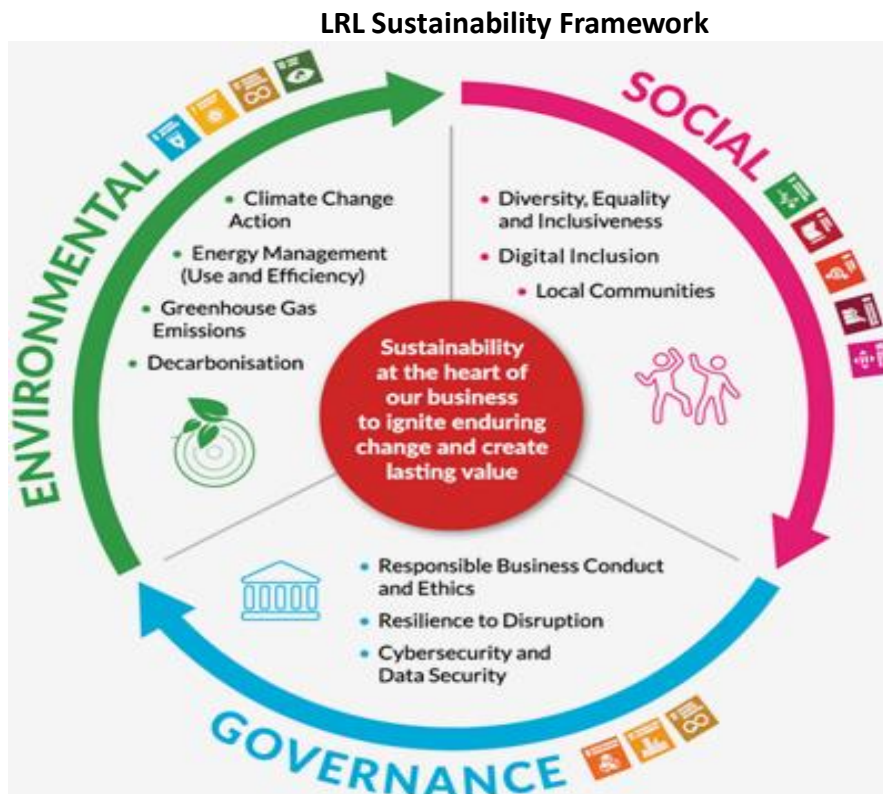


Leinster Reinforcements Ltd 2024 Sustainability Report

Imagine a future where our industry thrives in harmony with the planet. This vision fuels our sustainability journey, and our latest report brings it to life. Dive into the stories of global collaboration and innovation that are shaping a more sustainable tomorrow, today. Explore how we're turning ambition into action and making a real impact in 2024.

Management Systems

We are proud of the growth and dedication of our team at Leinster Reinforcements, who have grown from strength to strength. Leinster Reinforcements currently holds ISO 9001, ISO 45001, ISO 14001, BES6001 and UK CARES Product Conformity certification.



Our sustainability framework as noted by the diagram above is inspired by Sustainability best practice guidance. We believe that with these principles at the forefront of our decision making will ensure long term Socio-Economic success for Leinster Reinforcements Ltd and all those impacted by our business activities.

Our value to our stakeholders can be summarized as follows:

To society & local community:

paid for volunteer days, donations and local investment

To our employees:

through ensuring fair remuneration, development, health & safety, training, progression, and rewarding career opportunities

To customers:

unrivalled supply of products and services

To suppliers and business partners:

dedication to reducing our environmental footprint, better than average remuneration, fostering good supplier relationships.

Note: Appendix 1 details our Stakeholder Engagement Matrix.

Vision ZERO: We continually improve our systems and aspire to ZERO incidents, injuries, and environmental footprint.

Our Environment: We strive to continually reduce emissions, energy, water, and material intensity.

Compliance and Integrity: We ensure that legal compliance, integrity, and ethical conduct are the foundations in our operations.

Our People: We develop our employees by helping them grow. We provide safe workplaces, care for employees' well-being and foster their involvement and participation.

Value for Society: We engage in the communities where we operate.

Responsibility

Ethics and Compliance

The purpose of our Code of Conduct is to provide behavioural advice and expectations to all of our coworkers so that they may fully understand the significance of doing what is right daily.

Anti-Bribery and Anti-Corruption

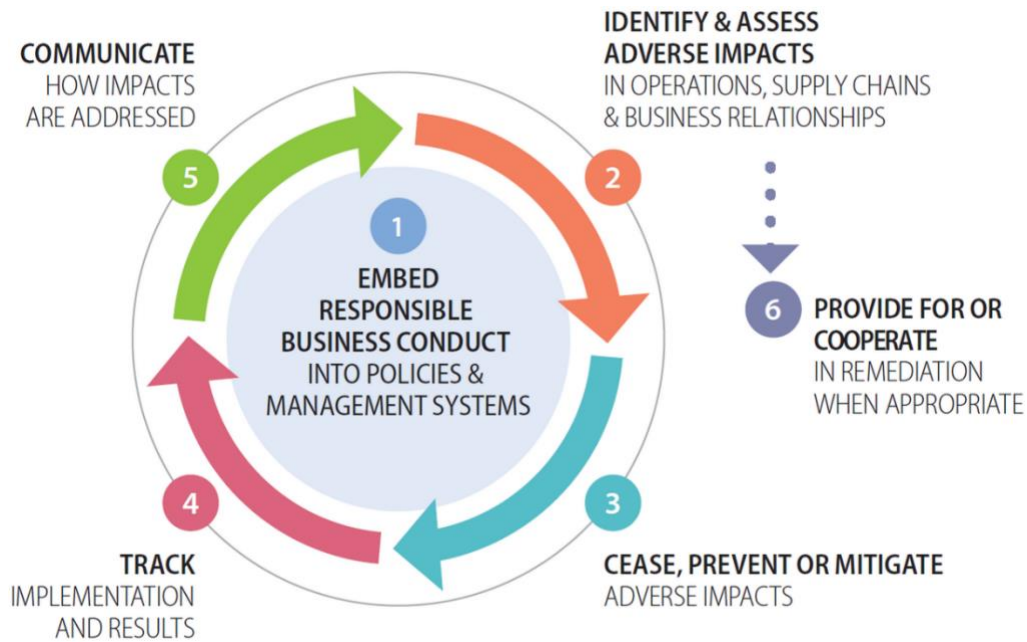
What does it mean to do business with integrity? For us, it means more than just following the rules - it means leading by example. It means a zero-tolerance policy for bribery and corruption and an unwavering commitment to professionalism and fairness. Every day, we challenge ourselves and our partners to meet the high standards outlined in our Supplier Code of Conduct. Because we believe that when we do business the right way, everyone succeeds. Our dedication to ethics and compliance isn't just a commitment, it's the cornerstone of our success. And it's a promise we make to ourselves, our partners, and our customers with every interaction.

Regulatory Compliance

We're dedicated to following all laws and acting ethically in everything we do. We're often inspected by regulators, certifying bodies, and customers. If any issues are found, we fix them and use them to improve our processes. We also regularly check ourselves through internal audits of important areas like environmental, health, safety, and quality. These audits help us manage and oversee our work. We follow certified systems (ISO 9001, ISO 14001, BES6001 and ISO 45001) that make sure we're meeting all regulatory requirements.

Responsible Sourcing

In a world where ethics matter, our sourcing practices reflect the OECD's principles for responsible business conduct. We believe in doing right by our partners, people, and the planet.



People and our Community

Empowering People, Enriching Communities

Our people are the heart of everything we do. We believe in creating a workplace where everyone can thrive, grow, and make a meaningful difference in the world.

Nurturing Talent, Fostering Growth

We're committed to helping our employees unlock their full potential. Through ongoing learning opportunities, mentorship, and recognition programs like our "Value Champion Award," we empower our team members to develop new skills, take on exciting challenges, and build fulfilling careers.

Safety and Wellbeing, Our Top Priority

We care deeply about the safety, health, and wellbeing of our people. That's why we maintain the highest occupational health and safety standards, ensuring our workplaces are secure and our employees can thrive both on and off the job.

Inclusion is Our Strength

We celebrate diversity and inclusion as the backbone of our success. Our Code of Conduct is clear: we embrace all individuals, reject discrimination in any form, and extend these values throughout our entire supply chain.

Building Stronger Communities Together

As a neighbour, employer, and community partner, we're dedicated to making a positive impact where we live and work. We invest in local non-profits, educational institutions, and initiatives that align with our Sustainable Development Goals, because we believe in creating a brighter future for all.

Tracking Our Progress

We're committed to transparency and continuous improvement. Our KPI Analysis Report provides a clear picture of our progress in empowering our people and enriching our communities. We know that when our people and communities thrive, we all succeed. That's why we're dedicated to creating a better world, one person at a time.

Environmental

At Leinster Reinforcements, we're on a mission to shrink our environmental footprint. Our "Net Zero" initiative is all about slashing workplace accidents, environmental incidents, and process mishaps. We're laser-focused on making real, meaningful improvements.

Energy: Our Biggest Challenge

The energy we gobble up at our sites is the main driver behind our greenhouse gas emissions. That's why we're pouring our energy into boosting efficiency and going green. In 2024, we have made a commitment to have 100% of our electricity come from renewable energy sources. Initially from our suppliers and 2024 into 2025 at least one of our 2 units in Athy..

Water: Every Drop Counts

LRL might not be a massive water user, but we know every drop matters. We're tracking our water use and reviewing it every year to stay on top of our game. We're committed to being water-wise and complying with all the rules to conserve this precious resource.

Greenhouse Gas Emissions: Our Net Zero Goal

We're all in on reducing our carbon footprint – both in our own backyard and throughout our supply chain. We're building rock-solid processes to hit our target of net zero greenhouse gas emissions by 2050. We're teaming up with our suppliers to switch to fossil-free steel and keep our electricity 100% renewable. We're rolling up our sleeves to tackle emissions from every angle – from the goods we buy to how our people get to work.

Waste: Reduce, Reuse, Recycle

LRL is all about reducing waste and handling what's left responsibly. We're complying with all the regulations and standards, and our waste management system is under the microscope with regular inspections and audits. We're working with approved third parties to manage most of our waste. Now, we're taking it to the next level by streamlining our contracts and audits. Check out our KPI analysis to see how we did in 2024.

Improvements Planned for 2024:

At LRL, we're not just committed to sustainability – we're taking action. In 2025, we're accelerating our journey towards a greener future with ambitious plans to:

1. Supercharge our production with strategic investments in cutting-edge equipment, state-of-the-art facilities, and streamlined management processes.
2. Harness the power of the sun by installing solar panels in 2025-2026, reducing our reliance on fossil fuels and shrinking our carbon footprint.

3. Earn prestigious CARES SCS and BES6001 certifications graded as Excellent, demonstrating our unwavering dedication to responsible sourcing and environmental best practices.
4. Empower our team with enhanced training programs, equipping every employee with the knowledge and skills to drive our sustainability mission forward.
5. Launch a comprehensive Energy Management and Awareness Plan for 2025-2026, optimising our energy use and promoting a culture of conservation.
6. Protect and preserve the natural world with a robust Biodiversity Action Plan for 2025-2026, safeguarding ecosystems and promoting biodiversity.
7. Roll out awareness training for all employees on smart waste management strategies, reducing, reusing, and recycling to minimize our impact on the environment.

At LRL, we're building a sustainable tomorrow, today.

KPI Analysis

Stakeholder Complaints & Prosecutions	2024	Objective
Total number of ethical, environmental, social and economic incidents recorded and reported to an external Regulator in the data collection/reporting period.	0	Maintain at 0 for 2025
Total number of ethical, environmental, social and economic incidents that resulted in the issuance of enforcement and/or prohibition notices by an external Regulator in the data collection/reporting period.	0	Maintain at 0 for 2025
Total number of ethical, environmental, social and economic incidents that resulted in a successful prosecution by an external Regulator in the data collection/reporting period.	0	Maintain at 0 for 2025
Total number of ethical, environmental, social and economic complaints recorded and reported to an external Regulator in the data collection/reporting period.	0	Maintain at 0 for 2025
Total number of ethical, environmental, social and economic complaints that resulted in the issuance of enforcement and/or prohibition notices by an external Regulator in the data collection/reporting period.	0	Maintain at 0 for 2025
Total number of ethical, environmental, social and economic complaints that resulted in a successful prosecution by an external Regulator in the data collection/reporting period.	0	Maintain at 0 for 2025
Material Efficiency	2024	Objective
Total tonnes of raw materials used over year (Billet, Reinforcing bar and/or coil)	18,929.84	Increase material efficiency by 0.10%
Total tonnes of finished product	18,906.32	
Material Efficiency	99.88	
Energy Intensity	2024	Objective
Total energy including fuel, electricity, heating, cooling, steam or all other energy sources	520.56 GJ	Increase renewable energy source by 2%
Total quantity of billet or bloom or slab produced (Good product) and/or finished product. (Total quantity of finished product produced plus total quantity of semi-product produced but not rolled)	18,906.32	
Energy Intensity	0.03	
Renewable Energy	2024	Objective
Total energy including fuel, electricity, heating, cooling, steam or all other energy sources	520.56GJ	Increase renewable energy year on year by 5%
Total renewable energy produced directly on site or purchased as certified renewable energy and/or contribution of renewable energy purchased from national grid.	32.93GJ	
Renewable energy as a proportion of total energy used	6.33	
Waste Recycled	2024	Objective
Total quantity of Waste recycled	23250	Raise employee awareness on

Total quantity of billet or bloom or slab produced (Good product) or finished product.	1806.32	waste recycling and increase amount of waste recycled by 2%
Waste recycled	1.24	
Waste to Landfill	2024	Objective
Total quantity of Waste to landfill including general waste, hazardous waste, non-hazardous waste, inert waste and by-products if they are not reused or recycled.	23520	Reduce the amount of waste to landfill by 2% on the previous year.
Total quantity of billet or bloom or slab produced (Good product) and/or finished product. (Total quantity of finished product produced plus total quantity of semi-product produced but not rolled)	18906.32	
Waste to landfill	0.00	
Fair Wages	2024	Objective
Total average number of employees and permanent contractors (if any) employed with minimum wage set by national legal standard during the data collection/reporting period.	0	Maintain at 0 for 2025
Total average number of employees and permanent contractors (if any) employed during the data collection/reporting period.	27	
Minimum Wage Rate	0	Maintain at 0 for 2025
Gender Equality	2024	Objective
Percentage split in gender of total workforce expressed as %Male/%Female	96.3% : 3.7%	Monitor & actively recruit female staff if appropriately skilled
Gender Pay Equality	2024	Objective
Average (median) income of men	37,200.00	Monitor and reduce year on year.
Average (median) income of women	27,500.00	
Employee Grievance System	2024	Objective
Total number of grievances about social impacts (e.g., Human Rights, Worker's Conditions, Fair Labour Conditions...etc) resolved through formal grievance system at all sites during the data collection/reporting period.	0	Maintain at 0 for 2025
Grievance Resolution Rate	N/A	
Lost Time Injury Frequency Rate	2024	Objective
Total number of lost time injuries of employees and permanent contractors (if any) during the data collection/reporting period - LTI	0	Reduce the total number of lost time injuries of employees.
Total number of work hours of employees and permanent contractors (if any) during the data collection/reporting period - WH	64141	
LTIFR	0	
Skills & Training Development	2024	Objective
Total number of training hours provided by the organization in the reporting period to its employees and permanent contractors (if any) in the data collection/reporting period.	165	Maintain training hours per employee above 5hrs
Total (average) number of employees and permanent contractors (if any) employed at all sites during the data collection/reporting period.	27	
Number of training hours per employee-contractor	6.11	
Contribution to Diversity and Stability of the Local Economy (Local Employment)	2024	Objective

Pursuing Innovation	2024	Objective
Total innovation and investment expenditure in the data collection/reporting period	59105	Increase total innovation & investment by 1% year on year.
Total quantity of output (final product quantity) at all sites during the data collection/reporting period.	18906.32	
Pursuing Innovation Rate	3.13%	
Fair Treatment of Suppliers	2024	Objective
Total number of complaints against the company by suppliers at all sites during the data collection/reporting period. Do not include quality complaints from customers. This KPI is for complaints from suppliers only.	0	Maintain at 0 for 2025
Local Employment Rate	100%	Maintain for 2025

CARBON REPORT

In 2024, Leinster Reinforcements Ltd continued its commitment to environmental sustainability and transparency by meticulously tracking and reporting its greenhouse gas (GHG) emissions. This report provides a comprehensive overview of our carbon footprint, categorized by scopes and emission sources. Our total CO2 emissions for the year amounted to 97.1 tCO2e, with emissions per employee recorded at 0.5 tCO2e. The breakdown of our emissions is as follows: Scope 1 emissions accounted for 2.6%, Scope 2 emissions were 17.1%, and Scope 3 emissions constituted the majority at 80.3%.

Our mission remains steadfast in the fight against global warming, leveraging technology to help modern businesses manage and reduce their CO2 emissions more effectively. This report underscores our ongoing efforts and achievements in reducing our environmental impact, aligning with our broader sustainability goals.

Company Overview:

- **Company:** Leinster Reinforcements Ltd
- **Industry:** Manufacturing
- **Country:** Ireland.
- **Staff:** 27 staff.
-

Emissions per Employee: 0.5 tCO2e

Total CO2 Emissions: 97.1 tCO2e

Your Carbon Footprint

By Scopes:

- **Scope 1:** 2.6% (97.1 tCO2e)
- **Scope 2:** 17.1%
- **Scope 3:** 80.3%

Emissions by Categories:

- **Heating:** 27.1%
- **Office Waste:** 16.0%

- **Depreciation of Vehicles:** 12.3%
- **IT:** 21.8%
- **Electricity:** 22.8%

Results:

- **Study Support:** Available data
- **Scope 1:** 1.7 tCO₂e
- **Scope 2:** 11 tCO₂e
- **Scope 3:** 51.6 tCO₂e

Your Results:

- **Your Company GHG Disclosure**

What are Scopes?:

- **Scope 1:** Direct emissions from the combustion of fuel in assets that a company operates, such as fuel emissions from company-owned cars, diesel generators, gas boilers, and air-conditioning leaks.
- **Scope 2:** Indirect emissions from the generation of energy purchased from a utility provider, such as heating, cooling, steam, and electricity.
- **Scope 3:** All indirect greenhouse gas emissions that do not fall under scope 2 - upstream and downstream. This calculator includes upstream emissions from purchased goods and services, capital goods, upstream transport and distribution, and business travel, calculated from your expenses.

Our Mission: We are involved in the fight against global warming on a large scale. Greenly uses technology to help every company make a commitment at a lower cost. Our solution helps modern businesses to manage their CO₂ emissions and reduce them more effectively, all over the world.

Quick Carbon Calculator: Powered by Greenly.

Energy Efficiency Action Taken

LED lights installed in across the factory and office facilities. Our energy suppliers have been changed to those who are committed to supplying power from renewable sources. In 2025 and 2026 we have committed to installing Solar panels in our facilities a project will increase our renewable power source to 100%, over and above the other financial benefits of solar. The introduction of solar could potentially see in a reduction of 52.48tCo₂ per annum.

Further Actions

Leinster Reinforcements has also focused on purchasing raw materials, as this constitutes the bulk of our facility's contributory factors. We now have a list of suppliers who will have the least impact on our CO₂/T figures, albeit with a focus on the supply of reinforced steel. See attached appendix A.

Appendix A.

Top 25 Mills

Rank	Mill	Group	Country	Region	kg Co2e / Tonne		Difference	Current Average	
					A1-A3	A1-A4		Per 1000T	Impact
1	ALPA	Riva	France	Europe	278	292	-277	-2.77	Reduces CO2's
2	Iton-Seine SAS	Riva	France	Europe	278	292	-277	-2.77	Reduces CO2's
3	Megasa Siderúrgica SL	Megasa	Spain	Europe	324	349	-220	-2.20	Reduces CO2's
4	Megasider Zaragoza, S.A.U.	Megasa	Spain	Europe	324	349	-220	-2.20	Reduces CO2's
5	SN Maia - Siderurgia Nacional, S.A.	Megasa	Portugal	Europe	324	359	-210	-2.10	Reduces CO2's
6	SN Seixal - Siderurgia Nacional, S.A.	Megasa	Portugal	Europe	324	359	-210	-2.10	Reduces CO2's
7	CELSA ATLANTIC Long Products	Celsa	Spain	Europe	334	359	-210	-2.10	Reduces CO2's
8	Thy-Marcinelle SA	Riva	Belgium	Europe	365	388	-181	-1.81	Reduces CO2's
9	Compañía Española de Laminación, S.L. - CELSA	Celsa	Spain	Europe	371	396	-173	-1.73	Reduces CO2's
10	SAM Montereau S.A.S	Riva	France	Europe	407	421	-148	-1.48	Reduces CO2's
11	CELSA Manufacturing (UK) Ltd	Celsa	UK	Europe	429	446	-123	-1.23	Reduces CO2's
12	Nervacero SA	Celsa	Spain	Europe	436	461	-108	-1.08	Reduces CO2's
13	Badische Stahlwerke GmbH		Germany	Europe	474	499	-70	-0.70	Reduces CO2's
14	Corrugados Getafe S.L.		Spain	Europe	533	558	-11	-0.11	Reduces CO2's
15	Siderurgica Sevillana. S.A	Riva	Spain	Europe	533	558	-11	-0.11	Reduces CO2's
16	Feralpi Siderurgica SPA		Italy	Europe	587	635	66	0.66	Increases CO2's
17	Sovel S.A		Greece	Europe	613	669	100	1.00	Increases CO2's
18	Tosyali Algerie Fer Et Acier		Algeria	Africa	680	722	153	1.53	Increases CO2's
19	Ferriere Nord's Osoppo Production Site	Pittini	Italy	Europe	689	737	168	1.68	Increases CO2's
20	Yazici Iron & Steel Co Inc		Turkey	Europe	691	745	176	1.76	Increases CO2's
21	Kaptan Demir Celik Endustrisi Ve Ticaret A.S.	Kaptan Demir	Turkey	Europe	740	794	225	2.25	Increases CO2's
22	Kaptan Demir Celik Endustrisi Ve Ticaret A.S	Kaptan Demir	Turkey	Europe	740	794	225	2.25	Increases CO2's
23	ArcelorMittal Warszawa Sp z o.o.	ArcelorMittal	Poland	Europe	818	850	282	2.82	Increases CO2's

24	EKINCILER DEMIR VE CELIK SAN.A.Ş	Turkey	Europe	800	854	285	2.85	Increases CO2's
25	Bastug Metalurji Sanayi A.S.	Turkey	Europe	810	864	295	2.95	Increases CO2's