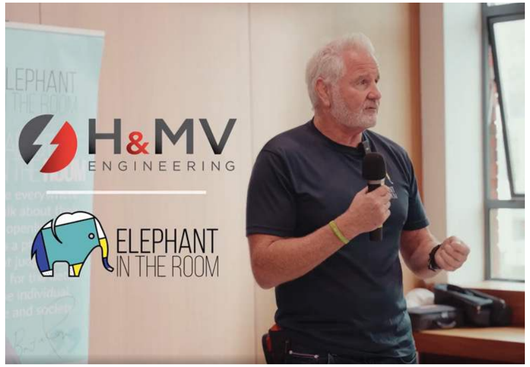
Elephant in the **Room**

H&MV are proud to partner with initiatives that support mental health awareness and represents our culture of care

In October 2024, we welcomed Brent Pope to our Limerick HQ to unveil our Elephant in the Room – "Grounded by Connection".

This model elephant can be found standing loud and proud to the entrance of our office and reaffirms our commitment to fostering a positive and open environment where conversations about mental health are encouraged.

To design the elephant, the committee went out to all staff and asked employees to draw the design that would be on the elephant. Family participation was encouraged! Once the competition was completed the MHFA (Mental Health First Aiders) committee selected the successful images from all drawings provided. They worked to incorporate as many ideas as possible. On the front of the elephant there is a plaque with a QR code that links employees to the EAP, Lighthouse charity and gives the MHFA inbox, all the services the company offers to employees in this space.



Lighthouse

H&MV are partnered with Lighthouse Construction Industry Charity and have held events to raise awareness and funds for mental health in construction. The charity has provided crucial support to H&MV, including workshops and essential resources for employees. Their mission is to ensure no construction worker feels alone in a crisis, and their vision is a future where industry-wide well-being is prioritised.

Lighthouse Construction Charity Golf **Day**

The H&MV Engineering team based in the UK held a charity golf day at the historic Berkshire Golf Course to support the Lighthouse Construction Charity. The event raised over £9,000 for the organisation which will contribute towards the vital support provided by the charity to construction workers and their families.

Business Fives Football **Tournament**

The UK-based H&MV Engineering team took part in the Business Fives Football Tournament which raised over £600 for the Lighthouse Charity. Teams from all over the UK came together for the first time to compete in the tournament

Encouraging Physical **Activity**

H&MV are actively encouraging all employees to get out in the fresh air and exercise. This is true across all countries, offices and sites. Physical activity is actively encourages and rewarded. There is a great push in Limerick every year for the Great Limerick Run that occurs annually on the May Bank Holiday weekend. This is a marathon series race that includes a 10K, half marathon and full marathon.

GOVERNANCE

At H&MV Engineering, we believe strong governance is the foundation of sustainable and responsible business. Our governance practices ensure alignment with our organizational values and sustainability objectives.

Our ESG Committee oversee critical measures such as our strategic direction, risk management, and operations to drive responsible growth. Ethical business conduct and strong governance practices are deeply embedded within our company culture and purpose.

We uphold compliance with ethical standards and codes of conduct ensuring that all employees are equipped with the necessary tools to strengthen our commitment to ethical behaviour.

We strongly believe that by cultivating a culture of resilience and ethical behaviour, we strengthen our governance processes and uphold our company values.

By integrating ESG factors and emerging risks into our business strategies, we strengthen our resilience, enhance accountability, and safeguard the continued success of our organization.

At H&MV Engineering, we believe transparent governance fosters trust among stakeholders and this trust is vital for long term relationships and success.

12 Business Conduct & Ethics

BUSINESS CONDUCT **& ETHICS**

This objective enables the company to ensure business conduct & ethics is maintained to the highest standards of integrity, transparency, and accountability in all our dealings. We are dedicated to fostering a culture of honesty, and respect, ensuring compliance with all relevant laws and regulations, and upholding the principles of fairness and responsibility. Through continuous education, robust policies, and vigilant oversight, we strive to build trust with our stakeholders and contribute positively to the communities we serve.

Associated SDG's

5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH
10 REDUCED INEQUALITIES
13 CLIMATE ACTION
16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Integrity and ethical business practices are at the core of our operations. We are dedicated to operating with transparency, fairness, and accountability, ensuring that our business decisions are aligned with our core values and ESG commitments.

We maintain the highest standards in compliance, anti-bribery and corruption, human rights, responsible procurement practices, to ensure our stakeholders are treated with dignity and respect.

By embedding fairness, ethics, and sustainability into our governance framework, we strengthen our commitment to ESG that creates long-term value for all.

Documentation **Review**

H&MV Engineering is committed to driving efficiency and innovation through our **digital transformation journey**, particularly in the management of forms and documentation. In 2024 we started working on transitioning from traditional paper-based processes to **digital forms and automated workflows**, we are enhancing accuracy, accessibility, and compliance across all operations. Our digital solutions will streamline data collection, approval processes, and record-keeping, ensuring real-time tracking, improved collaboration, and reduced environmental impact. This transformation aligns with our commitment to **ISO 9001, ISO 14001, ISO 45001, 19650, and ISO 2700**1 standards, reinforcing data security, operational efficiency, and sustainability. Through continuous innovation, we aim to simplify processes, improve decision-making, and support our teams in delivering excellence on every project.

Metrics & **Goals**

Goals	No.
No. of reported ethics violations	0
No. of reported whistleblower cases	0

Training

In 2025, we seek to roll out training for the following categories of proper business conduct:

- **Ethics**
- **Equality**
- **Anti-Bribery and Corruption**
- **Whistleblowing**

Training is an essential component of having an educated workforce; a crucial tool for shaping the abilities, behaviours, and decision-making of our workforce. It will allow individuals to better judge the legitimacy of their decisions and enable company values.

OVER **2000** **Documents** IN OUR IMS

457 created in 2024

414 reviewed

139 Internal Audits

42 different categories of Internal Audits

12 Business Conduct & Ethics

BUSINESS CONDUCT & ETHICS

Our ESG **Policy**

This policy provides information about ESG factors, and encourages a positive environmental impact, social responsibility, and ethical governance practices. In this policy, we affirm our commitment to abide by the 10 principles of the UN Global Compact.

Our Health & Safety **Policy**

We strive to provide a safe and healthy working environment, and are committed to continual improvement of our Health & Safety. We highlight the importance of providing an inclusive safety culture to our employees, contractors, and other stakeholders,

Our Anti-Bribery & Corruption **Policy**

This policy applies to all individuals working for, or on behalf of, the H&MV Engineering Group in any capacity. This policy outlines the Group's expectations as it pertains to bribery and corruption and highlights a zero-tolerance approach to all business partners.

Bespoke Anti-bribery and corruption training will further enforce the elements of this policy to at-risk groups in H&MV.

Our Ethics **Policy**

The aim of our ethics policy is to highlight the importance of honesty, loyalty and integrity to employees, management and all business stakeholders. H&MV Engineering insists on the highest ethical standards when conducting its business. Ethics training will further establish these moral principles across the organisation.

Our Information Security **Policy**

H&MV Engineering is committed to protect the confidentiality, integrity, and availability of business information assets, and information processing systems. We ensure the regulatory operational and contractual requirements are fulfilled by implementing control measures to reduce or eliminate the risks.

Our Whistleblowing **Policy**

Our Protected Disclosures/ Whistleblowing Policy encourages workers, as defined in the Protected Disclosures (Amendment) Act 2022, to use internal channels for reporting any relevant wrongdoing including but not limited to malpractice or illegal acts or omissions.

Our Modern Slavery & Human Trafficking **Policy**

We are committed to preventing modern slavery and human trafficking in all forms. H&MV Engineering have a zero-tolerance approach and expect the same high standards from those we conduct business with. The company provides a mechanism for raising concerns, and will continue to develop and implement mitigation measures

13 Sustainable Compliance & Reporting

SUSTAINABLE COMPLIANCE & REPORTING

Ensuring that H&MV Engineering meets regulatory sustainability requirements while enhancing its sustainability performance and helping our company, our client's and our supply chain reduce carbon emissions over time.

Associated SDG's

13 CLIMATE ACTION

At H&MV Engineering, we acknowledge the role that we play in building a better tomorrow. We are committed to being open, transparent, and accountable about our sustainability journey, and reporting to sustainability frameworks grants us this ability. Sustainability reporting allows us to build trust with our stakeholders and reinforce our dedication to responsible business practices. Through tracking our ESG performance, we can better identify areas for improvement.

CDP Discloser 2024

In 2024, H&MV Engineering achieved a C score in our second year disclosing to the **CDP.** We were proud of our improvement from the D score achieved the previous year, in what was our first year of disclosing. This increase of two grade points demonstrates our dedication to ESG, and the continued collaborative work in minimising our environmental impact.

While we acknowledge that there are still areas for improvement, we are pleased with our progress to date.

H&MV Engineering will disclose to the CDP again in 2025.

ESOS Energy Savings Opportunity Scheme

The Energy Savings Opportunity Scheme (ESOS) is a mandatory scheme for organisations in the UK. Organisations that qualify for ESOS are obliged to conduct ESOS assessments every 4 years. The assessments consist of energy audits of buildings, industrial processes and transport used by the organisation. The audit process allows for identifiable cost-effective measures and opportunities to reduce energy usage, increase energy efficiency, thus subsequently achieving a reduction of carbon emissions and increasing cost savings.

H&MV Engineering completed an **ESOS** assessment in 2024 and will conduct again in 2028.

Department for Business, Energy & Industrial Strategy

STREAMLINED ENERGY & CARBON REPORTING

The **Streamlined Energy and Carbon Reporting (SECR)** policy requires organisations to disclose energy usage and carbon emissions information in a company's annual financial reports. The reporting framework intends to encourage the implementation of energy efficiency measures, with both economic and environmental benefits, supporting companies in company costs and improving productivity, all the while reducing carbon emissions.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

The Science Based Targets initiative is a "corporate climate action organisation that enables companies and financial institutions worldwide to play their part in combating the climate crisis". Using the SBTI standards, tools and guidance, companies are enabled to develop a clear-defined pathway to reduce greenhouse gas emissions in line with the latest climate science.

These targets are considered science based as they are aligned with the goals of the Paris Agreement – limiting global warming to 1.5 DegC above pre-industrial levels. H&MV Engineering will be setting long-term targets with SBTi in 2025 which is aligned with the Paris Agreement.

This entails a 90% coverage of Scope 3 emissions reduction by 2050 or sooner.

Metrics & **Goals**

Goals	Timeline	Progress
ESOS Compliance	Q4 2024	Achieved
Achieve a higher grade from CDP Disclosure	Q4 2024	Achieved
ESG Management Tool Onboarding	Q2 2025	On track
Set SBTi Targets	Q2 2025	On track
No. of ESG reports published annually	2	-

	Year to Report/ Time of Report	Frequency of Reporting	What Rriving Reporting?	What Has to Be Reported?
MANDATORY CSRD	Collection of 2027 Data for 2028 Report	Annual	EU Regulation	Comprehensive ESG reporting across environment, social, and governance (aligned with ESRS - European Sustainability Reporting Standards). Includes Scope 1, 2 & 3 emissions, energy use, biodiversity, waste, water, social impact, governance, and financial risks from climate change.
MANDATORY CDP	2024 Report Due Q3 2025	Annual	Clients & Investors	Climate-related disclosures, including Scope 1, 2 & 3 emissions, energy use, water management, waste, deforestation, biodiversity, risks & opportunities, and corporate climate strategy.
MANDATORY SCIENCE BASED TARGETS	Before Mid Q3 2025	Every 5 Years (Target Validation)	2 Years of CDP Exponent	GHG reduction targets aligned with 1.5°C or well-below 2°C pathways, Scope 1, 2 & 3 emissions tracking, and progress toward Net Zero goals.
MANDATORY STREAMLINED ENERGY & CARBON REPORTING	2024 Report Due Q4 2025	Annual	UK Regulation	Scope 1 & 2 emissions, energy consumption, intensity ratios, energy efficiency measures taken during the reporting year. Scope 3 is voluntary.
MANDATORY ESOS	Q2 Every 4 Years	Every 4 Years	UK Regulation	Energy audits covering total energy consumption in buildings, transport, and industrial processes, plus energy-saving recommendations.
Certified B Corporation	TBD	Annual	Voluntary Certification	Certified B Corporations are businesses that meet the highest standards of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose.
EXPONENT, HLT, ARES	End of January Each Year Start of April Each Year	Annual	Investors	-
CLIENTS & TENDERS	Consistently	Consistently	Being competitive, winning tenders etc.	-

14 Quality Managment & Certification

QUALITY MANAGEMENT & **CERTIFICATION**

H&MV Engineering is committed to maintaining the highest standards of quality, safety, sustainability, and information security through rigorous external certification.

Associated SDG's

8 DECENT WORK AND ECONOMIC GROWTH

H&MV successfully achieved certification to **ISO 27001:2022 certification** in 2024. Achieving ISO 27001:2022 certification is a significant milestone for **H&MV Engineering**, demonstrating our commitment to **information security, risk management, and data protection**. This certification ensures that our systems, processes, and controls meet internationally recognized standards for safeguarding sensitive information, protecting client and project data, and mitigating cyber risks. It strengthens trust with our stakeholders, enhances regulatory compliance, and reinforces our **continuous improvement** approach to security. By embedding a culture of **information security awareness,** we ensure that our operations remain resilient, secure, and aligned with industry best practices, supporting the safe and efficient delivery of projects worldwide.

Our adherence to internationally recognized standards, including **ISO 9001:2015 (Quality Management), ISO 14001:2015 (Environmental Management), ISO 45001:2018 (Occupational Health & Safety), ISO 27001:2022 (Information Security), and ISO 19650:2018 (BIM)**, reflects our dedication to excellence and compliance along with **Achilles Supply Line and UVDB**.

Additionally, our **NERS LRQA certification** ensures that we meet the strict requirements for electrical infrastructure projects in the UK. These certifications demonstrate our proactive approach to risk management, regulatory compliance, and continuous improvement, reinforcing trust among clients, partners, and stakeholders in every project we undertake.

7 Certifications Maintained

1 New Certification in 2024

10 External Audits

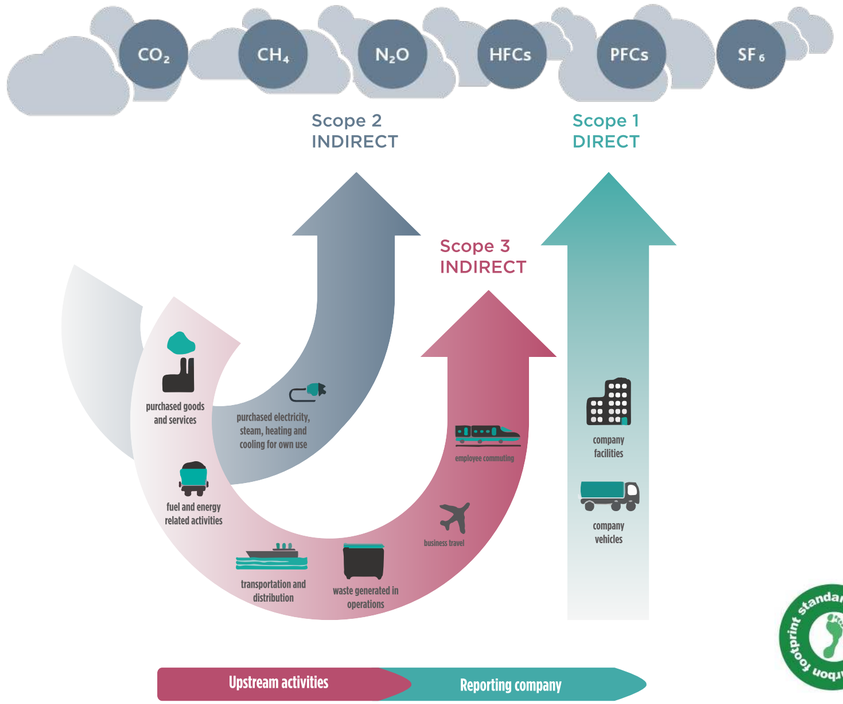
28 Audit Days

4 Audits with 100%

7 Non-Conformance Raised from External Audits

Greenhouse Gas **Emissions**

Scope	Category	2024 (tCO2e)
1	Company Vehicles, Site Fuel & Fugitive Emissions	2,446.51
2	Purchased Electricity & Gas	273.57
3	Category 1: Purchased Goods and Services	18,182.33
3	Category 2: Capital Goods	Not reported
3	Category 3: Fuel- & Energy-Related Activities	1,106.27
3	Category 4: Upstream Transportation & Distribution	Incorporated under Cat 1.
3	Category 5: Waste Generated in Operations	81.36
3	Category 6: Business Travel	1,378.2
3	Category 7: Employee Commuting	1,102.21
3	Category 8: Upstream Leased Assets	Not reported
3	Category 9: Downstream Transportation & Distribution	Not reported
3	Category 10: Processing of Sold Products	N/A
3	Category 11: Use of Sold Products	N/A
3	Category 12: End-of-Life Treatment of Sold Products	N/A
3	Category 13: Downstream Leased Assets	N/A
3	Category 14: Franchises	N/A
3	Category 15: Investments	N/A



Source: Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard

carbon footprint standard
CO_2e Assessed Organisation

EDUCATION & **AWARENESS**

Education & **Awareness**

At H&MV Engineering, we are deeply committed to providing effective and essential education and awareness of all our employees, suppliers, subcontractors, and other stakeholders on the importance of environmental and social issues and highlighting good governance practices.

We understand the key role that education plays in the success of ESG at H&MV and works towards the development of a sustainable future for all.

We believe that a well-informed workforce, leadership team, and community drives meaningful change within H&MV and beyond, resulting in collaborative efforts in reaching our ESG goals and targets.

It is our duty to educate our staff, our suppliers, subcontractors and the

communities we work in and bring them on this journey with us. We believe its a group effort and by educating and partnering we can make the ESG/Sustainable future a reality.

There are three main elements to this.

1. **Our awareness programs & Events,**
2. **Our podcast and communications,**
3. **Our partnerships**

1 | Awareness Programmes & **Events**

ESG Awareness Month 2024

In October 2024, we held our 2nd Annual ESG Awareness Month. This initiative is lead by our ESG Committee, and sees a multitude of guest speakers, events, and workshops that spans across each avenue of ESG. ESG Awareness Month at H&MV signifies the importance of sustainability at H&MV, and empowering our employees to continue fuel sustainable change, turning our sustainability goals into meaningful action.

Our people are our greatest asset, and we believe that individual contributions manifest into a shared commitment for the development of positive and impactful change.

The ESG Roadmap

When we first took our first steps towards integrating ESG principles at H&MV, we recognised that environmental responsibility, social impact, and ethical, governance practices we not just buzzwords, but essential constituents to a stronger, resilient, and more successful business. Our first port of call was to set up an ESG Committee, who would endeavour to navigate the ESG framework. At the time, getting started felt like a challenge. But ESG isn't about immediate perfection; making progress is about taking one step at a time.

Because of this & to ensure we work with all our stakeholders and bring them on the ESG Journey we have developed the 'building your ESG roadmap' to help members of our value chain to take those first steps with confidence. As the ESG landscape continues to evolve, and expectations grow across industries, we want to ensure that our suppliers and subcontractors, no matter the size, are coming on the journey with us. Its an easy-to-follow guide with supports and tools that allow our supply chain to get a head start on sustainability.

We were delighted to welcome Jim Power, one of Ireland's top economic analysts, who delivered an engaging talk on Global Economic and Geo-Political Backdrops, and the Importance of ESG in business.

UK

Our Supply Chain Partners were invited to our UK in November 2024, where the vision for strengthened collaboration with or supply chain and clients was highlighted.

Supply Chain **Partners Safety Day**

At H&MV Engineering, Health & Safety is at the core of what we do, and people are at the heart of our approach. Engaging with our supply chain partners, is crucial for the health, safety and wellbeing of our workforce.

Ireland & Europe

In October 2024, H&MV welcomed our valued supply chain partners to a successful event focused on safety, collaboration, and future growth. The H&MV team and its partners highlighted our HSE & ESG initiatives, and emphasised the importance of quality, and sharing our future strategy.

We recognise the resilience that comes with a strong supply chain and actively work to foster strong relationships with our value chain partners. We appreciate engaging directly with our partners; companies and contractors who play a key role in the success at H&MV.

These events provide an opportunity for an open dialogue and an avenue to raise potential concerns, leading to proactive, innovative solutions and strategic problem-solving. In addition, we reinforce are dedicated to ESG, promoting ethical and sustainable procurement, and encouraging corporate social responsibility initiatives.

2 | Our Podcast and **Communications**

ESG Podcast

As part of ESG Awareness Month, we released Season 2 of the 'ESG is Me' Podcast. The 'ESG is Me' podcast was a great success last year, and we were eager to expand our horizons in 2024.

For our Environmental episode, we were delighted to welcome Paddy Woodworth- Author, Journalist, Broadcaster, and Lecturer – to discuss ecological restoration and natural capital accounting.

We sat down with Dan Quirke in our Social Episode, Founder of The Dillon Quirke Foundation, and highlighted the importance of fundraising events, such as the H&MV Charity Cycle. Governance Week saw some of the founding members of ESG at H&MV Engineering discuss the progress H&MV has made since the formation of the ESG Committee to now.

In our Bonus Episode, we chatted with Brent Pope; former Rugby Player, pundit, and current Founder of The Elephant in the Room. In this insightful discussion, Brent shared his journey and perspectives on breaking the stigma surrounding mental health, encouraging open dialogue, and building supportive environments—both at work and beyond.

Other **Communications**

We regularly keep our employees and stakeholders engaged with regular communications through our Social Media platforms such as Instagram, LinkedIn, and our website. We frequently publish blog posts which detail H&MV expansions globally, project updates and milestones, company initiatives, including Employee Spotlights.

To be able to feature our success stories at H&MV Engineering is a privilege and we are proud to showcase our tireless efforts in promoting excellence and continuous improvement across the various facets of our organisation.

We hope that by sharing our stories that we can inspire others to make positive changes.

Check Out Our Blog **Post**:

ESG INSIGHTS / DECEMBER 4, 2024

TURNING THE TABLES ON LANDFILL: H&MV'S CIRCULAR WOOD WASTE SOLUTION

At H&MV Engineering, we're committed to leading the charge on sustainability and environmental responsibility within our industry. One shining example of this is our unique partnership with Glasgow Wood, a social enterprise that turns our wood waste into valuable products while creating employment opportunities for disadvantaged individuals.

Read More →

EMPLOYEE SPOTLIGHT / NOVEMBER 19, 2024

ESG COMMITTEE MEMBER SPOTLIGHT: TOM FLANAGAN – LEADING SUSTAINABLE DESIGN

This month, we are excited to highlight Tom Flanagan, CSA Group Director based in our Tipperary office. Tom's role on our ESG Committee is essential to advancing sustainable construction design practices at H&MV, bringing both expertise and a forward-thinking approach to our sustainability initiatives.

Read More →

ESG INSIGHTS / NOVEMBER 1, 2024

DRIVING TOWARDS A MORE SUSTAINABLE FUTURE: ELECTRIFYING H&MV ENGINEERING'S FLEET

As sustainability takes center stage in industries around the globe, H&MV is proud to...

Read More →

EMPLOYEE SPOTLIGHT / OCTOBER 17, 2024

ESG COMMITTEE SPOTLIGHT: A CONVERSATION WITH A MEMBER OF THE BIODIVERSITY INITIATIVE

Meet Alexander Kalinke, Utilities Interface Manager and H&MV ESG Committee Member, Located in Germany....

Read More →

3 | Partnerships

Establishing effective partnerships with different community groups and organisations, such as NGO's, is crucial for the strengthening of ESG at H&MV Engineering. We recognise that collaboration is key for advancing progress. We partner with experts in their field, who can aid our organisation in driving meaningful change, and contributing to our positive environmental and social impact.

Beyond environmental and social action, partnerships play a vital role in educating and empowering our workforce. Our partners provide valuable insights into environmental challenges and solutions, which equips our workforce with the skills to integrate responsible practices into their daily lives.

hometree

We partnered with Hometree in 2024 to advance our environmental and biodiversity commitments. Hometree aim to establish and conserve permanent native woodland in Ireland and encourage land regeneration and biodiversity enhancement through afforestation and education.

GAP

For ESG Awareness Month, H&MV partnered with Global Action Plan for the ESG Challenge. Global Action Plan aims to inspire people to become environmental change-makers and want to ensure that people in Ireland have the knowledge, skills and motivation to make sustainable lifestyle choices within their communities.

This company-wide challenge saw teams across the business battle it out in carbon reduction efforts. From walking to work, and reducing their dairy intake, to having a vegetarian meal and conducting eco-driving techniques, the teams logged their daily efforts to see what team mitigated the most carbon across the two weeks.

Global Action Plan were the most suitable partner in showing our workforce that small, every day actions can have substantial impact.

This saving is equivalent to using 67,981kWh of energy. This is roughly the same as using your oven for 1,232 days!

Actual energy used to power an average oven for 1,232 days is 68,006kWh.

79,660.65 $kgCO_2e$

THE UNITED NATIONS
SUSTAINABLE DEVELOPMENT GOALS

As ESG & sustainability are at the code of H&MV Engineering we believe that alignment with internation regonised standards and goals is the way to ensure we are aligned for success. Therefore, aligning our esg strategy and esg objectives to the United Nations SDGs is essential, in addition education and awareness among our staff on these goals ensures that our values progress in a positive impactful manor.

The United Nations 2030 Agenda for Sustainable Development created 17 world Sustainable Development Goals, otherwise known as the UN SDG's. The objective was to produce a set of universal goals that meet the urgent environmental, political and economic challenges facing our world.

The aim of the global goals is "peace and prosperity for people and the planet". The SDGs highlight the connections between the environmental, social and economic aspects of sustainable development. All goals interconnect, meaning success in one affects success for others.

A Call to **Action**

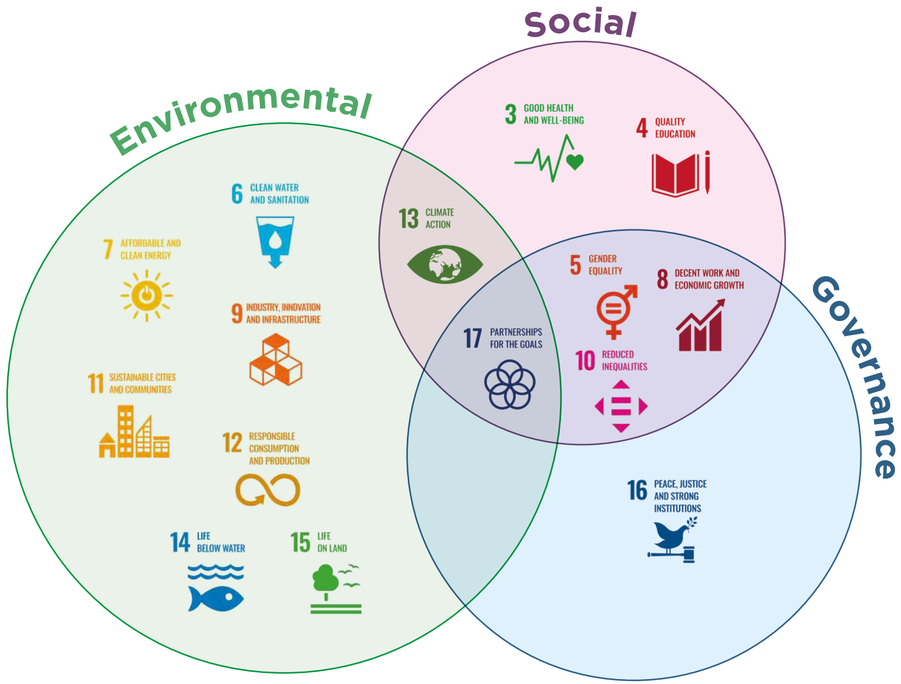
The science is clear, and window for action is rapidly closing. We are at a critical turning point where our actions today can contribute towards lasting impact and meaningful impact.

At H&MV, we want to play our part and act as transformative leaders in the regions where we operate. We want to inspire others – our employees, clients, local communities, and other stakeholders – to join together in this call to action.

Joining the fight against negative impacts from climate change is essential for the security and success of families, communities, business, and industries. Advancing renewable energy, mitigating greenhouse gas emissions, restoring our natural environment, and accelerating sustainable development are all within our reach. The time to act is now.

"A promise in **Peril**"

The Sustainable Development Goals Report 2024 details that progress in the SDG's has come to a halt, and the rise and intensity of challenges continues to endanger the realisation of the SDGs by 2030. According to the report, COVID-19 has reversed almost 10 years of progress on life expectancy, while impacts from global conflicts, climate shocks and economic turmoil continue to rise.



AWARDS & **RECOGNITIONS**

Awards & **Recognitions**

Business and Finance ESG Awards

ESG Future Leader Award

The Business and Finance ESG Awards recognise and celebrate all the outstanding achievements and people shaping the world of ESG. Kate is focused on shaping a sustainable future for all and making real positive change within our industry. Her passion is inspiring to everyone, and we should all be committed on creating a sustainable future together, for our people, our planet and our purpose.

Irish Construction Excellence (ICE)

2024 Winner Judges Award

The ICE awards are Irelands most prestigious construction awards celebrating excellence in Irish construction, and it is an honor for H&MV to be recognised at these awards.

The innovation implemented in the construction of this project involved transforming the existing industrial peatland into a multifaceted post-use area, incorporating both large-scale renewable energy generation and advanced rehabilitation of the surrounding bog environment.

This award highlights the hard work and dedication of the entire CSA department and to the Derrinlough project team.

Amazon Web Services Horizon Award

In April 2024, we were honoured with the esteemed Amazon Web Services (AWS) Horizon Award. This recognition applauds our endeavours in enriching employment opportunities, extending our expertise and services to diverse regions and markets, and making a positive impact on the broader reputation of cloud technology.

ROSPA

Our UK HSE team won H&MV Engineering's 7th Consecutive Gold Medal Award. This award is a remarkable testament to our dedication to safety.

NISO Occupational Health & Safety Awards

This year, we were honored with the Consistent High Achiever Award and Higher Distinction Award. This is a testament to our unwavering commitment to safety and proactive safety management.

Shortlisted

Women In Construction

Best Sustainability Leadership

Engineering Excellence Awards

Graduate Training Programme of the Year

Women In Construction

Best Female Led Team

Ireland Best Managed Company

In 2024, H&MV Engineering were awarded a Gold Winner in Ireland's Best Managed Companies for the 4th year in a row, earning H&MV Engineering a Gold Status.

This award is " a testament to the values we uphold at H&MV Engineering", according to our CEO.

Best Student Awards

H&MV Engineering is proud to support the next generation of engineers by sponsoring the Best Student Awards 2024 at Technical University Darmstadt. At the award ceremony, Dr. Ralf Bucher, Regional Manager Germany at H&MV Engineering, had the honor of presenting the awards and delivering a speech emphasising the importance of innovation and excellence in engineering.

With our Frankfurt office located just a few kilometers from TU Darmstadt, one of Germany's leading technical universities, we are committed to fostering young talent and supporting the brightest minds in engineering. We are excited to see what the future holds for the graduates of 2024.

COMPANY **CULTURE**

International **Days of Celebration**

At H&MV it is important that all cultures are celebrated. By celebrating international festival we encourage a sense of belonging, curiosity and understanding. In 2024 we celebrated the Indian festivals of Holli and Diwali internationally. We also celebrated Eid. This was of huge significance to the employees that celebrate these holidays. It also served to educate all other employees as to how these occasions are celebrated and the reasoning behind them.

International **Women's Day**

H&MV celebrate IWD annually as a way to acknowledge the strength, resilience and contributions the women in H&MV make in our organisation, our communities, and beyond.

Team **Building**

Our company sports day and team-building events promotes teamwork, inclusivity, and a sense of belonging, promoting both physical and mental wellbeing.

As is in line with our ESG commitments, these initiatives encourage collaboration, reduce stress, and strengthen peer-to-peer relationships. We feel that this contributes to a more engaged and motivated workforce.

By investing in these activities, we enhance employee satisfaction, improve productivity, and reinforce our dedication to a supportive and dynamic workplace.

ISPCA Coffee Morning **Fundraiser**

In November, our Dublin office welcomed ISPCA to speak about the vital work that this organisation does to prevent and protect animals from suffering in Ireland. To support the charity's work, we held a coffee morning. It was a successful event, and we were able to raise €1,300 which will contribute to the wonderful work by the organisation.

Pink Ribbon Coffee **Morning**

We held an international Pink Ribbon Coffee Morning in aid of Breast Cancer Research. The coffee morning raised an incredible €3,470 for the charity.

Sports & **Social**

We have a dedicated Sports & Social Club at H&MV Engineering. This team offers a variety of benefits to our workforce. It helps to foster a sense of community at our organisation, boosts employee morale and promotes teamwork amongst the organisation.

It widens the path for stronger relationships, better communication, and encourage a healthy lifestyle.

Walktober

We promote campaigns such as the National Transport Authority's 'Marchathon' and 'Walktober'. This multi-organisational step challenge is popular amongst our workforce and fosters friendly competition.

COMMUNITY **ENGAGEMENT**

Community **Engagement**

A significant part of H&MV Engineering's company culture is our commitment to charity events as part of our ESG initiatives. We are deeply passionate about Giving Where We Live.

Each year, the company organizes a charity cycle in Thurles, where employees and locals can participate in either the 50K or 100K Slievenamon loop.

This event supports the Irish Guide Dogs and the Dillon Quirke Foundation. The Irish Guide Dogs is a charity close to our CEO's heart. Dillon Quirke, a former employee of H&MV Engineering, tragically passed away during a hurling match in Semple Stadium, Thurles, due to SADS in 2022. We continue to support this charity in his memory.

In 2024, the Slievenamon loop cycle raised over €75,000, which was divided between the two charities.

Sponsorships

We sponsored County Limerick Camogie U15's team. Supporting our local communities is at the heart of what we do, and we're proud to be a part of such a talented and dedicated group of athletes. We announced a new sponsorship agreement with rising golf professional Mark Power. This exciting partnership aligns with our commitment to excellence with Mark's dedication to achieving success on the internation stage.

> *We at H&MV Engineering are passionate about supporting Irish talent as they strive for global success*
>
> PJ Flanagan, **CEO**

Lighthouse Construction Industry Charity – **Charity Golf Day**

As proud supporters of the Lighthouse Construction Charity, H&MV and Skanstec recognise the invaluable support the charity offers to those working within the industry and their families. The #MakeItVisible tour aims to raise awareness of mental health in construction and encourage individuals to seek support when needed. Mental and physical wellbeing is a key priority for H&MV Group, and through our partnership with the Lighthouse Charity, we are committed to supporting the mental and physical wellbeing of our teams on-site.

We also recently swung into action for the Lighthouse Construction Charity Golf Day! The UK team had a fantastic day at the historic Berkshire Golf Course, raising over £9,000 to support this incredible organisation. A huge shoutout to Nigel Taylor, Adam Wright, Lea James, and our sponsors for making this event a success.

LOOKING **AHEAD**

Looking **Ahead**

Our commitment to ESG remains steadfast as we continue to embed sustainability, equality, and good governance to every aspect of our strategy.

At H&MV Engineering, we recognise that the road to a sustainable future is long, but it is one that we can all travel. The challenges we face require bold, effective action, coupled with a collective commitment to a better, brighter future. These challenges are opportunities for innovation, collaboration, and change for the common good.

Looking ahead, we are proud to be developing our Net Zero Strategy and continuing to evolve our ESG initiatives so that H&MV can embrace its position as leaders in sustainability. As key enablers of renewable energy, we are focused on playing our part in the global transition to cleaner energy and reducing environmental impact.

Our Biodiversity strategy is in development and will clearly outline our mission and effort to restore land to its natural habitat.

As we move closer to the Corporate Sustainability Reporting Directive (CSRD) requirements, we are keen to play our part in enhancing transparency and work towards mitigating negative risks and reducing our negative impacts as an organisation.

We remain committed to acting with integrity, urgency, and performing to our highest standards. We are optimistic about the future, and stand committed to Our People, Our Planet & Our Purpose.

Case Study: Drumlins Park Wind Farm | Energia Group

The Drumlins Park Wind Farm 110 kV A.I.S substation project in County Monaghan—Energia Group's highly anticipated 49 MW wind farm is a stand out project in the Irish renewable energy sector, reinforcing the country's commitment to achieving its ambitious climate action goals.

As a key partner in this landmark project, H&MV Engineering was proud to serve as the Project Supervisor Construction Stage (PSCS), overseeing all phases of the 110 kV substation construction and grid connection works. Our involvement encompassed the critical responsibilities of supervising the safe and successful delivery of complex infrastructure, including the transition of 110 kV overhead lines to a 110 kV grid route and the installation of all 33 kV cabling and communication systems.

This extensive work required meticulous planning, coordination, and execution, with our team leveraging their experience and expertise to ensure the project was delivered on time and in compliance with the highest safety standards. The completion of this substation is a vital component in ensuring the wind farm can efficiently transmit its 49 MW of clean energy into the national grid, contributing to Ireland's renewable energy targets.

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