

2024 Sustainability Annual Report

Sustainability Training

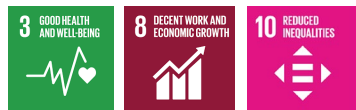
Mandatory Employee Sustainability Training: Mandatory employee sustainability training remains in place for new employees.



Employee Health & Wellbeing

Flexible Bank Holiday Policy: We added a Flexible Bank Holiday Policy to our suite of work-life balance and flexibility policies. This policy allows employees to swap specific bank holidays, based on personal preferences or cultural or religious observances. It is designed to recognise and respect the diverse backgrounds and needs of all our employees and further cultivate a supportive work environment that values work-life balance, flexibility and inclusivity.

Annual Health & Wellbeing Programme: We implemented our 2024 Health & Wellbeing Programme. It included employee workplace and mental health training, employee wellness events and sports and social activities.



Employee Development

Learning & Development Programme: We implemented our 2024 Learning & Development Programme.

- Our management 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: AI, Data Analytics, Project Management, Leadership & Management, Business Coaching, HR Management, and PR & Marketing Communications.



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Equality, Diversity & Inclusion (EDI)

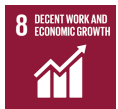
EDI Programme: We implemented our 2024 EDI programme of events to celebrate International Women's Day, Pride Month and Canadian Thanksgiving.

Riley sustainable female hygiene products: We supply sustainable female hygiene products in bathrooms, promoting a gender inclusive and equal workplace.



Increasing Efficiencies

Integrating AI into Business Practices using CoPilot: We created a CoPilot Trial Team consisting of a sample group from the firm's management teams. The purpose of this was to note use cases and determine whether integrating CoPilot across the firm would help enhance business efficiency.



Reducing Plastic Waste

PlasticAware: Collect, Return, Give Back campaign: In celebration of SDG Week 2024 (September 20 - 29), we launched this campaign to continue our efforts in combating plastic waste while also giving back to the community. Employees were encouraged to collect their plastic bottles and return them to the office for delivery to a local deposit return location. The funds raised from the returned bottles will be donated to our charity partner, creating a positive impact both environmentally and socially.



Biodiversity

Tree planting: In partnership with Trees on the Land, we planted trees on behalf of every employee as part of our commitment to environmental stewardship, benefitting both current and future generations.



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 2024:

- LauraLynn Heroes Ball
- BelongTo’s Rainbow Ball
- Cork Chamber’s Digital Marketing Awards
- Cork Chamber’s Golf Classic
- UCD Malaysian Society’s MNight
- Cork City F.C. vs Treaty United
- Various local rugby and GAA club initiatives



Accreditation



Ibec’s KeepWell Mark Accreditation: We were recredited with the prestigious Ibec KeepWell Mark™; an evidence-based accreditation and award that recognises Irish employers for investing in workplace health and wellbeing.



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.

