



ENGINEERING THE FUTURE

ESG Report 2024

Our commitment to sustainable success





**Our people,
engineering the future,
building a legacy**



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Executive Summary

“We have a dynamic growth strategy driven by our values and a commitment to responsible expansion. By prioritising innovation and excellence, we aim to minimise environmental and societal impacts, deliver high-standard projects, and collaborate with suppliers to support sustainability.”

– Paul Nicholls Group Managing Director

We achieved 100% renewable electricity use in our Irish offices, reduced Scope 2 emissions by 81%, hosted the “No Planet B” seminar to engage suppliers in sustainability efforts and enhanced our tracking of Scope 3 emissions. Social achievements included exceeding the industry average for women in construction, along with receiving several safety and apprenticeship awards. Our governance, led by a dedicated Sustainability Committee, ensured accountability and alignment with our long-term objectives.

Looking ahead, we are committed to implementing robust carbon reduction and climate action projects that will pave the way for achieving carbon neutrality and our net-zero target by 2035. This report highlights these accomplishments and outlines our initiatives to further reduce our environmental impact while fostering inclusive, safe, and sustainable workplaces.

It is a key step as we prepare to meet the upcoming reporting requirements under the EU Corporate Sustainability Reporting Directive (CSRD), which we will be required to comply with in 2025. Our first CSRD-compliant report will be published in 2026, representing a significant milestone in our ongoing commitment to transparency and sustainability.

Sustainability Governance and Strategy

Designer Group strengthened its governance structure by forming a dedicated Sustainability Committee, reflecting our commitment to integrating sustainability at all levels of the organisation. This **cross-functional team** brings together representatives from key departments, including Finance, the People Team, Procurement, and Engineering, ensuring a holistic approach to embedding ESG principles across our operations.

Led by our dedicated Lead ESG Coordinator, who drives this critical agenda, the committee collaborates closely with senior leadership to advance ESG initiatives aligned with the company's strategic objectives and sustainability commitments. Overseen by the **Board of Directors**, the Sustainability Committee plays a pivotal role in implementing and monitoring sustainability strategies, fostering collaboration, and ensuring accountability. This integrated governance model positions Designer Group to deliver impactful, organisation-wide change while advancing our journey toward a sustainable future.

Our Sustainability Committee



Alan Woods
Head of Engineering



Anusri Jagadeesh
Lead ESG Coordinator



Seamus Lacey
QEHS Director



Ewelina Depowska
Senior People Manager



Paul O'Donnell
Chief Financial Officer



Adrian Phelan
Senior Buyer

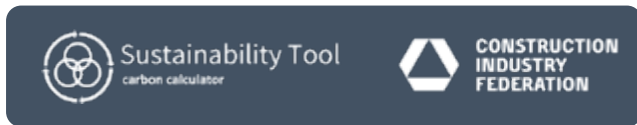
Our Commitments

- ✓ We commit to publicly reporting on our sustainability performance and targets with complete transparency.
- ✓ We will help to combat climate change by achieving net zero emissions by 2035 – scope 1 & 2.
- ✓ We will protect our environment by sending zero waste to landfill from 2026.
- ✓ We will protect biodiversity by practicing responsible material procurement, demonstrating year-on-year improvements from a 2022 baseline.
- ✓ We will prioritise our people and improve our employee welfare performance against KPI targets (inc. diversity and inclusion initiatives), demonstrating year-on-year improvements from our baseline.
- ✓ We will safeguard the world's resources by improving our water conservation, by 50% reduction in sourcing by 2028, against our baseline.

Environmental Performance

The table below presents Designer Group’s carbon emissions for the period January to December 2023, calculated in accordance with the **Greenhouse Gas (GHG) Protocol**. The data is segmented by Scope 1, Scope 2, and Scope 3 emissions, reflecting the company’s direct and indirect emissions across various activities. By adhering to the GHG Protocol standards, we ensure a comprehensive and transparent account of our environmental impact, reinforcing our commitment to sustainability and continuous improvement.

In addition to this, we have voluntarily reported our emissions data to the **Carbon Disclosure Project (CDP) Full Corporate Questionnaire** as part of our ongoing efforts to align with global sustainability benchmarks. We have also disclosed this data to the **Carbon Calculator** by the Supply Chain Sustainability School, an initiative sponsored by the Construction Industry Federation, further contributing to collaborative efforts in reducing carbon emissions within the industry.



Emissions Reporting – Reporting Year 2023

Scope 1: Direct Emissions		2023 Emissions (tCO ₂ e)
Stationary Combustion	Fuel combustion in company facilities	38
Mobile Combustion	Fuel consumption from company vehicles	86.2
Fugitive Emissions	Leakage of refrigerants and other gases	0
Total Scope 1 Emissions		124.2

Scope 2: Indirect Emissions		2023 Emissions (tCO ₂ e)
Purchased Electricity	Emissions from electricity consumption	30.6
Purchased Steam, Heating & Cooling	Emissions from steam, heating, and cooling	0
Total Scope 2 Emissions		30.6

Scope 3: Indirect Value Chain Emissions		2023 Emissions (tCO ₂ e)
Waste Generated in Operations	Emissions from waste disposal and treatment	3.9
Business Travel	Emissions from air, rail, and road travel	1190
Employee Commuting	Emissions from employee commuting	246.6
Total Scope 3 Emissions		1440.6

Total Emissions (Scope 1 + Scope 2 + Scope 3)		1595.4
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*As a provider of project management and construction services, we do not own or sell end products. Therefore, downstream transportation and distribution are not applicable to our operations.**

Carbon Footprint

The 2023 carbon footprint analysis highlights Designer Group's continuous progress in sustainability and areas for future improvement. Starting with Scope 1 emissions, a notable reduction was achieved, primarily due to the adoption of electric vehicles within the company's fleet. Additionally, a correction in reporting methodology ensured that employee commuting emissions, previously misclassified under Scope 1, are now correctly categorized under Scope 3, reinforcing transparency and alignment with international reporting standards.

ACHIEVED 100% RENEWABLE ELECTRICITY USE IN IRISH OFFICES

In Scope 2, Designer Group reached a significant milestone by transitioning all Irish offices to 100% renewable electricity. This initiative led to an 81% reduction in Scope 2 emissions, marking a key step toward the company's commitment to achieving net-zero carbon emissions by 2035. By sourcing electricity exclusively from renewable energy providers, the company has significantly reduced its dependence on fossil fuels, contributing to cleaner energy systems and setting a benchmark for sustainable practices within the construction sector.

Scope 3 emissions increased in 2023, largely due to Designer Group's significant business growth and international expansion, which led to greater air travel and mileage to support new projects across Ireland, the UK, the Nordics, and Mexico. We are mindful of this increase and are committed to implementing measures to reduce travel-related emissions in the future. Furthermore, this year, Designer Group began reporting waste and water data for the first time, demonstrating our commitment to broadening our environmental performance metrics. Looking ahead, we aim to further enhance our Scope 3 emissions reporting, incorporating additional categories to provide a more comprehensive view of our value chain impacts to enhance our climate strategy.





No Planet B: Leading the Way in Sustainable Supply Chain Practices

In October 2024, Designer Group hosted the landmark “No Planet B” seminar at our headquarters, bringing together priority suppliers to align on a shared vision for sustainability and environmental stewardship. This collaborative event, organised in partnership with the Supply Chain Sustainability School, emphasised the pivotal role of sustainable practices in reducing the environmental impact of our supply chain. Notably, six of our priority suppliers are already members of the school, further underscoring their commitment to sustainable practices.

The event saw a remarkable participation rate of 94%, highlighting the commitment of our partners to embracing sustainability. Feedback from attendees was overwhelmingly positive; they found the seminar highly useful, informative, and directional, providing clarity on the evolving industry expectations and their role in advancing sustainability.

The seminar showcased Designer Group’s core sustainability commitments and outlined clear expectations for suppliers to align with our goals for a greener future. Through expert-led sessions and interactive discussions, participants gained actionable insights, resources, and tools to elevate their sustainability efforts. This initiative marks a significant step towards building a resilient, environmentally responsible supply chain that drives positive change.

As we continue this journey, we look forward to deeper collaborations with our suppliers to achieve our ambitious sustainability objectives. Together, we are transforming shared values into impactful action for a sustainable future.



SUPPLY CHAIN SUSTAINABILITY
SCHOL



Social Performance

Highlights

Women's Aid

In 2024, we showed strong support for Women's Aid, a charity helping women and children affected by domestic violence. Through community-driven events, we raised money to support their vital services, including helplines, shelters, and counselling. We are proud to contribute to such meaningful work.

100% EMPLOYEE ACCESS TO HEALTH AND WELLNESS PROGRAMS

All of our employees have full access to comprehensive health and wellness programs.

SOCIAL & MENTAL HEALTH SUPPORT

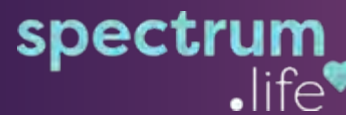
We place a strong emphasis on social and mental health support, By fostering a supportive work environment.

30 NATIONALITIES

Our workforce is incredibly diverse, representing talent from 30 different nationalities

55% UNDER 40 WORKFORCE

Our teams comprises a diverse range of ages. We foster a culture of collaboration and continuous learning, by integrating young professionals with the expertise of experienced members.



Empowering People Through Diversity, Sustainability, and Community Initiatives

1. Leading the Way for Women in Construction

At Designer Group, we're thrilled to be recognised as a Champion of Women in Construction Ireland (WICI), reaffirming our commitment to driving gender diversity and inclusion in the construction industry. As part of this exciting partnership, we're taking proactive steps to support and empower women in our workforce—creating opportunities, nurturing talent, and championing a workplace where everyone thrives.

Partnering with WICI, an organisation renowned for its dedication to advancing gender equality in construction, allows us to align with industry-leading initiatives that promote mentorship, training, and innovation.

Together, we're shaping a bold, inclusive future—breaking barriers and building a construction industry where everyone has a chance to excel. At Designer Group, we don't just talk about diversity—we take action to make it happen.



2. Sustainability Induction Program for New Starters

Designer Group launched a Sustainability Induction Program to integrate new starters into our sustainability journey from day one. This program is designed to educate new employees on the company's sustainability commitments, key initiatives, and progress toward our ESG goals. By fostering an early understanding of our values and practices, we empower new joiners to actively contribute to our sustainability objectives.

Feedback from participants highlights strong interest and enthusiasm, with new employees showing a genuine commitment to engaging with and supporting our initiatives. This induction program not only builds awareness but also fosters a sense of ownership and involvement, ensuring that sustainability remains a shared responsibility across the organisation.

Our commitment to sustainability extends globally through initiatives like Way2Work and apprenticeship programs for disadvantaged youth in Kenya, promoting equitable access to education and skills development.

This recognition underscores Designer Group's dedication to fostering a skilled and sustainable workforce while championing social responsibility within and beyond our industry.

3. Recognised for Excellence in Health and Safety

Designer Group's unwavering commitment to health and safety was celebrated at the 33rd Annual All Ireland Occupational Safety Awards, organised by the National Irish Safety Organisation (NISO). We are honored to have received two of Ireland's most prestigious health and safety accolades: the 'Construction Services Award' and the 'Excellence in Safety Award'. These awards recognise organisations that demonstrate exemplary safety management practices and a proactive approach to safeguarding employees and stakeholders.

The 'Excellence in Safety Award' is a particularly significant achievement, as only six companies have ever received this honor. It underscores Designer Group's consistent ability to meet and exceed the highest industry standards, reflecting our steadfast dedication to continuous improvement.

Additionally, Designer Group reaffirmed its leadership in promoting safety across the construction industry through its Gold Sponsorship of the Construction Industry Federation (CIF) Safety Campaign. These recognitions highlight the strength of our safety culture, innovative initiatives, and our commitment to maintaining an environment where safety is a core value.



4. Award-Winning Apprenticeship Program: Building Sustainable Talent

Designer Group's pioneering Apprenticeship Program was recognised with an Irish Construction Industry Award, highlighting our commitment to developing skilled talent and advancing sustainability in the construction sector. Through our Training Academy in Dublin, we employed 120 apprentices last year across critical fields such as Electrical Craft, Plumbing, and Engineering Services Management, ensuring a steady pipeline of expertise to support a sustainable future.

To address challenges faced by new apprentices, we introduced a comprehensive five-day induction program focused on preparing them for large-scale construction projects while fostering confidence and safety.

Practical skills training is enhanced with specialised facilities, including welding and LV distribution panel training. Additionally, the program incorporates sustainability-focused practices, such as training on safe work systems and energy-efficient techniques, aligning technical skills with the industry's evolving demands.

5. Uniting for a Cause: Fighting Breast Cancer Together

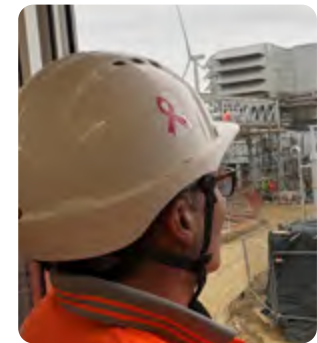
In October, Designer Group took collective action across our offices and project sites to unite in the fight against breast cancer, turning awareness into meaningful action. With approximately 2.3 million new cases diagnosed annually, breast cancer remains the most common cancer worldwide, profoundly impacting individuals and families across the globe.

As a team, we called on employees to join this critical cause, raising awareness about the disease and its prevalence while emphasising the importance of early detection and research. Our fundraising efforts supported two exceptional charities—National Breast Cancer Research Institute (Ireland) and Prevent Breast Cancer (UK)—both dedicated to advancing prevention strategies and improving the lives of those affected.

This initiative reflects Designer Group’s broader commitment to social responsibility and employee wellbeing, fostering a culture of care and solidarity. Together, we are making a tangible difference in the fight against breast cancer, one step at a time

6. Participation in the ‘Return for Children’ Initiative

As part of our ongoing commitment to sustainability and social responsibility, Designer Group (Clyde House) has actively participated in Ireland’s ‘Return for Children’ initiative through the Re-turn Deposit Return Scheme (DRS). This initiative aligns with our environmental goals by promoting the recycling of plastic bottles and cans, while also supporting six of Ireland’s leading children’s charities. Funds raised through the recycling efforts will be equally distributed among these organisations, benefiting over 165,000 children across the country. By placing designated collection bins in the canteen, we have provided an accessible means for staff to contribute to this valuable cause. This initiative reflects our dedication to both environmental sustainability and social impact, reinforcing our responsibility to support both the planet and the communities in which we operate.



Governance Performance

In 2023, Designer Group experienced significant growth and expansion, both within Ireland and across several international markets, including the UK, the Nordics, and Mexico. This year marked a milestone for the company as it broadened its global presence and strengthened its operational capabilities.

A key area of growth was within our Data Centre business unit, where we successfully completed three new data centre projects for a prominent client in Norway. This expansion underscores our commitment to supporting the growing demand for digital infrastructure and technology-driven solutions. Additionally, our Biomass business unit saw notable progress with the expansion of operations in Mexico, where we took on a new project at a cutting-edge Tequila Plant. This project exemplifies our expertise in renewable energy and our dedication to providing sustainable solutions in various sectors.

With the company's growth and regional diversification, we also experienced an increase in travel and air mileage. As we continue to expand into new regions, this trend is expected to persist. Recognising the environmental impact of increased travel, our ESG team is proactively developing a policy aimed at mitigating the carbon footprint associated with our operations. This policy will focus on offsetting the emissions generated by our travel activities, ensuring that we remain aligned with our commitment to sustainability and environmental responsibility.



WHAT'S NEXT?

Looking ahead, Designer Group is poised for further growth, and we are dedicated to making sustainability a core part of our business strategy. As we expand into new regions and take on more projects, we will continue to prioritise reducing our environmental impact and fostering a sustainable future for our business, clients, and communities. Through ongoing innovation and a strong focus on ESG principles, we aim to lead by example in creating positive environmental and social outcomes as we grow.



Future Initiatives

As part of Designer Group's ongoing commitment to sustainability and reducing our environmental impact, we are excited to announce two key initiatives focused on transitioning to renewable energy and enhancing energy efficiency across our operations. These efforts, along with our future initiatives, will focus on reducing our carbon footprint, improving Scope 3 emissions tracking, advancing biodiversity programs, and strengthening waste management strategies, all contributing to a more sustainable and responsible future for our business and the communities we serve. In addition, we will continue to prioritise social initiatives, ensuring that our commitment to sustainability extends to fostering inclusive, safe, and supportive environments for our employees and stakeholders.

Furthermore, we will align with the CSRD reporting requirements beginning in 2025. In the coming year, our goal is to conduct a Double Materiality assessment and prepare for the forthcoming CSRD reporting obligations.

Transition to 100% Renewable Energy: Replacing Gas Systems with Electric Solutions

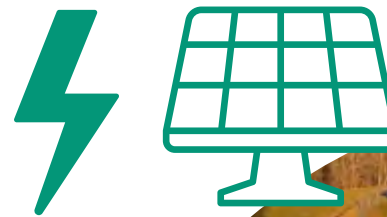
As part of our ongoing commitment to sustainability, Designer Group is proud to announce our initiative to replace traditional gas systems with electric systems powered by 100% renewable energy. This forward-thinking initiative is designed to reduce our carbon footprint and contribute to the global effort to combat climate change. By transitioning to renewable energy sources such as wind, solar, and hydroelectric power, we aim to create more efficient, sustainable buildings that not only minimise energy consumption but also enhance the well-being of the communities we serve. This move aligns with our core values of innovation and environmental stewardship, ensuring that Designer Group continues to lead the way in sustainable design and construction practices.

Insetting emissions by installing Photovoltaic (PV) Panels on Office Roofs for Sustainable Energy

Designer Group is committed to installing photovoltaic (PV) panels on the roofs of our office buildings. This initiative, featuring 100 Solar 430-Watt PV panels, will establish a 43 kW system powered by a 29.9 kW inverter. The system is designed to generate 38,690 kWh of clean energy annually, significantly reducing reliance on traditional energy sources.

By integrating these PV panels, we anticipate reducing our carbon footprint by approximately 14.71 tonnes of CO₂ per year. This effort demonstrates our dedication to achieving energy efficiency and supporting environmental responsibility.

This project reflects our broader sustainability goals, contributing to a greener future while fostering energy-efficient workplaces for our employees and stakeholders.



Appendix A

Emissions Reporting – Reporting Year 2022

Category	Description	2022 Emissions (tCO ₂ e)
Scope 1: Direct Emissions	Emissions from sources owned or controlled by the company	
Stationary Combustion	Fuel combustion in company facilities	36
Mobile Combustion	Fuel consumption from company vehicles	135
Total Scope 1 Emissions		169
Scope 2: Indirect Emissions	Emissions from purchased electricity, steam, heating, and cooling	
Purchased Electricity	Emissions from electricity consumption	159
Total Scope 2 Emissions		159
Scope 3: Indirect Value Chain Emissions	Other indirect emissions (optional categories)	
Business Travel	Emissions from air, rail, and road travel	499
Total Scope 3 Emissions		499
Total Emissions (Scope 1 + Scope 2 + Scope 3)		827



Appendix B

Emissions Reporting – Reporting Year 2019

Category	Description	2019 Emissions (tCO ₂ e)
Scope 1: Direct Emissions	Emissions from sources owned or controlled by the company	
Stationary Combustion	Fuel combustion in company facilities	46
Mobile Combustion	Fuel consumption from company vehicles	96
Total Scope 1 Emissions		142
Scope 2: Indirect Emissions	Emissions from purchased electricity, steam, heating, and cooling	
Purchased Electricity	Emissions from electricity consumption	169
Total Scope 2 Emissions		169
Scope 3: Indirect Value Chain Emissions	Other indirect emissions (optional categories)	
Business Travel	Emissions from air, rail, and road travel	483
Total Scope 3 Emissions		483
Total Emissions (Scope 1 + Scope 2 + Scope 3)		794

Scope 1 Emissions Data Correction

Upon reviewing our emissions reporting methodology, we identified an error in the calculation of Scope 1 emissions for 2019 and 2022. These values inadvertently included employee commuting emissions, which fall under Scope 3, Category 7: Employee Commuting.

For 2023, this error has been rectified, and emissions are now accurately categorised, ensuring greater transparency and alignment with reporting standards. This correction underscores our commitment to continuously improving the accuracy and reliability of our sustainability data.

