

Building Smarter for a Better Future

Sustainability Report 2024



John Paul Construction

johnpaul.ie



At **John Paul Construction**, we believe in **Building Smarter for a Better Future** — not just for our clients, but for our people, our communities, and the planet we all share. We recognise that our operations can have both positive and negative impacts, and we are committed to managing these responsibly. Whether it is tackling the risks of climate change or seizing opportunities in the green economy, we see sustainability as both a duty and an exciting driver of innovation. By partnering with our supply chain, embracing new technologies, and staying curious, we are working to deliver high-quality projects that leave a lasting, positive legacy.

Sustainability isn't just part of our strategy – it is the foundation for our future.



Message from our Managing Director

**2024’s positive progress shows we are travelling in the right direction.
To maintain momentum, we must continue to both innovate and collaborate.**

2024 marked the end of a five-year strategic plan that has seen John Paul Construction’s performance exceed our own hopes at the time of its conception.

Encouragingly, this is not simply reflected in the financial health of the business, with our highest ever revenue achieved in 2024, but in the number of people in our organisation, the diversity of nationalities and the improved gender balance achieved in that period. All of this occurred in parallel with our ongoing journey to meet the highest possible standards of safety for our people, the key priority both to me personally and the business as a whole.

As we all recognise, change is the one constant we can rely on. While the Corporate Sustainability Reporting Directive (CSRD) is being rowed back, we have been driving forward with our programme of action, making great strides in the key areas of energy management while maintaining the momentum built across our ESG themes.

Our work in CSRD preparation has seen us develop our Double Materiality Assessment, review our Responsible Procurement programme and undertake Carbon Footprint verification. And, while the reporting requirements may change, we will remain committed to our own sustainability strategy and goals.

Throughout 2024 we also saw sustainability become more integrated across all our operations making sustainability part of our ‘Business As Usual’ approach. It helps ensure we remain competitive in the industry, a trusted partner for our clients, and a company people want to be affiliated with for our sustainability excellence.

We also emerged as a sectoral leader in sustainability through collaboration with key strategic partners, thereby helping the overall industry to find more pathways to reducing both environmental and social impacts.

This is reflected in a number of different ways, such as our **Green Site Green Office™** initiative that saw the introduction of a range of energy saving plans, including HVO transition and battery energy storage systems. Indeed, our Energy Audit has identified a potential path to realising a 66% reduction in energy use. Encouragingly, we also managed to achieve our target of migrating 25% of our own fleet to EV/PHEV vehicles.

From a social impact perspective, we were delighted to see the great work of our team on the Inner City Enterprise Hub be recognised with the Chambers Ireland **‘Sustainable Business Impact Award-Partnership with a Social Enterprise’** and to see the high level of engagement across our projects with schools, colleges, local communities and charities. We were also pleased to achieve our target of attracting a 25% quota of female staff in our graduate programme.

Those are just some of the many highlights that are expanded upon in this report, and that went on to be recognised at the 2025 Green Awards where we were awarded **‘The Green Construction Award’**.

2024 was also memorable in the fact that we marked our 75th year in business, offering us an opportunity to reflect on the past while embracing the future. Our first step into that future saw us move to a new LEED Gold-certified office in Sandyford, Dublin.

I would like to acknowledge the great efforts of our ESG Committee, our construction project teams and indeed everyone at John Paul Construction who continue to explore and encourage sustainability across all facets of the organisation.

Together, in collaboration with our clients and supply chain, we will continue to build smarter for a better future.



Sincerely,
Liam Kenny, Managing Director


A handwritten signature in black ink that reads 'Liam Kenny'.




Company Highlights

The positive integration of sustainability into our ways of working presents itself across a vast array of touchpoints - from delivering top-rated sustainable projects for our clients, to raising industry standards through our work with the Supply Chain Sustainability School, CIF ESG Committee, IGBC, and Business in the Community Ireland. We also strengthened our data, systems, and programmes to boost performance and gear up for alignment with the European Sustainability Reporting Standards (ESRS). The following highlights provide a snapshot of a strong year for John Paul Construction.


ENVIRONMENT




Energy Audit completed and submitted to SEAI




80% fuel reduction from tower crane battery installation




Signed up to Accelerate Pact for Climate & Nature, by Business in the Community Ireland




Moved Head Office to a new LEED Gold building




Founding member of Project ReFarm




5,000 trees planted in local schools with Stepping Stone Forest




CPD Accredited by Engineers Ireland



Signed up to STEM Passport for Inclusion



Winner of Chambers Ireland 'Sustainable Business Impact Award-Partnership with a Social Enterprise'



ICE Health, Safety & Wellbeing Award

SOCIAL



Winner of the Green Construction Award, 2025 Green Awards



Cybersecurity & Business Conduct Compliance training launched



Completed our first Ecovadis assessment



Promoted the Supply Chain Sustainability School among our suppliers



Sustainability Consultant engaged for Double Materiality and Responsible Procurement



Achieved ISO27001



Irish Green Building Council Membership



Winner of 'Most Sustainable Project' at the Civil Engineering Contractors Association Awards



STBi submission



CIF Carbon Calculator Signatory

GOVERNANCE



CPD Accredited by Engineers Ireland



Signed up to STEM Passport for Inclusion



Winner of Chambers Ireland 'Sustainable Business Impact Award-Partnership with a Social Enterprise'



ICE Health, Safety & Wellbeing Award

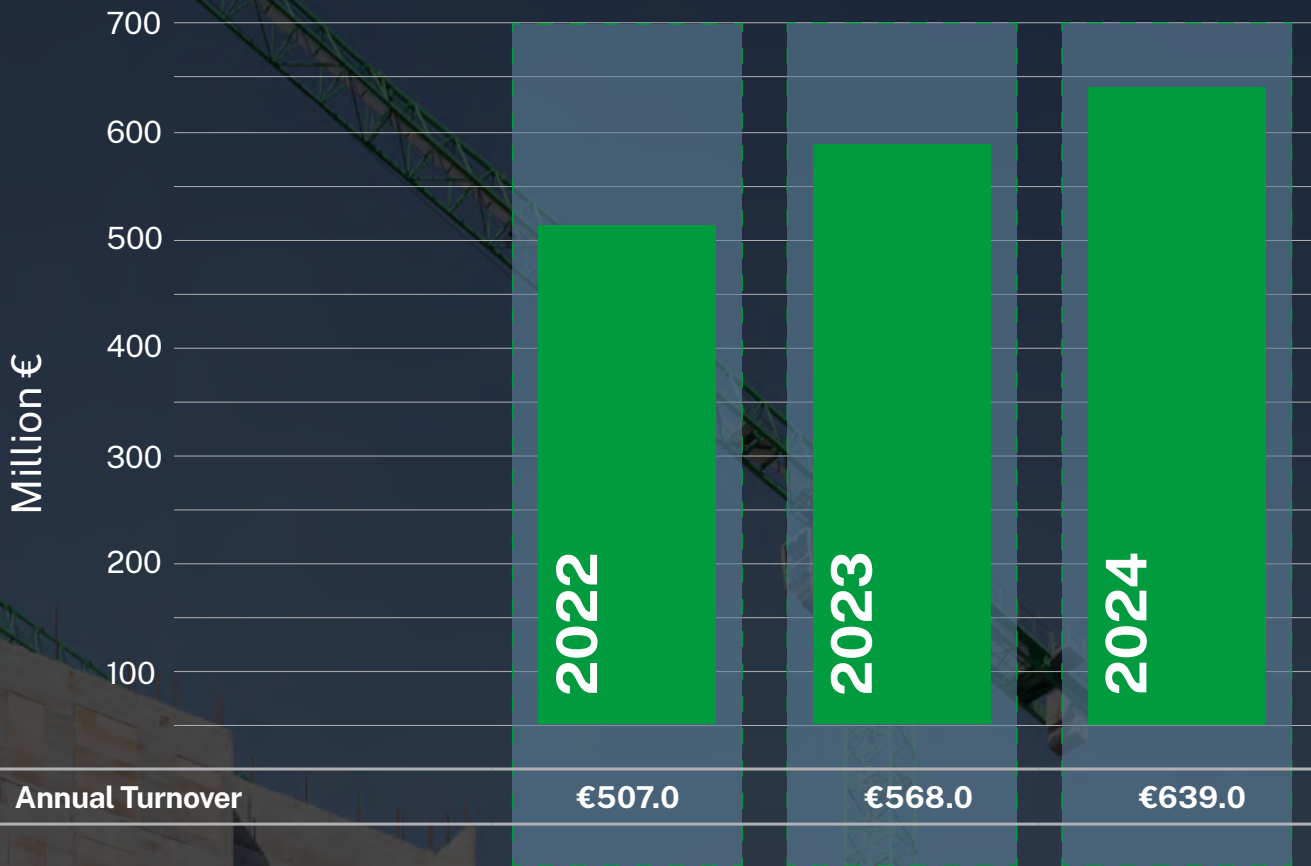
+76 years in business

+630 staff directly employed

+2,000 projects delivered across all sectors

+3,000 workers daily across all our projects

Annual Turnover



Lessons of our past

Often when we think of a sustainable business our minds are drawn to the future, but the marking of John Paul Construction's 75th anniversary last year gave us a rare opportunity to learn how a business must always evolve.

We marked the anniversary through the commissioning of a book, 'Built for Change. The changing face of Ireland through the eyes of John Paul Construction'. It brought home the manner in which the business was part of the

nation's evolution – generating infrastructure and the built environment across a wide range of sectors.

The occasion was marked with a celebration at The Shelbourne Hotel attended by families of our founders, former directors, friends of the business and current colleagues during which the book was formally launched.



The foundation of our future

We commenced a new chapter in the John Paul Construction story, by moving from our old headquarters in Windy Arbour to the Termini Building in Sandymount Dublin 18, a LEED Gold-certified facility.

This 2,000m² LEED Gold-certified office on the 5th floor exemplifies modern workplace design, balancing sustainability, functionality, and employee wellbeing. The layout accommodates diverse work styles, with 107 desks—including over 15 hot desks—6 bookable private offices, 11 focus booths, and 9 fully equipped meeting rooms, ensuring flexibility and collaboration for any business need.

Employee wellness is a priority, with dedicated shower and changing facilities, secure cycle storage, as well as immediate access to bus and light rail links and a basement car park offering practical commuting solutions. This forward-thinking space not only supports productivity, but also reflects a commitment to environmental responsibility and employee satisfaction.



What We Do

Founded in 1949, John Paul Construction operates in Ireland, the UK and mainland Europe delivering construction and civil engineering projects across a diverse range of sectors. This sectoral and geographical diversification is underpinned by investing in our people and prioritising their safety and wellbeing across all aspects of our operation.

We believe that every project is an opportunity for us to improve on what's gone before. It's reflected in our ethos, Go Further | Build Smarter, and driven by our core values of Excellence, Respect and Teamwork.

To ensure that our clients receive the highest standards in safety, quality and innovation we focus on generating enhanced value to every stage of the construction process. This is achieved by working closely with our supply chain and ensuring that all key stakeholders are engaged throughout each project.



DATA CENTRES



PHARMA / LIFE SCIENCES



INDUSTRIAL



HEALTHCARE



COMMERCIAL & RETAIL



FITOUT



RESIDENTIAL & STUDENT ACC



TOURISM & LEISURE



PUBLIC / HERITAGE



TRANSPORT



ENERGY / RENEWABLES



CIVIL INFRASTRUCTURE

OUR
VALUES

EXCELLENCE

We consistently challenge ourselves to do better.
Our legacy is quality projects we can be proud of.

RESPECT

Our customers, our colleagues, our suppliers and our environment all demand respect.

TEAMWORK

We believe in consistently clear communication and unity across all our teams.

RESPONSIVE

We rally together to make decisions quickly and embrace transparency.

COLLABORATIVE

We value the inputs of our customers, our team and our supply chain.

PASSIONATE

When we commit to a project we truly commit, and our enthusiasm is unwavering.

OUR
WAYS

Sustainability Approach

Activating our Sustainability Strategy

Our commitment to ‘Building Smarter for a Better Future’ means working closely with our clients, designers and supply chain. Our ambition is to seek continuous improvement so that we can build a market leading reputation in ESG and sustainable construction solutions. We have a comprehensive sustainability strategy, which includes policies, actions and targets to enhance our environmental and social performance.

Our Sustainability Strategy includes the key focus areas shown below. Throughout 2024, our ESG Committee have been implementing this strategy by developing action plans for both our departments and projects, while assigning responsibility to Champions with related targets and forming Workgroups across the company. Through the contribution of our ESG Committee, Sustainability Department, Champions and Workgroups we have made great progress in delivering on the targets and objectives of our strategy.



Sustainability Data Platform



Sustainability Disclosures



Responsible Procurement



Social Value Impact



Biodiversity Net Gain



Health, Safety & Wellbeing



Net Zero Roadmap




Careers & Development



Our Sustainability Partners

The outcomes we deliver depend on having partners who can match our vision and commitments. We are proud to partner with the following organisations that support us to meet the highest standards, achieve our goals and promote sustainability best practice across the industry.



Sustainability Strategy


Delivering on sustainable development has seen our focus narrow in on identifying where and how we can make the most significant positive impact.

Our approach takes into consideration international best practice, such as the Sustainability Development Goals; government guidance, such as CSRD and the Climate Action Plan; and ever-increasing client requirements. All our material issues are addressed in the Strategy by our five Sustainability Priorities and their associated long-term objectives.



Our Vision

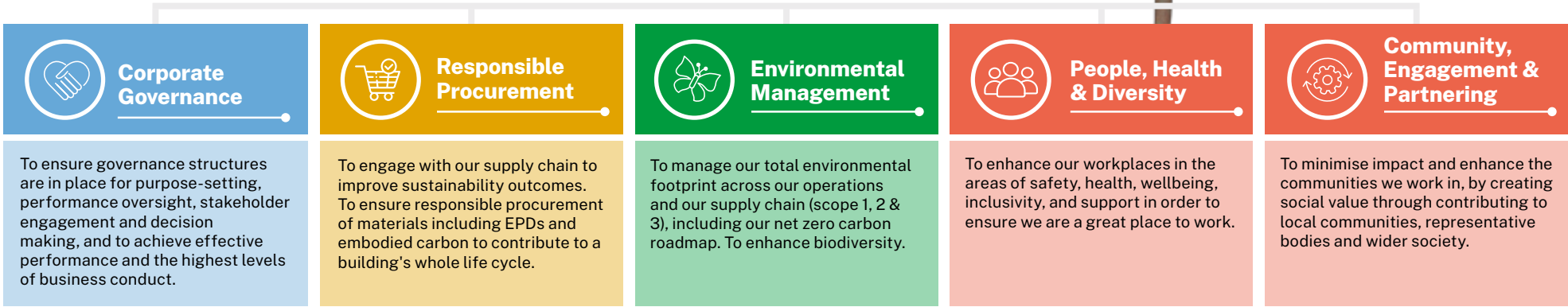
Building Smarter for a Better Future



Our Mission

Working closely with our clients, design teams and value chain to be recognised as a company with an excellent track record in ESG, as well as a leading provider of sustainable construction services

Our Priorities & Objectives



Sustainability Strategy

Our five sustainability priorities are in turn supported by 22 main themes that provide clear direction on how to achieve our sustainability objectives and address all our material topics. All themes and their related 'actions and initiatives' are assigned to key departments under the oversight of members of our sustainability committee.



Sustainability Targets

Environment

• Environmental Management

- ✓ **Set Science Based Targets** due for submittal in 2025
- ✓ **Net Zero Carbon**, with Scope 1 & 2 emissions by 2030 and fully by 2040. On target but under ongoing review
- ✓ **Transitioning to HVO** – JPC mobile plant in 2024, Stationary and other plant from 2026
- ✓ 25% **Electric Vehicles** in company car fleet in 2024, targeting 40% by end 2026
- ✓ Achieve **Zero Avoidable Waste-to-Landfill** by 2030. Requires ongoing review
- Achieve annual **Biodiversity Net Gain** of 10% - under review in conjunction with ReFarm Biodiversity initiative and other actions
- ✓ **Tree Planting** - 5,000 trees per annum
- Install **solar energy** and **rainwater capture** on all site welfare setups from 2025. Revised as part of energy review of all project set ups



Social

• Community Engagement & Partnering • People, Health & Diversity

- ✓ Contribute over €150k p.a. towards **social value** causes in 2024, targeting over €200k p.a. from 2025
- ✓ Maintain an average score of 41/50 across our **Considerate Constructors Scheme** sites
- ✓ Aim for a 10% yearly increase of **females in professional construction industry roles**
- ✓ Attain **Elevate ‘The Inclusive Workplace’** in 2024 and maintain pledge
- ✓ Make free **health checks** available to all workers on all projects annually
- ✓ Maintain silver level in **Investors in Diversity**
- ✓ Continue to enhance **mental health** supports on all projects, through Mental Health First Aiders, our EAP service and the Lighthouse Construction Industry Charity



Governance

• Corporate Governance • Responsible Procurement

- **Externally assured** Sustainability Report from 2024. External review undertaken, but not externally assured. Under review following CSRD changes
- ✓ **SustainIQ** data system roll-out to all projects from 2024
- All **suppliers engaged** on ESG topics from 2024, including Scope 3 emissions. Further engagement required
- ✓ Supply Chain pre-qualified and evaluated for ESG Risks, by 2024
- 10% year-on-year increase in support for apprenticeships. Support structure under review
- ✓ All management trained on CSRD and relevant ESG topics by 2025. Ongoing
- ✓ Post CSRD Omnibus, committed to voluntary reporting (ESRS or VSME) from 2026. Currently under review



On target



Revised



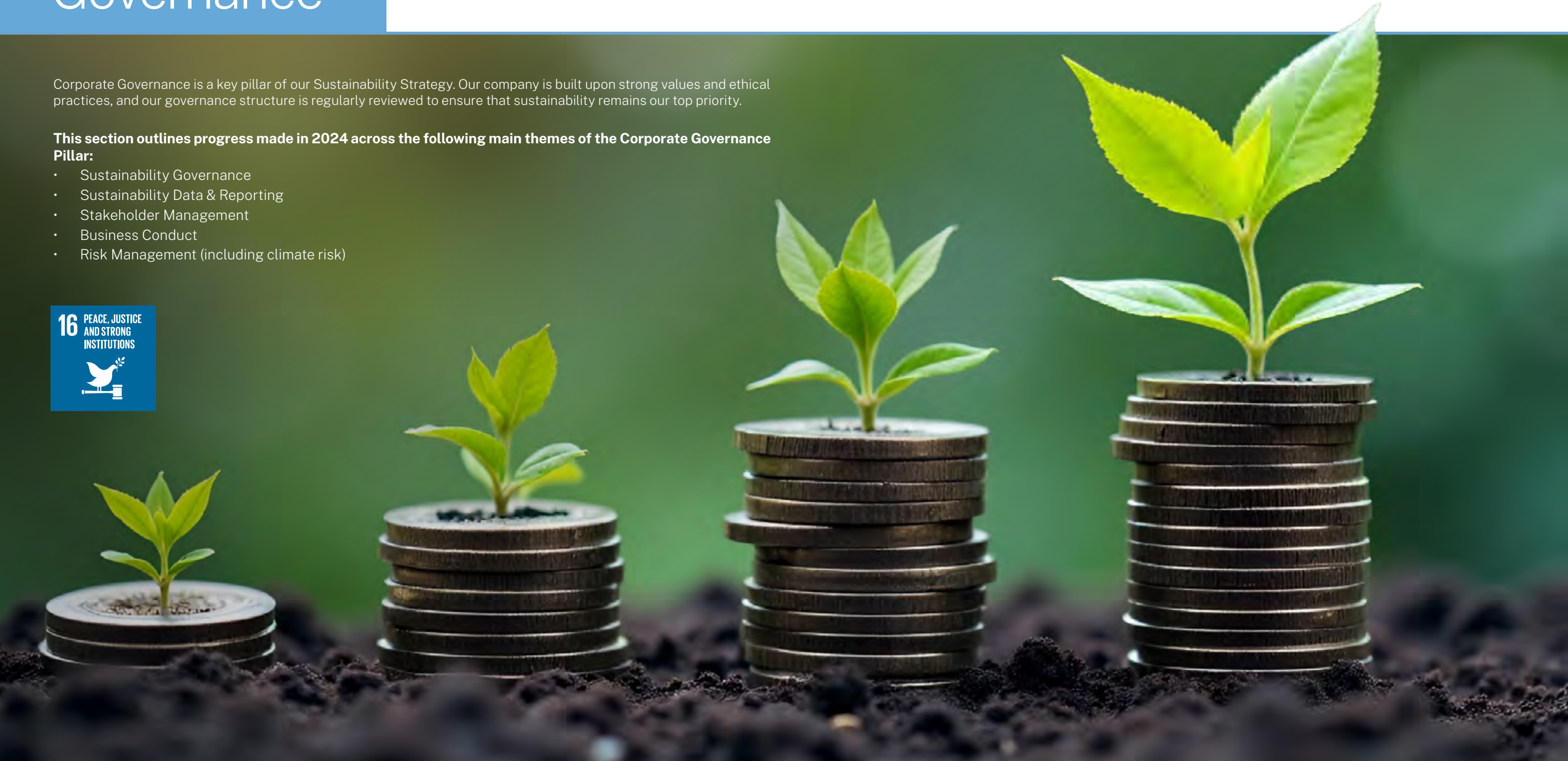
Behind

Governance

Corporate Governance is a key pillar of our Sustainability Strategy. Our company is built upon strong values and ethical practices, and our governance structure is regularly reviewed to ensure that sustainability remains our top priority.

This section outlines progress made in 2024 across the following main themes of the Corporate Governance Pillar:

- Sustainability Governance
- Sustainability Data & Reporting
- Stakeholder Management
- Business Conduct
- Risk Management (including climate risk)



'The role of the ESG Committee is to consistently ask each other how we can learn from what is happening throughout the business and wider world, act on what we know, and anticipate what is to come. A primary focus in 2024 was preparation for CSRD while also exploring how we could optimise the business so that we can make sustainable strategic change a reality.'

John Keaveney, Committee Chair

To embed sustainability across the company the board empowered the ESG Committee with nine leaders from across the business who meet formally every two months and liaise throughout the year on actions and initiatives to deliver the strategy and hit targets.



Areas of Responsibility

Strategy Development:

Developing and approving the company's ESG strategy, aligned with industry best practices and regulatory requirements.

Policy and Procedure Development:

Overseeing the development and implementation of ESG policies and procedures across the organisation.

Performance Monitoring:

Tracking and monitoring the company's ESG performance against established targets and KPIs.

Reporting:

Preparing regular reports on ESG performance for the Board of Directors and other relevant stakeholders.

Risk Management:

Identifying, assessing, and mitigating ESG-related risks.

Stakeholder Engagement:

Engaging with key stakeholders, including clients, suppliers, employees, and communities, on ESG issues.

Innovation:

Promoting innovation and continuous improvement in ESG practices.

External Engagement:

Representing the company at industry events and conferences and collaborating with external organisations on ESG initiatives.

ESG Committee



John Keaveney

**Operations Director
(Committee Chair)**



David McKenna

**Sustainability Manager
(Secretary)**



Mike McLoughlin

**Associate Director
Health, Safety, & Sustainability**



Helen Forbes

HR Director



Ian Cahill

Finance Director



Claire Cox

Quality Manager



Brian Ahern

MEP Director



Gary Howard

**Associate Director
Construction**

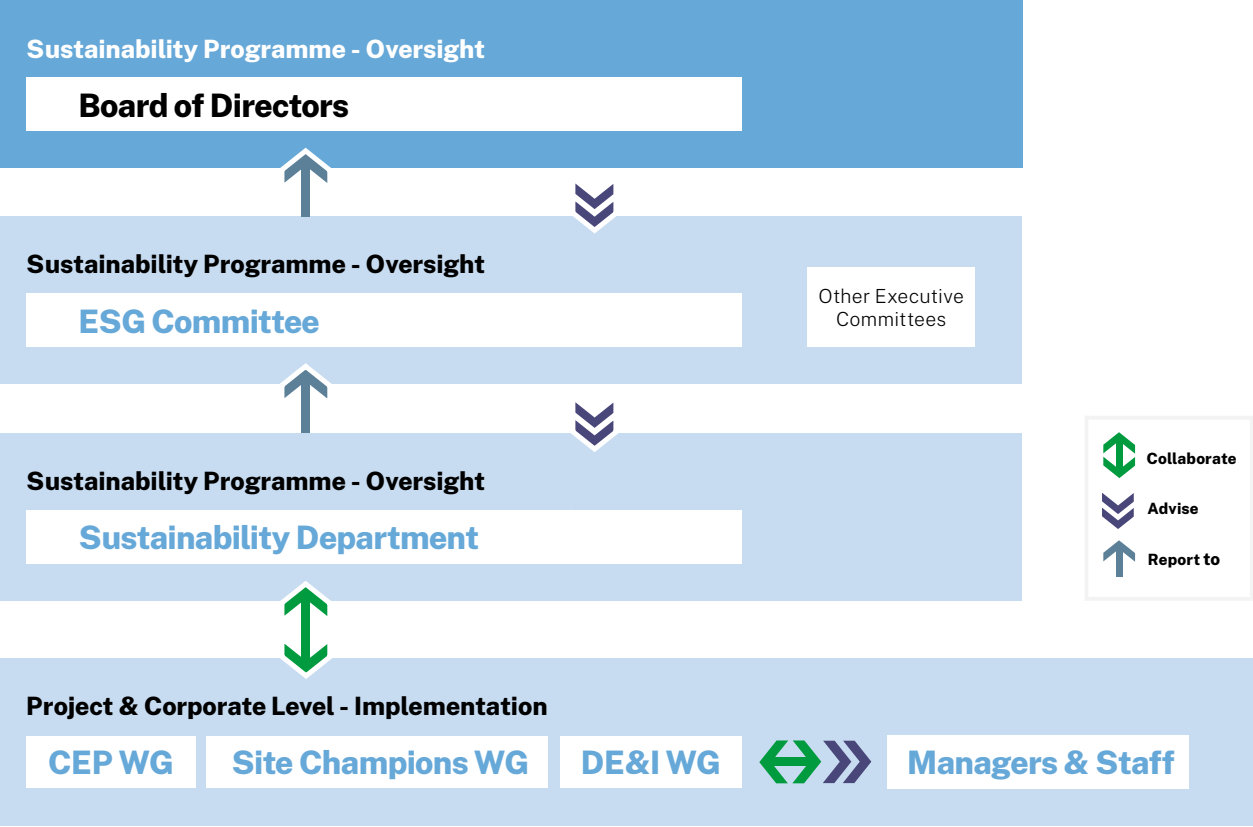


Keith McConville

**Associate Director
Surveying**

Sustainability Governance

Our sustainability governance structure, outlined below, illustrates the role played by the Board, ESG Committee and Sustainability Department. It also shows how the Sustainability Department and ESG Committee are supported by various work groups such as the Site Champions, Community Engagement & Partnering (CEP) and Diversity, Equity & Inclusion (DE&I) Workgroups.



Sustainability Reporting

While the Corporate Sustainability Reporting Directive (CSRD) has now been paused for two years and the parameters widened, throughout 2024 we engaged in a programme of CSRD Readiness appointing Clearstream Goodbody, a CSRD specialist consultant, to assist us on our journey. Our CSRD Readiness programme covered the following areas:

Climate Strategy

- Carbon Footprint Calculation, Scope 3 Assessment, and Carbon Footprint verification.
- Decarbonisation pathway modelling, and implementation plans.
- SBTi support for submitting near and long-term science based targets for validation.

CSRD Preparations

- Business scoping and CSRD readiness assessment
- Double materiality assessment, identifying and assessing our impacts, risks, and opportunities (IROs)
- Embedding our IROs

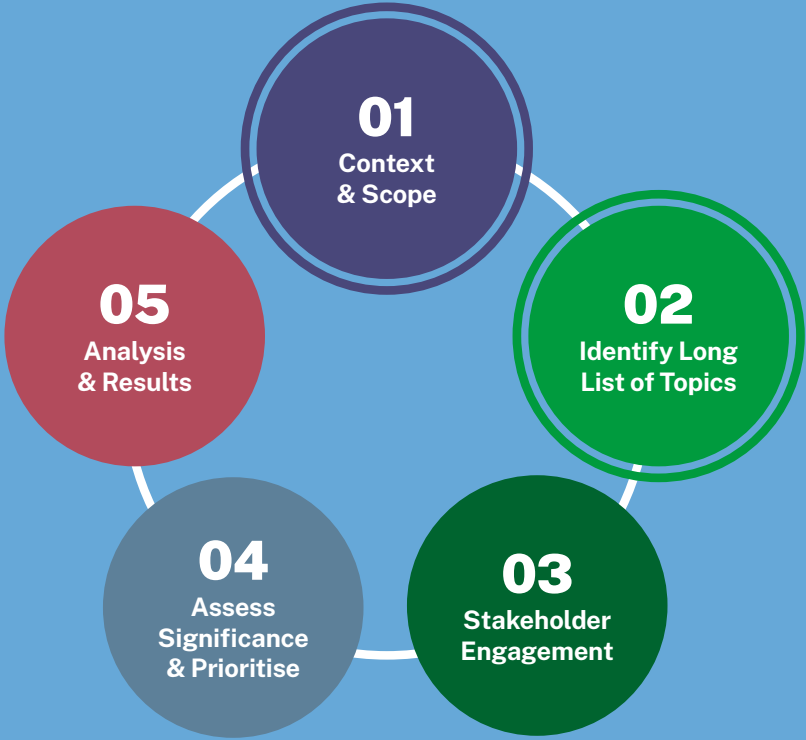
Responsible Sourcing

- Peer review, supply chain mapping and impact assessment
- Developing a Supplier Code of Conduct
- Documenting our Supplier Tiering approach

We are still waiting to see whether the second ‘Substantive’ Omnibus proposal will be accepted at an EU level, which could see us ‘no longer required to report’, unless we have over 1,000 employees.

Although now out of scope in the short to medium term, we see this as an opportunity to really focus on sustainability action.

While at the time of writing this is under review, we are committed to completion of our key CSRD Readiness programme, and to reporting against ESRS or VSME from 2026.



01 Completed

Understand current state and set the boundaries - map the company business model (activities, dependencies and relationships), value chain, key locations, stakeholders.

02 Completed

Identify preliminary list of impacts, risk and opportunities in own operations, and company value chain.

03 On Target

Engage with key stakeholders to understand what information they want to know and how they are affected.

04 On Target

Assess the impacts and assess the financial significance of the risks & opportunities to determine reporting threshold.

05 On Target

Analysis of results and preparation of outputs to support audit and reporting.

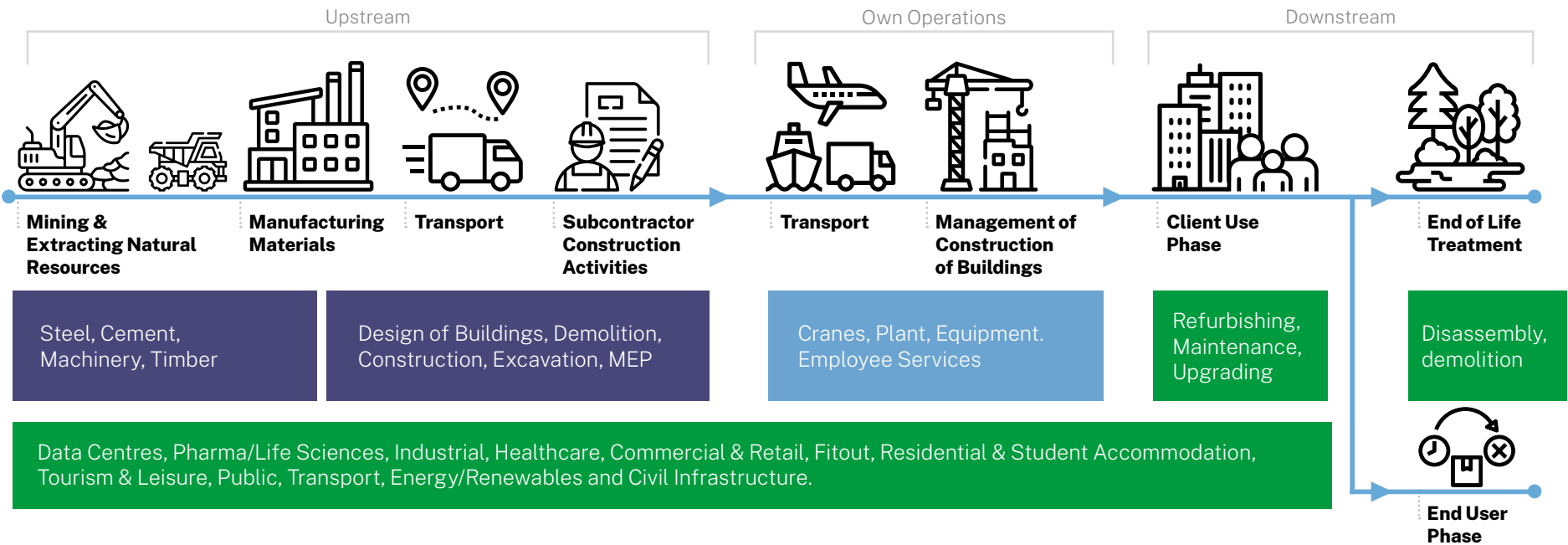
Double Materiality Assessment

During 2024, we commenced our double materiality assessment (DMA) in accordance with the European Sustainability Reporting Standards (ESRS). The DMA process requires companies to assess not only how sustainability issues impact their financial performance (financial materiality), but also how their operations effects society and the environment (impact materiality). By considering both financial and impact materiality, the CSRD aims to provide a more comprehensive and relevant view of a company's sustainability performance.

The double materiality process involves mapping our business model and stakeholders; identifying impacts, risks and opportunities (IRO); engaging with stakeholders to assess impacts and financial significance of IRO's, and analysing to produce a DMA report.

Having completed our business model mapping and identified our Impacts, Risks and Opportunities (IROs), we aim to fully complete our DMA in 2025. This will assist in updating our Sustainability Strategy and support our sustainability reporting.

Business Model Mapping



We have a comprehensive set of ESG-related policies to ensure our material issues are appropriately addressed. These policies are approved by our ESG Committee, as well as our Board. Our management systems and procedures ensure that these policies are adhered to by all departments across our business activities and operations.

Some of our key ESG-related policies include:



Environmental Policy



Sustainability Policy



Continuous Professional Development (CPD) Policy



Carbon Policy



Health & Wellbeing Policy



Considerate Constructors Policy



Work Safe Home Safe (Health & Safety)



Anti-Bribery Policy



Corporate Social Responsibility Policy



Anti-Slavery & Human Trafficking Policy



Equity, Diversity & Inclusion Policy



Sustainable Procurement Policy

In addition, we have a number of ESG-related HR policies which fall under our ‘Code of Conduct and Business Ethics’.



Sustainability Data

Our 2023 Sustainability Report reaffirmed our commitment to our sustainability strategy and confirmed our decision to adopt the European Sustainability Reporting Standards (ESRS) as our framework for reporting. Throughout 2024, we have made meaningful progress in preparing for CSRD compliance, including implementing processes to capture data aligned with our material topics under ESRS.

This year, we successfully completed the full deployment of the SustainIQ platform, which now serves as our central tool for collecting sustainability data. SustainIQ is enhancing our ability to make data-driven sustainability decisions and comply with regulatory obligations. It is seamlessly integrated with Procore and HammerTech, our core platforms for project management and health, safety, and environment (HSE).

This important step also supports our overarching goal of becoming a sustainability leader in our sector. The data captured in SustainIQ spans all ESG areas and covers four of our main sustainability focus areas. Throughout 2024, our Sustainability Department has delivered ongoing training and coaching to ensure effective use of the platform.



To complement this rollout, we have generated performance monitoring tools through Power BI dashboards and communication solutions via SharePoint. Monthly sustainability audit scores are now visualised in a Power BI dashboard, which works in parallel with a companion dashboard that highlights any data gaps. Together these tools provide valuable insights for our sustainability team and managers, helping them monitor compliance with our Sustainability Management System.

Our dedicated SharePoint workspace for the Sustainability Department has become a vital hub for communicating our sustainability initiatives across the organisation. It is regularly updated with essential training materials, resources, links, and an accessible document library to keep our teams both informed and engaged.



Stakeholder Management

Effective stakeholder engagement is at the core of our sustainability strategy. Our first Sustainability Report was shared and promoted widely — internally via Townhalls, induction training, and intranet updates, and externally at our Supply Chain Seminar, with copies sent to clients and key suppliers.

As industry leaders, we are driving the sector’s response to the national climate and biodiversity emergencies by ramping up engagement with strategic partners to build industry capacity for sustainability and foster long-term change.

We also continued our commitment to considerate contracting, scoring an impressive average of 41/50 on the Considerate Constructors Scheme. This reinforces our commitment to responsible, community-conscious construction.

At the time of writing we are completing our double materiality assessment to identify both the impacts of our operations and the external risks and opportunities we face. Going beyond direct stakeholders, ensures that we are mindful of the broader public and those impacted by our work, ensuring we both create value and drive sustainability across the sector.

Business Conduct

We are committed to driving the highest standards of business conduct, ensuring our Code of Conduct is deeply embedded in our company culture. It is communicated to all employees and is accessible both internally and on our website. This code sets clear expectations for the principles and behaviours that guide our interactions, empowering our people to always act professionally and respectfully.

In 2024, we introduced MyCompliance from MetaCompliance, initially focusing on Personalised Security Awareness training. We are now expanding this platform to include Business Conduct and Ethics training, such as Anti-Bribery and Corruption, further strengthening our commitment to maintaining the highest standards of integrity.

These principles continue to guide how we engage with both internal and external stakeholders, ensuring transparent, professional, and responsible business relationships.

Risk Management

A strong risk management framework is being further developed through incorporating insights from our double materiality assessment work, identifying both the impacts, risks, and opportunities to our business and the wider environment and society.

In 2024 we also integrated climate-related risks—both physical and transitional—into our company risk register. This enables us to better anticipate the impact of climate change on our operations and manage these risks within our overall strategy.

Looking ahead to 2025, we will be developing our Climate Transition Plan, outlining our strategy to reduce carbon emissions, adapt to climate impacts, and transition to a low-carbon future. This plan will be a critical part of our evolving risk management approach, ensuring we remain resilient in the face of climate challenges and emerging opportunities.



Planning Team
ESG Committee, Sustainability Department

Report Users
Government, Industry Associations, Media, Public

Affected
Employees, Clients, Designers, End-users, Supply Chain



Responsible Procurement

Our Supply Chain is absolutely critical to the success of John Paul Construction. As we continue to diversify into new sectors and geographies, the importance of our supply chain has grown in parallel. Our partners play a key role not only in helping us deliver complex, high-quality projects, but also in supporting our broader ambition to build responsibly and sustainably. Their capability to meet the technical demands of our projects must go hand in hand with our sustainability principles and the increasingly high standards expected by our clients. By integrating people, materials, and equipment into our projects in a way that reflects our strategy, we can ensure that every element of delivery contributes positively to our goals. Achieving this requires a clear plan, measurable KPIs, and continuous vigilance to uphold quality, safety, and sustainability across the board.

Our responsible procurement pillar focuses on four main themes:

- Supply Chain Sustainability
- Sustainable Materials & Resources
- Innovation & Digitalisation
- Supply Chain Workforce



Supply Chain Sustainability

At John Paul Construction, close collaboration with our supply chain partners has always been at the heart of our approach. Building on this foundation, we have advanced our Responsible Sourcing Programme to align with the latest CSRD and ESRS requirements. This structured approach empowers us to:

- Identify our Impacts, Risks, and Opportunities (IROs).
- Implement policies to address these IROs.
- Deploy actions to prevent, mitigate, manage, and engage with these risks and opportunities.
- Set clear targets and KPIs for both internal teams and our supply chain.
- Communicate effectively to build capacity, manage expectations, and strengthen partnerships.

An output of this programme was the alignment of our Pre-Qualification Questionnaire (PQQ) with EHS ISO 14001 standards, encouraging opt-in to our Sustainable Procurement Policy, and including CSRD-related questions to raise standards across our supply chain.

We have also refined our Responsible Procurement approach by focusing on Supply Chain Mapping, Impact Identification, and Prioritisation, Supplier Categorisation all while reinforcing our Supplier Code of Conduct.

Completion of our full Supply Chain Mapping and Impact Assessment identified priority areas such as high-impact materials: Cement, Sand, Timber, and Steel.

Our analysis shows that approximately 70–80% of our spending is with subcontractors (Tier 1 suppliers), who in turn, procure from their own material suppliers (Tier 2). Direct spend with our suppliers accounts for only 10–15%, primarily for transport, utilities, and selected materials.

Recognising this, we carefully plan how we engage our subcontractors to embed sustainable practices throughout our projects.

Many of our clients have set ambitious embodied carbon goals toward Net Zero Carbon buildings, we support them to achieve these goals by:

- Coordinating closely to understand specific package requirements and align buildability and procurement strategies with client outcomes.
- Tracking carbon and cost in an integrated workflow, improving control and enabling more effective data analysis.



Supply Chain Sustainability

Reflecting our commitment to Supply Chain Sustainability, we are a founding partner in the development of the **ESG Common Assessment Standard (ESG CAS)**, led by 'Supplyo' and developed in collaboration with industry peers.

The ESG CAS aims to create a single, standardised ESG questionnaire for supply chains, replacing the need for multiple, duplicative forms across the industry. Suppliers will complete the assessment once, with responses scored via a common data platform. The questionnaire is aligned with the Voluntary Standard for Small & Medium Enterprises (VSME), ensuring that ESG data requests are fair and achievable for SMEs. This initiative reflects our collaborative approach to addressing industry-wide challenges that no single company can solve alone.



Spotlight

01

Engaging and Upskilling Our Supply Chain

Our second Annual Supply Chain Seminar, themed 'Working Together', brought over 200 key suppliers together to discuss upcoming projects and hear updates on our Health, Safety & Sustainability, Quality, and Supply Chain management systems. We also continue to strengthen our supply chain engagement through initiatives like the Supply Chain Sustainability School, helping partners build capability in sustainable construction.



View Video



Spotlight

02

Promoting Learning through the Supply Chain Sustainability School

Having partnered with the Supply Chain Sustainability School since its launch in 2024, we have actively promoted it to our partners, reaching out directly to the principals of our supply chain companies and encouraging free registration.

Andrew Wilson, addressed our partners at our own Supply Chain Seminar to encourage participation. We achieved Silver status for our activity with the school. Also 39 of our suppliers, across a wide range of trades, are active members of the School and accessed over 4,000 training resources in 2024.



Sustainable Materials & Resources

The findings from our Supply Chain Impact Assessment have directly informed recent updates to our Sustainable Procurement Policy and Pre-Qualification Questionnaire, and we are also in the process of launching our new Supply Chain Code of Conduct. Through this assessment, we identified the key environmental impacts associated with our construction materials supply chain:

Climate Change, Water & Soil Pollution, Air Pollution, Biodiversity Loss, Water Withdrawals, and Waste - with the impacts shown in bold representing those of highest severity. On the social side, we identified critical risks including **Working Conditions** (Adequate Wages, Health & Safety, and Secure Employment), **Corruption & Bribery, and Management of Suppliers.**

Manufacturing of Construction Materials

Environmental Impacts

Climate Change
Water and Soil Pollution
Air Pollution
Drivers of Biodiversity Loss
Water Withdrawals
Waste

Social Impacts

Working Conditions:
Adequate Wages
Health & Safety
Secure Employment
Corruption & Bribery
Management of Suppliers



Innovation & Digitalisation

The role of digital construction solutions is driving efficiency and innovation across our operations. Our Digital Construction team has developed strong capabilities in key solutions, such as common data environments. The team are constantly innovating and finding ways to enhance project coordination with partners, deliver better performance, manage risks, and achieve better sustainability outcomes.

Innovation and digitalisation help deliver leaner and greener construction projects. There are many aspects of construction where we can deliver a positive impact, including:

- Modern methods of construction
- Off-site construction and assembly
- Digital technology

In 2019, we were the first Main Contractor in Ireland to achieve ISO 19650 accreditation for BIM management. We continue to use BIM and other common data environments to enhance collaboration with suppliers and increase the adoption of modular construction, DfMA (Design for Manufacture and Assembly) and off-site fabrication of building elements. We are continually working with our clients, design teams, and supply chain to introduce modern methods and innovations that will reduce time on-site, decrease travel costs and emissions, reduce waste, avoid re-work and ultimately produce greener projects.

Our overall workflows and processes have all gone digital, since we introduced Procore, HammerTech and SustainIQ. These digital platforms for project management, HSE and sustainability all bring measurable efficiencies to our operations.



We are proud to have achieved ISO 27001 certification, the international standard for information security management. This certification recognises the robust systems we have in place to protect sensitive data, manage risks, and maintain the integrity of our operations. The process involved a comprehensive review of our data handling, risk management, and IT infrastructure, ensuring we meet the highest standards of cybersecurity and compliance.

ISO 27001 enhances trust with our clients, partners, and supply chain, demonstrating our proactive approach to data security in an increasingly digital construction environment. This achievement reflects our commitment to continuous improvement and operational resilience.

Innovation with Confidence

Having this data security in place is what empowers John Paul Construction to innovate – our clients can have confidence that we have the bandwidth and protections in place to push for innovation wherever possible. An example of this is the development and implementation of **‘Look Ahead’ 4D models** to improve on-site coordination and planning. These dynamic models are shared weekly with our clients and supply chain partners, providing a clear visualisation of active work zones, required safety protocols, and projected completion timelines.

By integrating time and space into our planning, the models enhance communication, reduce risks, and keep all teams aligned, supporting safer, more efficient project delivery.

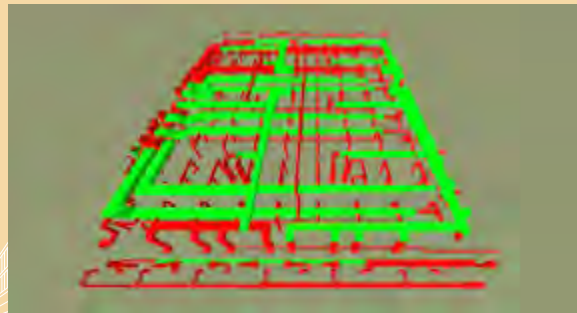
Spotlight

03

Enhancing As-Built Tracking with Revizto

We upgraded our digital construction capabilities by integrating Revizto into our ‘As-Built’ tracking process. This enhancement allows our site teams to capture real-time installation progress directly from the field, providing both a visual 3D model and an interactive dashboard.

These tools enable more accurate progress tracking, streamline decision-making, and help reduce waste of materials and energy. By leveraging this innovative approach, we are improving efficiency and driving smarter, more sustainable construction practices on our projects.



Augmented Reality

Of course, innovation should only be pursued if it is enhancing the fundamentals of good construction; we do not believe in technology for its own sake. That is why when augmented reality was introduced our question was, ‘How can this best be utilised by our own team on site?’

With the introduction of on-site QR codes, we can bring augmented reality (AR) directly to our project teams and visitors. By scanning the QR codes with a smartphone, users can visualise the building at different stages of construction from the relevant location, helping to identify potential clashes early and explore opportunities to optimise design and sequencing.

These AR views enhance collaboration, improve decision-making on-site, and support more efficient, safer project delivery.





HARCOURT SQUARE



ADVANCING SUSTAINABLE CONSTRUCTION AT HARCOURT SQUARE

At Harcourt Square, we have collaborated closely with our supply chain partners to deliver a more sustainable and innovative construction project. Several key initiatives showcase our approach:

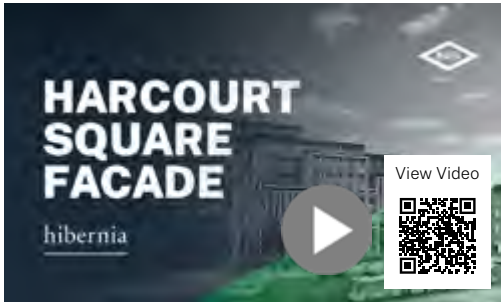
Modular Rebar System with Midland Steel

We partnered with Midland Steel to implement their Faster-Fix modular rebar system, significantly improving efficiency and sustainability on site. The system reduced on-site fixing time by 75%, cut crane hook time, eliminated rebar waste, and decreased deliveries by 35%, all helping to lower our carbon footprint. Notably, we installed 92 tonnes of rebar in just two days and poured 650m³ of concrete with enhanced speed and precision.



100% Recycled Aluminium Façade

In collaboration with our client Hibernia REG and supply chain partners GLF and Cortizo, we installed over 200 tonnes of aluminium façade framing made entirely from recycled aluminium. This choice supports circular economy principles and significantly reduces embodied carbon in the building envelope.



Through these combined efforts, Harcourt Square demonstrates how close partnerships with forward-thinking supply chain partners can drive meaningful progress towards low-carbon, sustainable construction.



The Cornerstone Residential Development

THE CORNERSTONE RESIDENTIAL DEVELOPMENT ACHIEVES LEED GOLD CERTIFICATION



The Cornerstone Residential Development in Stillorgan proudly achieved LEED Gold certification. Delivered for our client, Kennedy Wilson, the project comprises 232 apartments across five blocks, ranging from five to seven storeys.

The mix of studio, one-bedroom, and two-bedroom apartments is supported by two levels of underground car and bicycle parking, with provisions for EV charging points to support sustainable transport options.

Constructed on a brownfield site, formerly home to a leisure complex and adjacent to an established retail area, the development demonstrates the effective reuse of urban land. This achievement reflects the dedication of our project team, design partners, and supply chain in delivering a high-performance, sustainable building that meets the stringent criteria of the LEED certification framework





CASTLEFORBES

CASTLEFORBES RESIDENTIAL DEVELOPMENT PRECAST FAÇADE MANUFACTURE & INSTALLATION

The Castleforbes Residential Development encompasses 702 apartments across eight blocks, with heights ranging from 8 to 18 storeys. This residential site will also offer bespoke amenities including gyms, working areas, a cultural building, and vibrant landscaped spaces. The façade, featuring modular precast panels by Techrete UK & Ireland, was manufactured off-site. This enabled us to pre-install the windows - ensuring efficiency, superior quality, and sustainability.

Manufacturing these panels off-site significantly reduces waste, optimises material usage, and enhances energy efficiency during production, aligning with our commitment to building smarter and reducing our environmental impact.

The lifecycle of these panels, from concrete pouring to installation, can be seen in the accompanying imagery. It's a great example of innovation driving progress ahead of schedule while promoting sustainable construction practices.



Supply Chain Workforce

Health & Safety


Our commitment to Work Safe Home Safe extends to our supply chain and indeed anyone affected by our works. Providing a safe and healthy work environment on every project is central to implementing our programme.

We have an extensive health and safety programme including, inductions, on-boarding, risk assessment, engagement, communication, feedback etc. Our Supply Chain EHS Minimum Requirements are clearly set out to all subcontractors and relevant sections are communicated to the workforce and shared on an ongoing basis through white board meetings, toolbox talks and site-wide townhall meetings.


Our HammerTech software allows us to better engage with our supply chain workforce. We currently have 6,885 workers actively registered on HammerTech, with over 3,000 people on our projects daily.

HammerTech’s reporting tools offer valuable insights into workforce development, tracking areas such as student placements; apprenticeships; gender diversity; and participation in upskilling initiatives. This data-driven approach empowers us to continuously enhance safety, promote inclusion, and strengthen the skills and capabilities of the people working across our projects.


Encouraging the next generation



313 Apprentices



43 Graduates



23 Placements



Spotlight

04

Men’s Health Initiative

As part of Men’s Health Week, we invited **Sinéad Bradbury**, a nutrition and health coach, to speak at our Life Sciences Project in Galway. Sinéad delivered an engaging talk covering key topics such as nutrition, exercise, sleep, and habit improvement, which was well-received by the team on site.

Throughout the week, we promoted a variety of topics to address all aspects of men’s health, including mental health, health and wellbeing, occupational health, and physical health and safety.



Mental Health and Wellbeing

Looking after the mental health and wellbeing of our workforce and that of our supply chain is equally important.

We continued our support of The Lighthouse Construction Industry Charity, which provides critical support services, with a particular focus on reducing the high incidence of suicide within the sector. As part of this, we organised on-site ‘Mental Health Check-in’ visits by the Lighthouse Charity’s team through their #MakeltVisible campaign, providing workers with direct access to mental health support.

We also hosted a series of toolbox talks with guest speakers, covering both physical and mental health topics to raise awareness and promote wellbeing.

Through our long-standing partnership with the Construction Workers Health Trust, and with support from our health partner, HealthWatch, we offer annual health checks and screenings for workers across all our projects and offices to ensure that the physical health of our people is also monitored and improved.



Spotlight

05

Safety Events

We regularly hold safety events on site to enhance our safety culture and engage the workforce. As an example, our Rosslare Europort Terminal 7 team attended an inspirational talk by Mick Loughran, who shared the story of his life changing accident 40 years ago, and its knock on physical, psychological and mental effects. It was a powerful reminder of the importance of safety and drove home the importance of never taking short cuts, eliminating bad habits and looking out for yourself and everyone around you. On the day, we also celebrated the fantastic progress on the project and marked a full year on site without a lost time accident. Prizes were presented to some very worthy recipients for safety team of the month and SORs (Safety Observation Reports).



Apprentices

Recognising that apprentices are the future of our industry, we actively collaborate with our supply chain, CIF, SOLAS, and local schools to promote and support apprenticeships. On every project, we track apprenticeship numbers and work closely with subcontractors to ensure apprentices receive the guidance and support they need to succeed and grow in their careers.

Environmental

As leaders in the construction industry, we are dedicated to minimising the environmental impacts of our operations and strive to implement best practices across our sites and supply chain to drive sustainability.

This section highlights our progress in 2024 under the key themes of our Environmental Management strategy:

- Environmental Management
- Waste Stewardship
- Water Conservation
- Energy & Carbon Management
- Biodiversity Management

11

SUSTAINABLE CITIES AND COMMUNITIES



12

RESPONSIBLE CONSUMPTION AND PRODUCTION



13

CLIMATE ACTION



15

LIFE ON LAND





Environmental Management

If not properly managed, the direct environmental impacts of our construction operations could result in significant wider environmental impacts. Our wider environmental and climate impacts from our upstream supply chain partners are addressed later in this report.

The key environmental impacts from our construction operations include:

- **Air pollution** from machinery, vehicles on-site, and transportation to project locations
- **Water pollution** from on-site spills or discharges to surface or groundwater
- **Soil pollution** from on-site spills or the disturbance of contaminants during soil and stone importation or brownfield remediation.

We manage these impacts on all our sites (including our subcontractor activities) through our Environmental Management System (EMS), which has been ISO 14001:2015 certified since 2009. Our EMS is integrated within our overall Environmental, Health and Safety (EHS) Management System.

This system sets out roles and responsibilities of those in charge of complying with environmental standards and practices on our projects. Our Sustainability and EHS teams work together with nominated Sustainability Champions on each site to ensure EMS compliance and drive our corporate sustainability goals. This structure encourages collaboration to monitor, audit, and coach teams on environmental best practices.

During the year our Sustainability Department expanded. This in turn increased the frequency of in-person audits and on-site meetings. Reporting dashboards were then created to give senior stakeholders greater visibility on how each project was performing. Encouragingly, the Sustainability Team were made part of the on-boarding process for both new employees and new projects, ensuring that our own ambitions and expectations were communicated from day one. All of this has helped in normalising the role of sustainability, and in particular environmental management, on any given project.

Reporting dashboards were then created to give senior stakeholders greater visibility on how each project was performing.

Contract Name	Dec 2024
1386 - Castleforbes	GREEN/AMBER
1390 - Ironworks	GREEN/GREEN
1392 - DUB062 ROMP 6-12	AMBER/AMBER
1393 - Donore Project	AMBER/AMBER
1395 - DUB072	GREEN/AMBER
4028 - R148 Realignment - Intel	GREEN/AMBER
8001 - FRA044	GREEN/GREEN

All project teams are supported by the Sustainability Department in creating their own Construction Environmental Management Plans (CEMPs), Sustainability Environmental Management Plans (SEMPs) and Site Waste Management Plans (SWMPs). This planning starts at Preconstruction stage and is continuous right through to Post-completion. This approach ensures that we can either meet or exceed our clients’ goals for Embodied Carbon, Sustainability Certifications (LEED, BREEAM, HPI, WELL) and EU Taxonomy. Our EHS Advisors and Champions are offered consistent support to implement the CEMP’s throughout construction.



Spotlight01

Building Awareness, Driving Results:
Our Toolbox Talk Approach

Each month, we deliver environmentally focused Toolbox Talks (TBTs) to raise awareness and promote best practices across our workforce. Topics are selected by the Sustainability team to align with seasonal priorities and areas needing greater attention.

Talks are shared internally via SharePoint news posts and an A4 version of each talk is also displayed on the Sustainability & Environmental information boards at all sites. In 2024, the topics covered were: Air Quality [Engine Emissions]; Air Quality [Dust Control]; Concrete Washout; Noise & Vibration; Spill Control; Waste Management; Water Pollution; EMS Compliance; Biodiversity Management; and Supply Chain Sustainability School [e-learning].



Waste, Recycling & Circularity

We are committed to achieving Zero Avoidable Waste-to-Landfill across our operations. We strive to avoid waste, maximise diversion from landfill, and ensure hazardous materials are dealt with appropriately.

In 2024, we achieved a **97.7% diversion from landfill**, improving on the 95.6% achieved in 2023. Our **total amount of waste decreased by 991 tonnes** in 2024.

This total waste decrease occurred while our revenue increased by 12.5% in 2024, which saw our **Waste Intensity decrease by 21%** in 2024 (1.47 tonnes in 2023, 1.16 in 2024). Our focus on waste minimisation involved more than just proper segregation of waste streams onsite, it involved planning to reduce waste across all stages of our projects.

Our Sustainability team works hand-in-hand with site-based EHS Advisors and Champions to embed best practices for the elimination, reuse, recycling, and recovery of waste. Each project develops a tailored Site Waste Management Plan, built on the foundations of the ‘Resource & Waste Management Plans’ established during the planning application stage. These plans cover all phases of activity - from excavation and demolition to construction, ensuring clear segregation, proper signage, and consistent application of best practices.



By collaborating closely with our civil and demolition subcontractors, we have significantly reduced the volume of waste sent to landfill, with a particular focus on diverting inert materials from disposal.

We have fully aligned our approach with the latest 2024 regulations, including the SI 441 Circular Economy (Recovery Levy) Regulations and SI 442 Waste Management (Landfill Levy) (Amendment) Regulations. Embracing these changes, our teams are maximising the recovery of soil and stone under Article 27 ('by-product') and Article 28 ('End of Waste') designations. Our EHS Advisors and site engineers play an active role in identifying recovery opportunities and driving compliance on the ground.

Weekly environmental inspections and monthly sustainability audits help maintain high standards across all waste areas, while our Green Site Green Office programme strengthens communication through training, signage, and toolbox talks. We also target training for key site roles, such as teleporter drivers, enabling them to quickly spot and prevent contamination in smaller containers before it impacts larger skips.



Spotlight

02

Recycling Together for Good

In 2024, we strengthened our commitment to circularity by partnering with several organisations to boost our waste diversion rates. Through our collaboration with WEEE Ireland, we rolled out dedicated recycling boxes across our sites for small electronic waste. WEEE Ireland also supplied bins and awareness posters covering batteries, electrical items, lighting, and e-cigarette devices, helping to raise awareness and improve recycling practices on-site.

Many of our sites successfully implemented take-back schemes for packaging, pallets, and timber stillages. Partnering with SPA Pallets Ireland, specialists in reconditioned pallets, we arranged for the collection and reuse of waste pallets from multiple sites —keeping materials in circulation for longer.

We also teamed up with Re-turn, Ireland's deposit return scheme, to install their recycling bins across our sites. Supporting their 'Return for Children' campaign, all deposits from bottles and cans collected on our sites are donated to six leading children's charities. To amplify the impact, John Paul Construction has pledged to match the value of these donations.



Energy & Carbon Management

We recognise the climate emergency and are fully committed to cutting our carbon emissions. We have ambitious Net Zero targets in place, and are on track to submit them to the Science Based Targets initiative (SBTi) for validation in 2025. While climate impacts are addressed throughout this report, this section focuses specifically on Energy & Carbon Management - our roadmap to reduce emissions and manage energy use. We are accelerating our transition away from fossil fuels, driving energy efficiency, and cutting emissions across our operations.

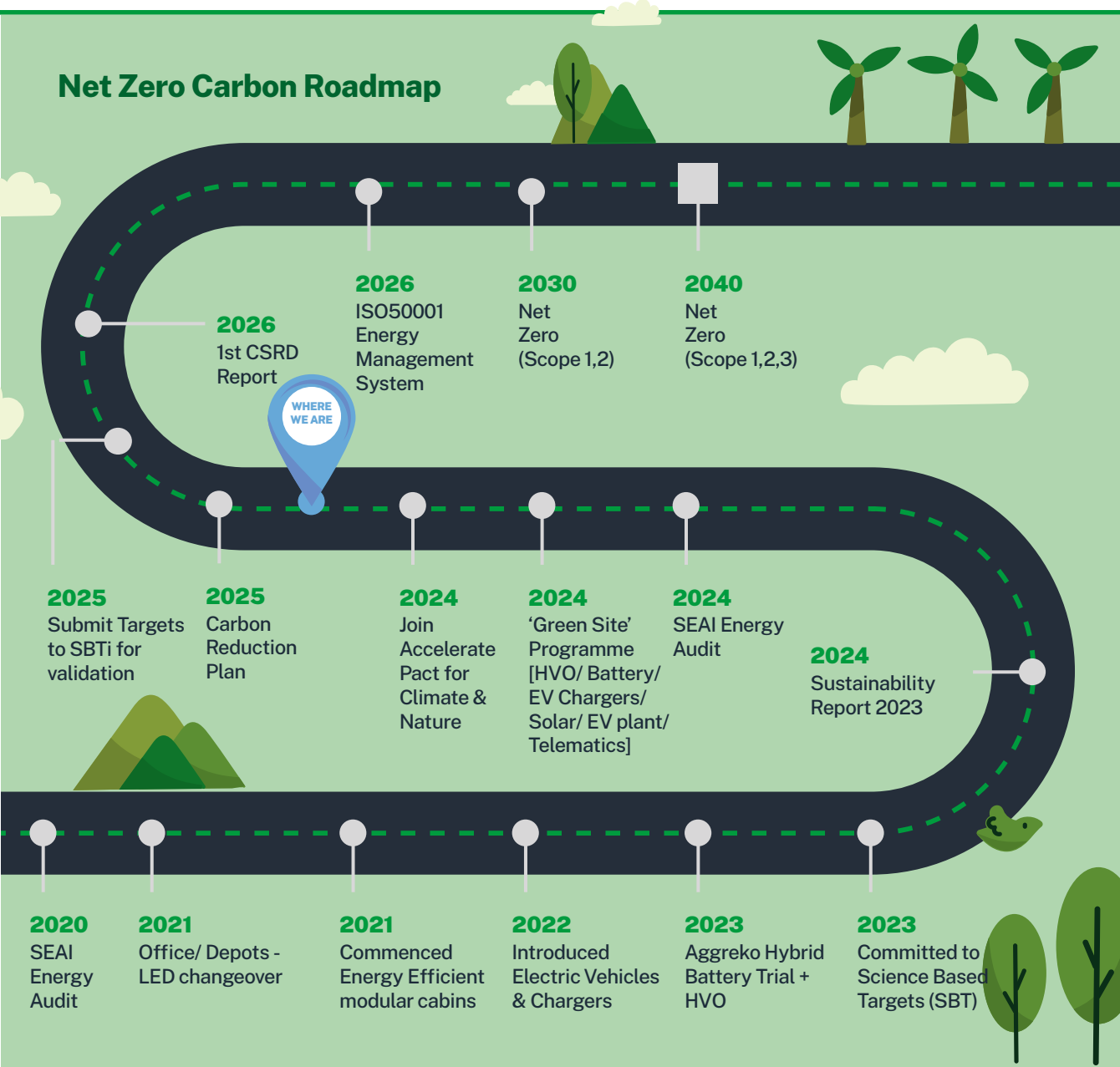
Climate action is woven throughout all five pillars of our Sustainability Strategy, from Corporate Governance through to Community Engagement and Partnering, this section has particular focus on our journey towards Net Zero. In 2024, we signed the Accelerate Pact for Climate and Nature with Business in the Community Ireland, reinforcing our leadership in climate action.

Progress towards our Science Based Targets Initiative (SBTi)



In 2024 we committed to setting Science Based Targets and we successfully completed our first full Carbon Footprint calculations for 2023 and 2024 (including our Scope 3) with 2023 being set as our ‘baseline’ year.

Looking ahead to 2025, our priorities include finalising our decarbonisation pathway, advancing implementation plans, and securing SBTi validation for our science-based targets. By early 2026, we also aim to publish our Climate Transition Plan to set out our route to Net Zero in full.



Our Carbon Footprint

Our full carbon footprint has been calculated across scopes 1-3 for years 2023 and 2024. These calculations have been validated by a specialist consultant in accordance with ISO 14064-3:2019.

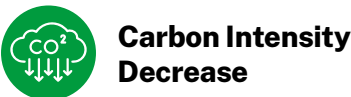
Year on Year Comparison

In 2024, we reduced our ‘absolute’ Scope 1 & 2 emissions [tCO₂e] from 4,371 to 3,755, which was a **23.6% reduction in our Carbon Intensity [tCO₂e/€m]**, when factoring in our increased revenue.

This highlights the success of our Green Site Green Office programme, which is driving energy efficiency across all our operations and decoupling direct emissions from increased project activity.

Scope 3 emissions constitute the majority of our Carbon Footprint primarily driven by ‘Purchased Goods & Services’ (Scope 3.1). Our total Scope 3 emissions increased by 10.9%, our **Scope 3 Carbon Intensity decreased by 1.4%**.

Our full Carbon Footprint (Scope 1-3) increased from 146,094 to 160,894. However, our **Scope 1-3 Carbon Intensity decreased by 2.1%**, from 257.1 to 251.8.



Carbon Intensity Decrease

Scope 1-2 Carbon Intensity:
23.6% decrease

Scope 3 Carbon Intensity:
1.4% decrease

Scope 1-3 Carbon Intensity:
2.1% decrease

Carbon Intensity (tCO ₂ e/€m)	2023	2024
Turnover (€m)	568	639
Scope 1-2: Carbon Intensity	7.7	5.9
Scope 3: Carbon Intensity	249.4	245.9
Scope 1-3: Carbon Intensity	257.1	251.8

The increase in Scope 3 underlines the need to continue working with all our stakeholders to find innovative ways to reduce embodied carbon. It should be acknowledged that the scope of our projects, and the related materials involved, will always have a bearing on our Scope 3 carbon intensity. The Responsible Procurement (Supply Chain Sustainability) section of this report outlined our approach to building our own capabilities and improving our supply chain engagement to tackle embodied carbon. We are actively working with our supply chain partners to support them in reducing their emissions (our Scope 3.1).

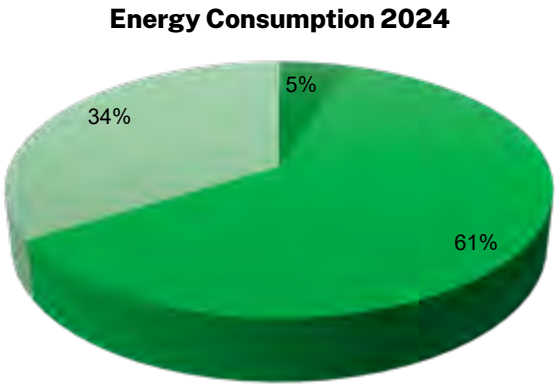
Tackling Scope 3 to a certain extent will rely on wider government and construction sector efforts to tackle embodied carbon and resource efficient circular solutions. We are committed to setting science-based Net Zero targets and **going forward our baseline year for target setting will be 2023 for Scope 1 & 2, and 2024 for Scope 3.**

We aim to submit our near and long-term targets for validation by the Science Based Targets Initiative (SBTi) in 2025, as well as issue our Carbon Reduction Plan.

Carbon Footprint (tCO ₂ e)	2023	2024
Scope 1 Direct emissions	4,082	3,724
Scope 2 Imported energy (market based)	289	31
Scope 2 Imported energy (location based)	571	288
Scope 3 Indirect emissions from Value Chain (tCO ₂ e)	141,723	157,140
Total Carbon Footprint (Market Based)	146,094	160,894

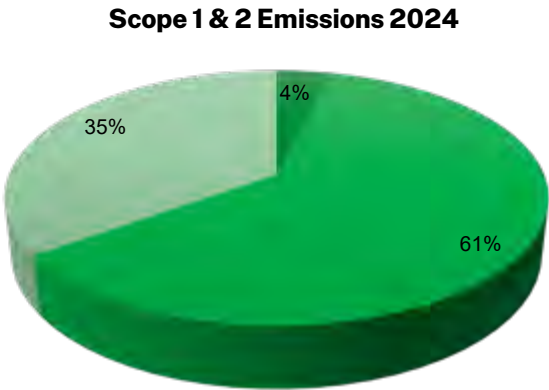
Scope 3 Breakdown (tCO ₂ e)	2023	2024
Purchased goods and services (Scope 3.1)	140,497	156,084
Capital goods (Scope 3.2)	477	408
Fuel and energy related activities (Scope 3.3)	47	22
Upstream transportation and distribution (Scope 3.4)	37	32
Waste generated in operations (Scope 3.5)	178	50
Business travel (Scope 3.6)	240	253
Employee commuting (Scope 3.7)	248	291
Upstream leased assets (Scope 3.8)	0	0
Downstream transportation and distribution (Scope 3.9)	0	0
Processing of sold products (Scope 3.10)	0	0
Use of sold products (Scope 3.11)	0	0
Downstream leased assets (Scope 3.12)	0	0
Franchises (Scope 3.14)	0	0
Investments (Scope 3.15)	0	0

Powering Efficiency through Energy Audits



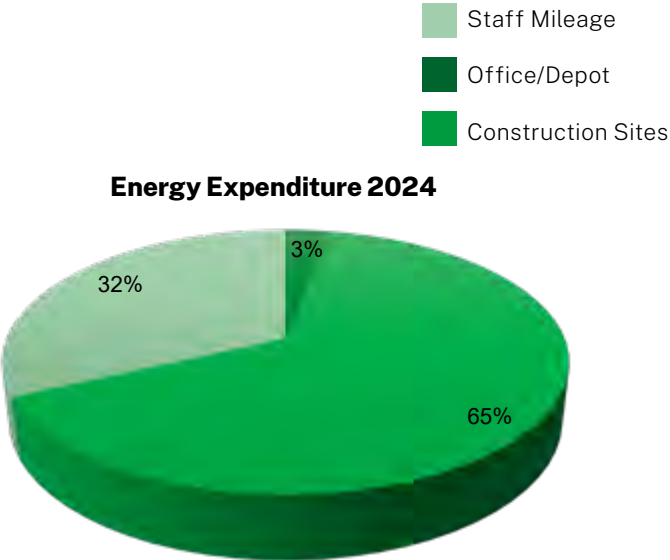
We engaged specialist energy consultants to carry out a comprehensive energy audit across our operations. The audit combined site visits to selected sites in 2024 with analysis of full year’s energy data from all our sites. The audit verified the energy calculations and monitoring systems that we have been using. It also helped us find hotspots for energy, in terms of consumption, carbon emissions and spending.

Construction sites were our largest energy category (61% by kWh | 61% by tCO₂e | 65% by €). Staff cars was our second largest category (34% by kWh | 35% by tCO₂e | 32% by €). Lastly, our offices and depot were our smallest category (5% by kWh | 4% by tCO₂e | 3% by €).



The audit identified that the bulk of our site emissions came from the use of heavy machinery, with fuel (mainly diesel) accounting for 55% of our total energy consumption. In 2023, we used 1,604 m³ of fuel and we managed to decrease this to 1,509m³ in 2024.

In response we have been developing a HVO transition plan, starting with mobile equipment in 2024 and moving to stationary equipment in 2025 in tandem with battery support.



These insights helped inform the direction of our Green Site Green Office programme, which is dedicated to tackling our energy consumption. This programme is implementing the recommendations from our audit, prioritising the opportunities it highlighted to reduce energy consumption, emissions, and spending.

The audit recommended rolling out energy metering, pursuing ISO 50001 certification, accelerating the electrification of our fleet, and integrating battery storage solutions on our sites. We are focused on turning these recommendations into measurable results.

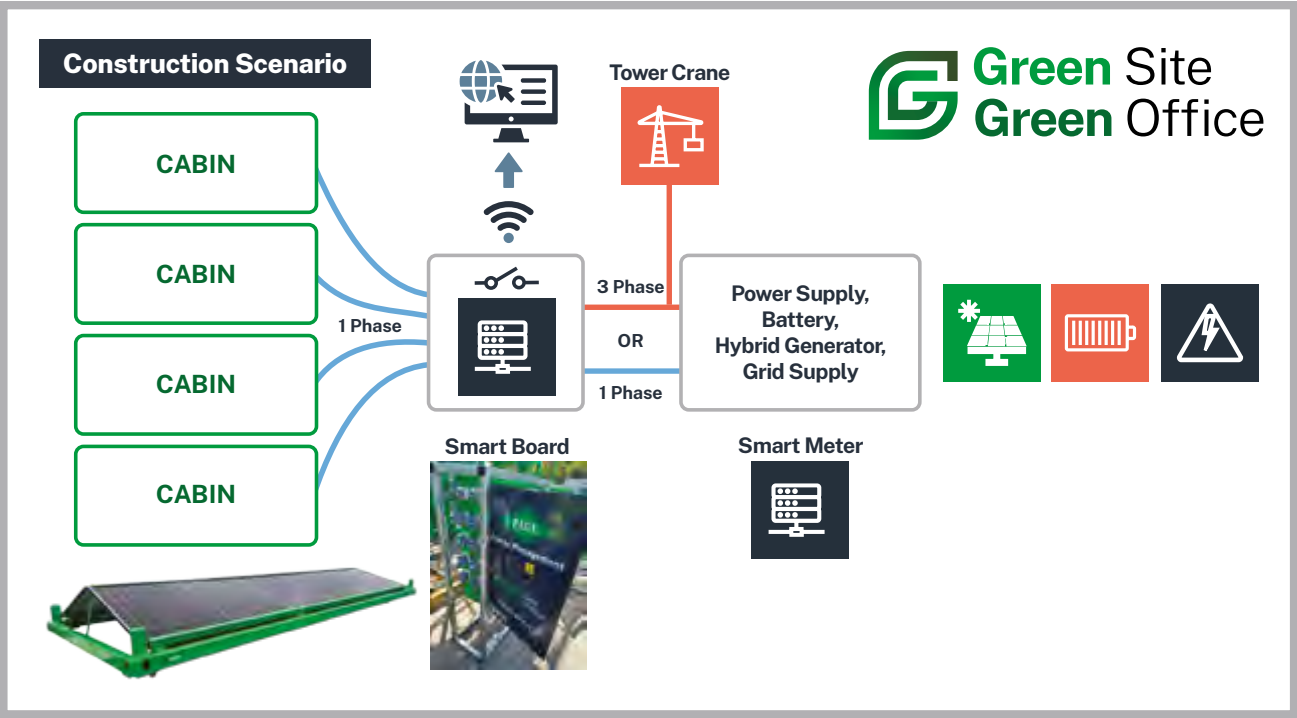




TACKLING CARBON

TACKLING CARBON WITH OUR GREEN SITE GREEN OFFICE (GSGO) PROGRAMME

In 2024, we established our **Green Site Green Office** programme to galvanise efforts from several key departments to identify and take actions to reduce our energy and emissions. This programme, led by MEP Director Brian Ahern, focuses on cross-departmental collaboration to identify and introduce a range of energy efficiency and carbon reducing initiatives.



EV Charging

We installed EV chargers at our regional sites to support our Electric Vehicle (EV) targets. To date, we have six chargers across four sites. EV charging infrastructure is now part of our standard site setup and is being phased into all new projects.



Smart Distribution

We became the first contractor in Ireland to use ERICA boards, which enable control of power sockets, real-time energy monitoring, and remote power management for specific site areas. Currently, we have eight smart ERICA boards deployed across five sites. These are now standard for our site setup and are being rolled out to all new projects.



Battery Storage

In collaboration with Aggreko, we installed a 155kVA/150kW Battery Energy Storage System on our tower crane in Galway for 201 days. Over 80% of the crane's operational hours were battery-powered, reducing fuel consumption by more than 80% and cutting approximately 97 tCO₂e in carbon emissions. Battery storage is now standard for tower cranes not connected to the grid and will be incorporated into all relevant future projects.



HVO Fuel

We doubled our use of Hydrotreated Vegetable Oil (HVO) renewable fuel in 2024, primarily for our own non-road mobile machinery. Our aim is to expand HVO use across all our owned plant, including stationary equipment like generators and tower lights.



Energy Metering

We investigated several options for installing smart energy meters on our sites and are currently moving forward with one supplier to install their sensors on several projects. We will adopt a phased approach to using energy meters and plan to use the data to get insights into our 'out of hours' energy usage on sites.



Solar Welfare

We invested in off-grid solar-powered toilet cabins on two of our sites. Looking ahead, we plan to deploy more off-grid solar solutions, including solar-powered security huts, on suitable sites.



Energy Efficiency

We have consistently used EPC 'A' or 'B' rated cabins for several years. In 2024, we upgraded several 3kW heaters in changing rooms to 1kW models.

Combined with time-scheduling via ERICA boards, this has delivered significant energy savings. Going forward, we will enhance energy efficiency further by improving segregation between changing and drying rooms, using efficient heaters in changing areas, and dehumidifiers in drying areas.



Renewable Energy

We installed a 30.1kW solar PV system at our Plant Depot. Future plans include exploring the potential for roof-mounted solar systems on our site cabins to further reduce our reliance on grid energy.

Spotlight

03

Accelerate Pact

As one of the first signatories to ‘Accelerate: The Business Pact for Climate and Nature’, we are excited to work alongside Business in the Community Ireland (BITCI) and other like-minded companies to create impactful Net Zero strategies and Climate Transition Plans.

The Accelerate Pact calls on businesses across Ireland to do more than just set Net Zero targets - it emphasises the need for actionable, credible Climate Transition Plans. By focusing on nine key leverage areas, the Pact encourages businesses to take decisive action in the short term, helping accelerate our journey towards a climate-neutral future.

Through this initiative, we are contributing to the development of a Centre of Excellence for Climate Transition Plans and joining an ambitious community dedicated to delivering a fair, nature-positive, and sustainable future for all.



Spotlight

04

Supporting research by Construction Innovate into decarbonisation of construction

In 2024, we signed up to share data and support the DECAR-CON project by Construction Innovate. This initiative aims to establish a baseline for carbon emissions at construction sites across Ireland and develop a roadmap for decarbonising contractors’ construction processes, specifically focusing on Modules A4 & A5 of BS EN 15978. The roadmap will allow for flexibility, taking into account variations depending on individual projects.

The project is led by the University of Galway in partnership with the Irish Green Building Council and funded by Construct Innovate. It is a collaboration involving John Paul Construction and other Main Contractors, with actions set to be taken in 2025 to implement solutions and progress towards decarbonisation in the construction sector.



Water Stewardship

We are committed to achieving the highest levels of Water Stewardship across our operations. In 2024, our Sustainability Manager, David McKenna completed the Uisce Eireann ‘Certified Water Stewardship Programme’ training course. This course focuses on helping companies align with the European Water Stewardship Standard 2017 (EWS), in terms of understanding their Water Footprint and developing a Water Charter to manage associated impacts. This programme allowed us to better understand our ‘Water Footprint’ and ensure our policies, targets, actions and monitoring systems align with CSRD Reporting Standards (ESRS).

Most of our direct water consumption is used to provide sanitation for our own workforce and supply chain workforce on our construction sites. We have a combined daily total workforce of almost 3,000 workers. Other water use onsite is for washing and cleaning, for example, concrete washout, paint washout and other cleaning (roads, hardstand and other areas). Finally, there is a limited amount of water needed for certain construction processes, such as concrete curing. Construction materials from upstream in our supply chain can have a significant Water Footprint impact and we encourage our supply chain partners to be responsible water stewards.

In 2024 our Water Intensity decreased by 21% - with water consumption dropping from 37,091.55m³ (2023) to 32,857m³. This is a decrease in our total annual Water consumption of 4,234.55m³ or 11.4%. Our even strong result in terms of Water Intensity was achieved due to the business increasing turnover by 12.5% during the same period – an indicator of increased construction work across the 12-month period.

Spotlight

05

SmartFlow: Our use of Smart Metering Systems

We expanded our use of SmartFlow to five sites to dramatically improve water stewardship, resulting in multiple benefits in addition to increased accuracy of data.

For example, we can now get daily meter readings and alerts when excess water usage is detected. It is also possible to detect ‘out of hours’ usage. This has been particularly beneficial in terms of reducing water leaks on site. These smart meters speed up decision making and directly contribute to cost savings, sustainability and overall asset protection.



Biodiversity Management

Acknowledging that Ireland is in the midst of a National Biodiversity Emergency means we must carefully consider how best we can minimise the potential impacts our business activities. We recognise the upstream impacts associated with the production of construction materials, such as habitat clearance, land degradation, and other biodiversity-related challenges. Our construction activities also contribute to land use changes, which can directly affect biodiversity. Additionally, we manage and prevent the spread of invasive species such as Japanese Knotweed, that can be disturbed by machinery or inadvertently brought onto our sites.

Our commitment extends beyond mitigation. Throughout our projects, we actively enhance biodiversity. From the construction phase to the handover stage, we integrate biodiversity initiatives such as bird boxes, bat boxes, green walls, ponds, irrigation systems, and surface water management. These efforts align with our clients' sustainability goals and biodiversity net gain targets, as well as certification programmes such as LEED, BREEAM, and HPI.

Several of our projects are leveraging Sustainable Finance and adhering to EU Taxonomy requirements. We support sites in the installation of biodiversity enhancements, and are particularly proud of our ongoing efforts to integrate nature-based solutions into the built environment. In 2024, we held a lunch-and-learn session with Viriotopia, a global leader in living walls, to explore the benefits of green walls, as well as technical considerations such as metal mounting systems, irrigation, installation, and maintenance.

Project ReFarm

Further demonstrating our commitment to biodiversity, we became founding members of Project ReFarm, an innovative initiative that funds the creation and management of wildlife ponds, hedgerows, woodlands, and

species-rich grasslands on Irish farms. With over two-thirds of Ireland's landmass dedicated to farming, this project is essential for achieving biodiversity targets. In collaboration with Anke Heydenreich, Dr. Brendan Dunford, Trinity College Dublin (TCD), and over 100 farmers nationwide, Project ReFarm is a target-based programme whereby farmers commit to measurable improvements to enhance biodiversity on their land with payment gauged on the success of those efforts. The initiative's long-term funding model emphasises long-term sustainable change as the ultimate indicator of success.



As signatories of the All-Island Pollinators Plan (AIPP) biodiversity considerations form part of our monthly environmental inspections on site. We encourage all projects to adopt biodiversity initiatives and launched a company-wide campaign for "No Mow May," during which employees received information through notice boards, news posts, and toolbox talks. Additionally, we contributed to the refurbishment of 10 raised beds at Deansrath Community College in Dublin, supporting the school's community garden and pollinator-friendly actions.

Our dedication to enhancing biodiversity and promoting sustainable practices across our projects reflects our broader commitment to environmental stewardship and contributes to creating a more sustainable built environment.

Spotlight

06

2024 Tree Planting Partnership with Stepping Stone Forests

To achieve our target of planting 5,000 trees, we partnered with Stepping Stone Forests. This collaboration had a positive social impact as the targeted locations were communities local to our project sites. Using the Miyawaki planting method, we planted a diverse mix of native trees and shrubs across four schools in Dublin.

The largest of these projects was a mini forest at Deansrath Community College in Dublin 22, where we planted 2,500 trees, making it our largest mini forest to date. John Paul Construction funded all the necessary mulch and landscaping materials, while a dedicated team of volunteers, guided by John Kiberd and the Stepping Stone Forests team, carried out the planting.

This initiative not only enhanced biodiversity but also fostered a sense of community and environmental responsibility among local students and residents.



Social includes People, Health & Diversity as well as Community, Engagement & Partnering

People, Health & Diversity

We strive to be a great place to work by fostering a supportive, healthy and inclusive culture where people feel psychologically as well as physically safe wherever they work – on site, in our offices or at home.

Our People, Health & Diversity pillar focuses on five main themes:

- Health, Safety & Wellbeing
- Employee Engagement
- Training & Development
- Diversity, Equity & Inclusion

Community, Engagement & Partnering

For us, success is measured not just by financial results or the number of quality projects we deliver, but by the manner in which we conduct our business. Our company is built upon strong values and ethical practices, and led by a management team that is fully committed to maintaining the highest standards of responsible corporate behaviour. This includes minimising the impact of our construction projects and creating social value through addressing the needs of local communities, representative bodies and wider society.

Our Community, Engagement & Partnering pillar focuses on five main themes:

- Charitable Work & Partnering
- Community Engagement
- Promoting STEM & Careers
- Supporting Local Employment

3

GOOD HEALTH AND WELL-BEING

5

GENDER EQUALITY

8

DECENT WORK AND ECONOMIC GROWTH

11

SUSTAINABLE CITIES AND COMMUNITIES



Safety Culture

Work Safe Home Safe - these four simple words underpin our safety culture. We believe safety goes beyond physical safety and encompasses the health, wellbeing and mental health of all our staff, our supply chain and everyone affected by our work.

We are relentless in our pursuit of safety excellence. Each week starts with a safety meeting with our Leadership Team, we circulate a safety bulletin for the week and identify a Safety Moment and focus areas for the week.

“Our culture is to prioritise safety and through delivering safety excellence we will deliver excellence in quality, programme and overall project execution.

All issues that arise during project execution can be resolved through good communication and collaboration, however there is no turning back the clock when a person is injured.

This is why our commitment to Work Safe Home Safe is unwavering “

Mike McLoughlin
Associate Director – Health, Safety and Sustainability



This ‘drumbeat’ sets the tone for the organisation and for each and every project.

We can never be complacent as we know that things can change in the ‘blink of an eye’. This is why we continually review and update our processes, constantly engage with people at all levels, run targeted and seasonal campaigns and promote feedback to maintain the highest standards in safety.

Safety Leadership

For safety culture and performance to be truly embedded, it’s imperative that leadership is at the forefront on site. In 2024 our Senior Management team undertook a Leadership Programme with Shane Craddock to best understand the personal changes they could make to positively impact safety.

Our health and safety programme is extremely wide ranging, but here we outline some of our highlights from 2024.



2024 NISO Exceptional High Achiever



2024 NISO Distinction Award



2024 ROSPA Presidents Award



2024 Health, Safety & Wellbeing Award

Safety Campaigns

Over the course of the year we run both seasonal and targeted campaigns. These include:

- Winter Ready
- Return to work (after all holidays & bank holidays)
- Summer Ready
- Safety Month
- Men’s Health Week
- Homesafe for Christmas
- Wellbeing Day
- Hand Safety
- Work at Height
- Plant / Person Interfaces
- LOTO
- Tool Tethering

Work Safe Home Safe Programme

Our Work Safe Home Safe programme is a behavioural programme that has constantly evolved since 2016 and targets human nature and risk perception.

Sessions are delivered to all workers on our projects driving key simple messages while reminding them what “really” matters.

The key messages centre on checking the work areas, never walking past, avoiding shortcuts, and creating safe habits that become second nature.



Health, Safety & Wellbeing

Safety Events

Across our projects we arrange safety events which include companies such as ‘Theatre at Work’ and guest speakers covering topics such as life changing accidents, mental health issues and general health and wellbeing.

Speakers have included Mick Loughran, Steven Kirby, James Gorry, and Fergus Farrell who have all experienced life changing accidents; and Sinead Bradbury, Joe O’Sullivan and others in the discipline of wellbeing.

Supply Chain Engagement

The support of our supply chain is crucial in delivering on health and safety. We work very closely with our subcontractors from procurement, pre-qualification, right through to completion. Some of the main aspects that contribute to this include:

- Onboarding sessions
- Subcontractor Principal Meetings
- Supervisor training and ratios
- High Risk Workshops

Peptalk

We are now using Peptalk on five of our large projects. Peptalk is a wellbeing platform that provides live feedback on the morale of everyone on site through check-in stations.



From the feedback and through ongoing engagement, specific actions and targeting initiatives are run to keep morale at a good level.

Healthchecks / AED Training

Through partnership with the Construction Workers Health Trust (CWHT) and other private providers we arrange for free health checks to be offered to staff on each project once a year.

This service helps to identify issues, but also to promote awareness and an improved lifestyle.



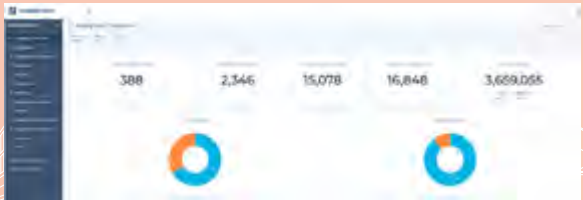
Spotlight

01

HammerTech

HammerTech is our health and safety software platform. We introduced HammerTech in 2023 and rolled it out to all projects during 2024. This platform is used for online inductions, access control and facial recognition, RAMS submittal and approval, Daily Safe Starts, permitting processes, Audits & Inspections, Lift Plans, and Safety Observations.

The platform provides live data and insights that assist in managing safety on the ground.



Employee Engagement

Employee engagement is at the heart of how we operate, from on-boarding new employees to regular communication, engagement and promoting a strong sense of team and belonging.

Quarterly Company Updates are delivered by our Managing Director, Liam Kenny, and other members of the leadership team offering valuable insights into company performance, project updates, investment in digital tools and the future direction of the company.

Project Onboarding sessions are held on all projects with the whole team to ensure that everyone understands safety, quality, and design standards along with the financial and delivery programme. Team building exercises are also integrated into the session.

Roadshows: Our Managing Director, Operations Director and HR Director visit all projects to meet the teams and provide in-person company updates, including a breakfast / lunch with the site teams.

Our SharePoint portal is used to distribute news stories throughout the company as well as a health and wellbeing section which provides a range of information, articles and videos in the areas of physical, mental and financial wellbeing.

This information is complimented with regular guest speakers on wellbeing subjects such as sleep, healthy eating, exercise and much more.



Throughout the year we participate in many events like the PWC Staff Relay in the Phoenix Park, where 20 teams of four participated in 2024; Steps challenges, and Run 100 for the Irish Heart Foundation.

Our Performance Management cycle promotes a structured approach to setting goals, providing feedback, and understanding the career aspirations of our staff. 94% of staff completed the process for 2024. Overall we encourage an open and involved culture in the company.



Our EAP (Employee Assistance Programme) service, provided through LAYA, is available to all employees and their families. It is a confidential service that is available 24/7 and is widely promoted in the company.



Employee Engagement Survey in 2024

During 2024, we ran a pulse survey to gain an understanding of how our people were feeling about the company. Some headline insights from participants included:

84% said they felt their managers takes DE&I seriously

78% overall inclusion score

Spotlight

02

Sports & Social Club

Our Sports & Social Club provides great opportunities for colleagues to get to know each other in relaxed settings. The Sports & Social Committee organise activities and events each month.

These include hiking, nights out, theatre shows and various sporting events. The club has been fantastic for helping integrate new people into the company, and in some cases the country, but also for longer term employees.



Training & Development

Over €500,000 was spent on training in 2024 logging a total of 5,760 hours training which amounts to a 20% increase on 2023.

This training ranges from routine and refresher training such as Safe Pass and Manual Handling to professional development, graduate training and leadership sessions.

Professional Bodies / CPD

We are an Engineers Ireland CPD Accredited employer which greatly supports the development of our Engineering Team, including graduates.

Likewise, we were the first Main Contractor in Ireland to be award the RISE badge by the Royal Institute of Chartered Surveyors (RICS) which similarly supports our Quantity Surveying Team on their route to chartership.

Our Quality Department run a programme of CPD accredited talks during the year with a mixture of in-person, Microsoft Teams, and site-based sessions. An example in 2024 was on 'Biodiversity Net Gain' hosted by Viriotopia on 'Green Walls'.



During 2024 we ran a number of headline training and development programmes which were really beneficial to our people.

Our **Empower Programme** was designed for our emerging leaders in order to unlock their potential. The program consisted of a blend of classroom-learning modules and a group project and presentation which ran over a six-month period. Each module was bespoke, targeting the skills and competencies essential for success. The group project encouraged lateral collaboration and networking, as well as applying newly acquired skills to solve a business problem or present an improvement idea or solution. The projects were presented to the Board of Directors and a graduation ceremony was held to mark completion of the course.



Poll Moussoulides delivered a course on excellence in Leadership Communication & Engagement for a group of 20 Leaders within the company. Poll is an international coach in the area of vocal communication and presentation.

We rolled out our first **LeaderShift** session with 10 of our Leadership Team in May 2024. This is bespoke course, developed and delivered by Shane Craddock, focussed on personal performance and wellbeing with Shane's mantra that "success is an inside job!". This course was delivered to two further groups in the third quarter of the year.



A group of our employees completed a **Women in Construction Leadership** programme designed for aspiring and developing women leaders who are seeking to accelerate their career and personal development. The course was developed by the IMI in conjunction with UCC.



Promoting STEM & Early Careers

Investing in early careers is crucial for developing the future talent pipeline of skilled staff for the construction industry.

Our Graduate Development Programme has been expanded beyond Quantity Surveying and Engineering to include Mechanical & Electrical Engineering and BIM in order to support our ongoing business needs. The programmes are designed to give graduates rich and comprehensive on-the-job learning experience complimented by professional and technical skills training and mentoring.

Graduates also benefit from CPD programmes that are recognised by both Engineers Ireland and the Royal Institute of Chartered Surveyors. We also achieved our 25% quota target in female graduates and will continue to seek female graduates to reach a 50:50 balance by 2030.



Our **Earn and Learn Programme** in Quantity Surveying is in its fifth year with two additional staff joining the programme in 2024. We were delighted for **Sandra Keenan**, who graduated from the Earn and Learn programme in 2024 and won the Ivan Webb Award at the Masters Builders and Contractors Association in November. We are also piloting two Civil Engineers on the Earn and Learn programme with the plan to roll out further in 2026.

Student placements are the future of our industry, and we are delighted to see the number increasing year on year with over 20 student placements in 2024, ten of which joined our graduate programme in September 2024.

Providing work experience for Transition Year students is also a great way to encourage secondary school children to pursue construction either via the earn and learn or graduate route.



Annually, we sponsor a student award at the TUD School of Construction Management and Quantity Surveying. The John Paul Construction Award is open to second year students in Quantity Surveying and Construction Economic and in 2024 was presented to Ryan Clarges.



Diversity, Equity & Inclusion (DE&I)

We are proud to be a diverse and inclusive company. We aspire to be the best place to work for people of all backgrounds. Fostering inclusion aligns with our core values, ensuring all employees feel respected, included and empowered to reach their potential.

We are determined to keep challenging ourselves to build a workforce that is diverse and inclusive of each other. To support this, we targeted six key initiatives during 2024:

- DCM provided a DE&I training programme for all staff to build understanding on been a diverse and inclusive company and to raise awareness and combat conscious and unconscious bias.
- An Employee Resource Group was established to identify and implement actions and activities that promote an inclusive work environment.
- #ThisIsUs Campaign to raise awareness around DE&I and to encourage our people to complete their diversity data on our HR information system.
- We implemented a Full Pay Maternity Policy to fully support our employees through their maternity leave.
- We signed up to the Business in the Community's Elevate –The Inclusive Workplace Pledge, where we have a programme of actions to follow.
- We joined the STEM Passport for Inclusion Programme which is run by Maynooth University and led by Dr. Katriona O'Sullivan

We maintained 'Silver' level under the Investors in Diversity scheme run by the Irish Centre for Diversity and supported by the Construction Industry Federation. The award recognises our continued efforts in embedding DE&I into our culture by taking on-board feedback received from our people.



DIVERSITY TRAINING IN LEADERSHIP PROGRAMME



DIVERSITY & INCLUSION TRAINING PROGRAMME EXPANSION



FULL PAY MATERNITY POLICY



CONSTRUCTION PARTNER IN STEM PASSPORT FOR INCLUSION PROGRAMME



Our latest Gender Pay Gap Report (2024, [available here](#)) shows that there are still significant gaps in gender pay in our industry. These are long established gaps that can only be tackled by attracting more females into the industry and through supporting them through their career paths. Our ambition remains the same - to help pave the way for a thriving construction industry with enhanced gender representation.



Spotlight

03

Continuing to support women in construction

At the inaugural 'Women in Construction Awards', we were very proud to have Associate Director, Bronagh Carty, win two awards – Excellence in Senior Leadership and the Overall Leader Award. Bronagh is an exceptional role model both in our company and in the industry and has been an excellent mentor to many young women in John Paul Construction

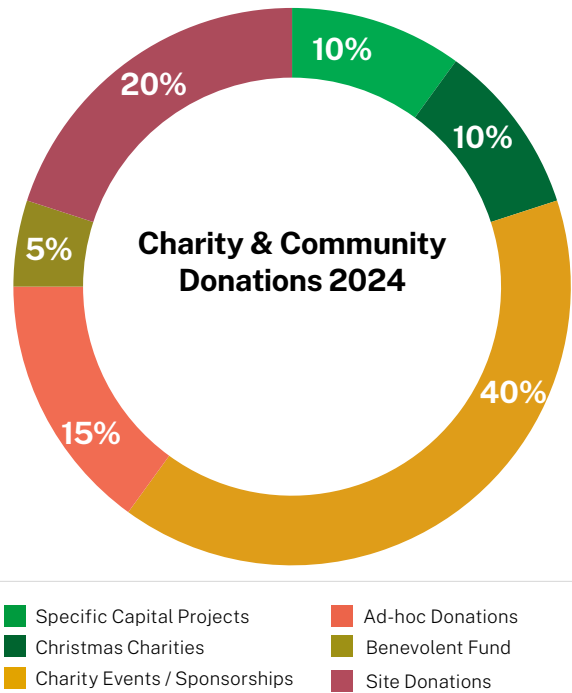


Charitable Work & Partnering

Each year as part of our charity strategy we endeavour to support causes that are both local to us and the communities we work in. We seek to involve our people and the causes that mean most to them while also considering the most vulnerable and in need within society.

As we support these causes, we endeavour to also raise awareness and engage with our people so there is significant overlap with community engagement, employee engagement and general health and wellbeing.

Overseeing all our charitable activities is our Charity Committee, which maintains a structured plan for our work in this area, with over €200,000 contributed to charitable and community projects in 2024.



Our primary charity partners in 2024:

We have supported the The Lighthouse Construction Industry Charity annually as a company partner since January 2021. They provide an excellent service to the construction industry in Ireland and the UK with their #MakItVisible campaign for mental health and living by their motto –“No worker or their family should be alone in a crisis”. We are proud to support them at various events throughout the year, such as their summer lunch and ladies golf day.

Irish Heart Foundation - 1 in 4 people in Ireland die from hearth disease or stroke, so supporting their Run 100 event each February is an excellent way to raise awareness, support the charity and promote health and wellbeing.

Diabetes Ireland delivered a number of in person talks on site and on teams to outline the health risks and the lifestyle adjustments that are preventative or help those living with diabetes. Over 300,000 people in Ireland are estimated to be living with diabetes.



The ChildVision charity is a fabulous local charity in Dublin City where Rachel, one of our Engineers, promoted it on site. The charity for visually impaired supplies flowers with all proceeds going to the charity.

As noted overleaf we support a wide range of charities, including at Christmas, charities like Novas with their sleepout for homelessness in Limerick, St Vincent De Paul and many others.



Spotlight

04

Childhood Cancer Ireland –“Beads of Courage”

In 2024 we became a charity partner of Childhood Cancer Ireland. Laura Cullinan (CEO) came in to meet us initially and held a company-wide talk on the fantastic work the charity does to support children, young adults and their families as they deal with a cancer diagnosis.

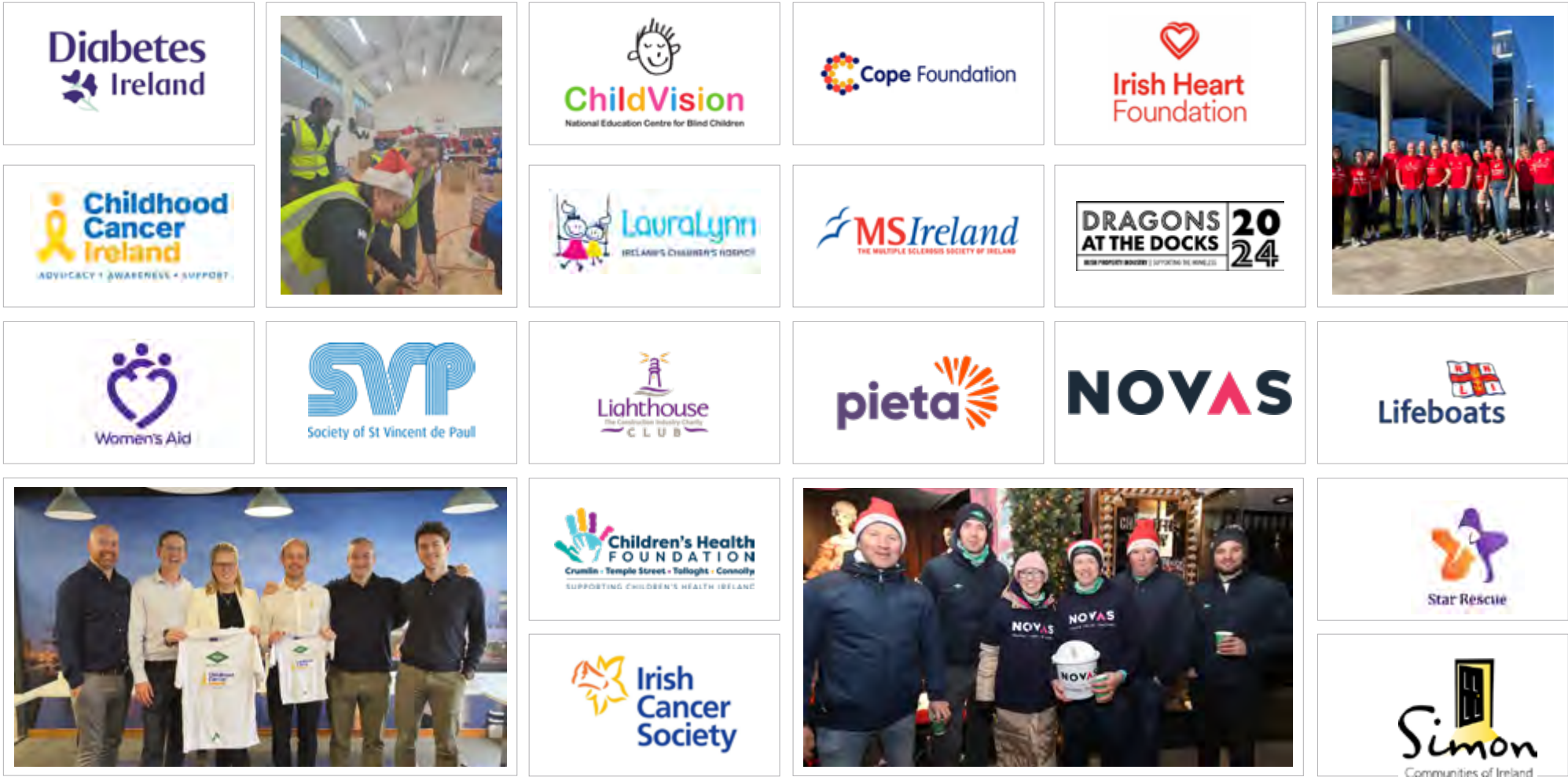
10 of our colleagues ran the Dublin City Marathon for the charity raising over €27,000. As a partner of this challenge each member of the team took part in the “Beads of Courage” programme where a person undertaking a special challenge carries two beads with them. On completion one of these beads is passed with a personalised note to a child with cancer.

The “beads of courage” programme is run by Childhood Cancer Ireland and helps children track all their milestones as they deal with their disease and treatment. Childhood Cancer were also one of our Christmas Charities this year. We are delighted to be able to support such as wonderful charity in a small way.



Charitable Work & Partnering

Here are some of the Charity groups we supported in 2024:



Going forward we plan to build further on our approach where we will have greater focus in the localities where we work; more support, empowerment and encouragement of our people; and greater leveraging of our expertise to create even greater impacts.






Community Engagement

Community Engagement is a huge part of our Social Sustainability approach. As a construction company, we recognise the lasting positive impact our projects bring to local communities. Beyond the final result, we are committed to making a meaningful difference during the construction phase itself by getting involved in local initiatives that matter to the community.

We have been part of the Considerate Constructor Scheme in the UK since 2010 and in Ireland since 2017. The scheme's is a 'not for profit organisation' that was set up to improve the image of construction but has become much more and is driving standard of worker wellbeing, community relations and environmental impact.

They rate projects out of 45 with 15 points assigned to each category. In 2024 we were delighted to win three CCS Awards for projects that achieved 45/45.

-  **Respect the Community**
-  **Care for the Environment**
-  **Value the Workforce**



As part of our Sustainability Management Plan on each project we have a section on **Community Engagement & Partnering** which includes charity and volunteering. This sets the framework for tracking our social value impact on the project and this is logged monthly on our SustainIQ digital platform.

During the projects we ensure that we do not have a negative impact through detailed traffic management plans, engagement with our suppliers to avoid congestions and disruption in the area and actions such as local road sweeping, litter picks and other proactive measures.

Above these standard measures we engage with the local community through newsletters and also seek to get involved local community and charity initiatives. Some examples are included here as examples.

Spotlight05

Business in the Community Ireland (BITCI)
We joined Business in the Community Ireland in 2023 and have really benefited from our partnership through getting involved in BITC initiatives and programmes but also through connections and partnering with them during this time. Some of the highlights include:

- The Elevate Pledge for Living Wage
- The World of Work Schools programme
- The Accelerate Pact for Climate & Nature
- Engagement with disadvantaged minority groups



The project team on our confidential Data Centre Project in **Frankfurt** supported Kelsterlabs, a local digital education provider and IT studio with a donation of iPads and laptops. Kelsterlabs is dedicated to educating local schools and community groups in 3D printing, coding and other STEM subjects.



At Christmas our team in Dexcom, Athenry held a lunch and fundraiser to support Cope Galway who do fantastic work to support the homeless, those affected by domestic abuse and the elderly. Their vision is "A community where every person is valued, cared for and supported at every stage of life".



Spotlight06

Supporting Sport in the Inner-city
We were delighted to support the local U11 Girls' soccer team from Sheriff Youth Club close to our Castleforbes residential project. The project team met with the coaches from Sheriff Youth Club, they were really impressed and agreed to sponsor their gear for their trip to Barcelona where they trained with top FIFA coaches.

It is great to be able to support children in sport and girls in particular in the north inner city.



Community Engagement

Supporting Tidy Towns

We seek to support Tidy Town committees in the areas we work, two recent examples include planters in Leixlip and road sweeping and litter picking in the local village in Rosslare.



Local Canteen providers

On many of our projects, especially on our regional projects such as in Galway, Kilkenny, Limerick and Wexford we engage local companies to provide hot food on site. Local companies are also used for free food vouchers and to cater for ‘Town Hall’ events on site.

Second and Third Level Colleges

We constantly engage with second and third level colleges and attend open days and career fairs in order to attract talent to our industry.



Spotlight

07

Presentation Primary School, Warrenmount

We believe that each project is an opportunity to improve on what’s gone before. And the same applies to the local communities within which we work.

Presentation Primary School, Warrenmount, beside our Harcourt Square project provided us the opportunity to create a sensory room that provides a calming and supportive space for children, particularly those with additional needs.

Our team were delighted to be able to provide their support to the school and the finished job was something we can all be proud of.



Spotlight

08

World of Work (WoW) Schools Programme

In conjunction with BITCI, we participate in the WoW programme with second year students in DEIS schools across the country. The programme involved six sessions both in the classroom and on-site and involves a donation which is matched by department funding. During 2024 we engaged with schools in Cork, Wexford, and Dublin and are committed to continuing this programme annually.

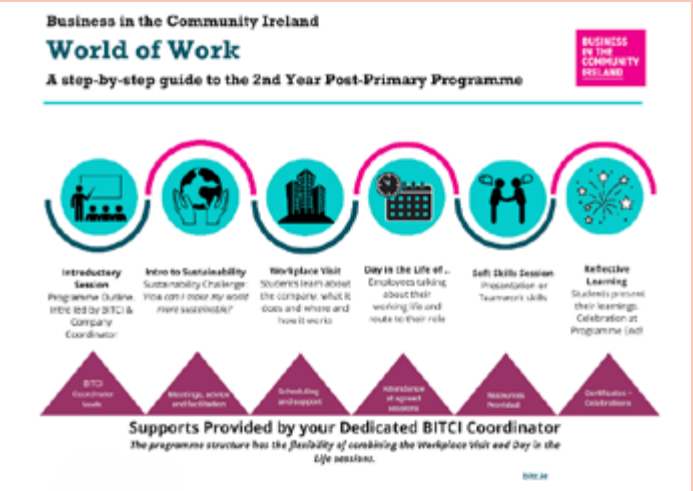
Schools are selected to link with projects we have in the area so our project team can engage directly with the school to promote construction careers in the future in a manner that has been really rewarding for all involved.

- **Pepsi Salt:** St. Colman’s Community College, Middleton, Cork
- **Rosslare Europort:** Bridgetown College, Bridgetown, Wexford
- **Castleforbes:** Larkin Community College, Dublin (D1)



“The commitment and time you have dedicated to this programme has not gone unnoticed by Bridgetown College. Please convey our heartfelt thanks to the senior management team at John Paul Construction for their exemplary leadership and dedication to the local community. We are genuinely proud to collaborate with your company.”

CONSIDERATE
CONSTRUCTORS
SCHEME



Sustainability Awards

In 2024 we were delighted to win three significant sustainability awards in addition to several other related awards such as those for the Considerate Constructor, Health & Safety and Women in Construction.



Green Awards 2025

Green Construction Award at the 2025 Green Awards

Sustainable Business Impact Awards 2024

Partnership with a Social Enterprise' at the Chambers Ireland 2024
Sustainable Business Impact Awards

Civil Engineering Contractors Association Awards 2024

Most Sustainable Project at the Civil Engineering Contractors Association Awards



John Paul Construction