



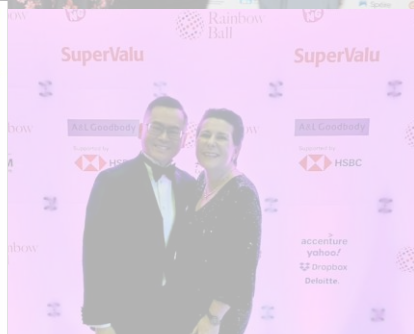
Investors in Diversity BRONZE



CERTIFICATE Of Green Electricity

THIS CERTIFICATE REPRESENTS THE SUPPLY OF 100% GREEN ELECTRICITY TO

CrowleysDFK



Sustainability Training

Mandatory Employee Sustainability Training: Mandatory employee sustainability training remains in place for new employees.

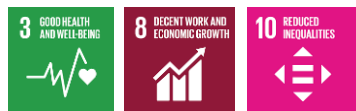


Employee Health & Wellbeing

Work from Anywhere Policy: We added a Work from Anywhere Policy to our suite of work-life balance and flexibility policies. This policy allows employees to perform the duties of their employment, away from their Crowleys DFK office for temporary periods within the working year, including time spent outside Ireland. It is designed to empower our employees by enhancing the work experience and further cultivate a supportive work environment that values work-life balance, flexibility and inclusivity.

Annual Health & Wellbeing Programme: We implemented our 2023 Health & Wellbeing Programme. It included annual employee workplace mental health and emotional wellbeing training, employee wellness events and sports and social activities.

Employee Health Screening: In conjunction with Laya, we held health screenings onsite in both offices. The screening measured for BMI, Blood Pressure and Cholesterol.



Employee Development

Learning & Development Programme: We implemented our 2023 Learning & Development Programme.

- Our management team (Senior Managers, Managers & Assistant Managers) completed a bespoke Leadership & Management Programme delivered by UCD's Professional Academy. The course aimed to help develop quality leaders, who will in turn foster a positive and supportive workplace culture.
- Our Senior Leadership Team took part in a workshop aimed at Managing Mental Health in the Workplace.
- Additionally numerous employees completed Excel & Power BI training.

Specialist & Subject Matter Experts: As part of our Competency and Career Paths Development Framework and Learning & Development Programme we continued to focus on developing new specialists and subject matter experts. UCD Diplomas and other certifications were attained in the following specialist areas: Cybersecurity, Project Management and Sustainability Strategy, Risk and Reporting.



Equality, Diversity & Inclusion (EDI)

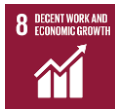
EDI Committee: Crowleys DFK EDI Committee was established to develop a long-term EDI strategy and programme to further our commitment to reducing inequalities by championing, raising awareness, and promoting a culture of equality, diversity and inclusion.

EDI Committee Charter: The EDI Committee developed a charter to include a strategic roadmap to a diverse, equitable and inclusive workplace.



Increasing Efficiencies

Audit Management Software & Data Analytics: We continued our investment in cutting-edge technology to streamline our processes and enhance our services. Our latest additions, the audit management software AuditBoard and data analytics tools, marks an important step in our transition towards a technology-driven approach to internal auditing.



Renewable Energy & Reducing Single Use

Green Energy: We engaged with business utility consultants, Procure.ie to conduct an energy audit on our Dublin and Cork offices. By comparing multiple energy providers, they were able to reduce our environmental footprint. Our energy supply now comes from 100% green renewable sources, underscoring our ongoing commitment to sustainability.

Single Use Plastics: We continued efforts to reduce plastic usage and single use items through the ongoing procurement of reusable cups, water bottles and canvas bags. Additionally, sustainable laptop backpacks continued to be integrated into our procurement practices to further support employee health and safety while upholding sustainability.



Biodiversity

Beebombs: To celebrate World Bee Day on Saturday 20th May, all employees received packets of Beebombs to help restore lost wildflower habitat and make an important contribution to the biodiversity of Ireland.

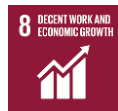
Tree planting: In partnership with Trees on the Land, we pledged to plant trees on behalf of every employee as part of our commitment to environmental stewardship, benefitting both current and future generations. The tree planting is scheduled for the upcoming planting season.



Sponsorship Initiatives

Community Sponsorship Activities: As a business operating in the heart of Dublin and Cork, we have a commitment to supporting our local communities. We were delighted to sponsor a number of events in 2023:

- Ceann Comhairle Fundraising Event in Aid of Cliona’s Foundation
- BelongTo’s Rainbow Ball
- Cork Chamber’s Digital Marketing Awards
- Cork Chamber’s Golf Classic
- UCD’s Ireland Malaysian Games
- Cork City F.C. vs St. Pat’s in the Semi Final of the FAI Cup
- Various local rugby and GAA club initiatives



Accreditation



Bronze Investors in Diversity – Equality, Diversity and Inclusion Mark: We retained the Bronze Investors in Diversity Mark from the Irish Centre for Diversity. This is Ireland’s only Equality, Diversity and Inclusion (EDI) Mark. The award recognises the strong foundation we have built for embedding Diversity and Inclusion in the firm and demonstrates our full commitment to an equitable and inclusive workplace to our employees and our clients.



Top 100 Companies Leading in Wellbeing Index: We were recognised in the Top 100 Companies Leading in Wellbeing Index, for the third year in a row. This index, published by Business & Finance in partnership with Ibec, recognises top businesses of all sizes who lead the way and have improved their performance in supporting employee mental health and wellbeing.

