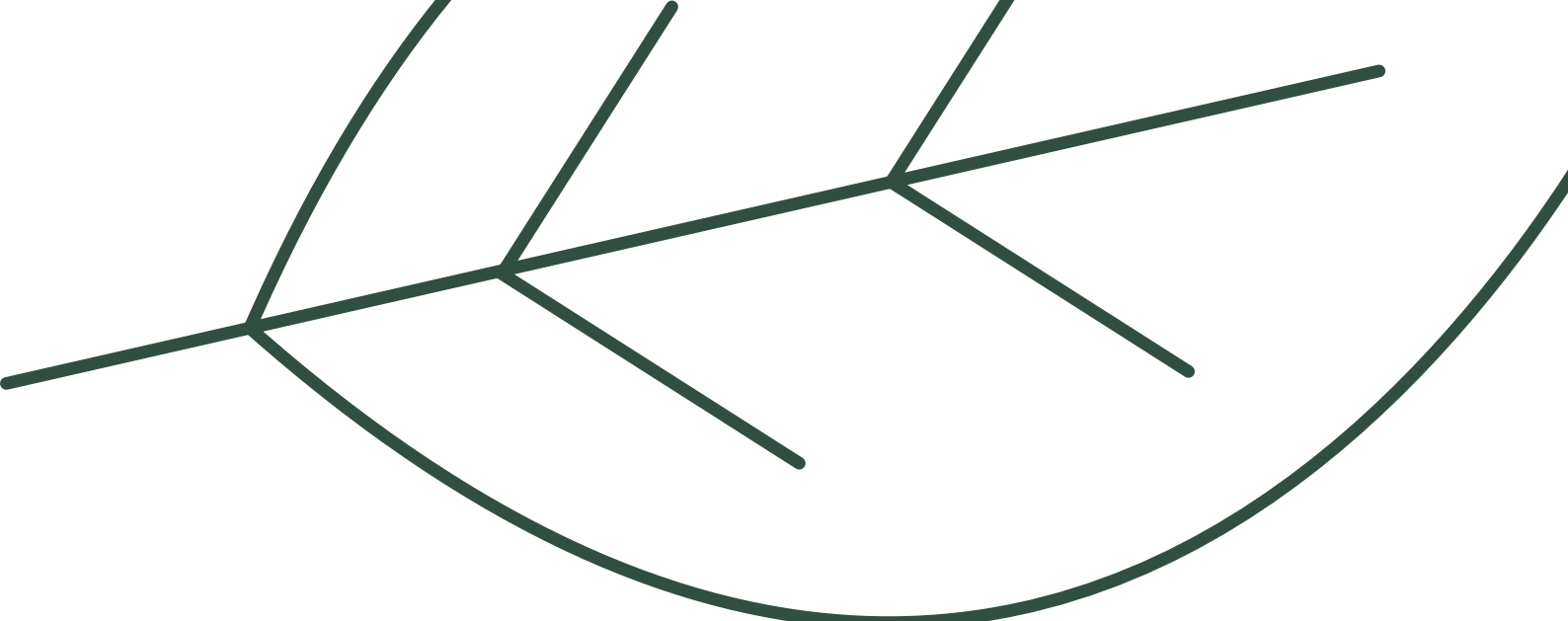


Responsible Business Report



Jones
Engineering



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This Report covers information and data from **2019 - 2022**. We are working towards growing our business in a responsible and sustainable manner.

Date Published: August 2023

A MESSAGE FROM STEPHEN McCABE

CHIEF EXECUTIVE OFFICER

I am delighted to present the Jones Engineering 2023 Responsible Business Report. In 2022 our turnover surpassed €1bn with a workforce of over 4,200 people including direct employees and long-term subcontracting partners, from 50 different nationalities, working across 19 countries. Jones Engineering's 130-year history is rooted in innovation and excellence, driven by our greatest asset - our people. Through our diverse and highly skilled teams, as well as our culture of innovation, inclusivity, and continuous learning, we have built a reputation for delivering large scale, sustainable, complex engineering projects.

The evolving climate crisis facing our planet provides telling warning that we as a global society must make changes today to protect our planet for tomorrow. The building sector is responsible for 39% of global carbon emissions. Therefore, industry efforts to decarbonize this sector will have major benefits in mitigating climate change. As a collective, we can make a difference.

Jones Engineering's ambition is to build on our sustainable efforts to date and ensure we continue to conduct business in a responsible manner. In this inaugural Responsible Business Report, we set out our efforts to date as well as our future sustainability goals.

Our Board and senior leadership team are committed to communicating and engaging with all stakeholders on our environmental and social performance. We seek to develop high quality products and services with sustainability considerations in mind. We aim to generate success and continuous improvement in a responsible and environmentally conscious manner. Our ambition for 2023 is to better understand our impact, recognize opportunities where we can deliver value and set out an appropriate decarbonization strategy that aligns with the Science Based Targets initiative (SBTi) criteria.



Stephen McCabe
CEO

About Jones

Jones Engineering are a leading mechanical, electrical and fire protection contractor operating throughout Ireland, United Kingdom, Central Europe, Northern Europe and the Middle East.

Our original company was set up by Harry O'Neil in 1890 and to this day we have continued his vision of prioritising **education, training** and **innovation**. Over the last century we have grown sustainably in both size & reputation with a turnover in excess of €1bn and resources of over 4,200 people worldwide.

Our core value is the delivery of **engineering through people** and the breadth of our team is unrivalled. Recruiting, nurturing and developing the best talent has been a cornerstone of our Group's development resulting in repeat work with existing clients forming 80% of our business. This is why we are the contractor of choice of our clients.

Key Figures



4200+
People



€1bn+
Turnover



19
Countries

80%

Repeat business
with key clients



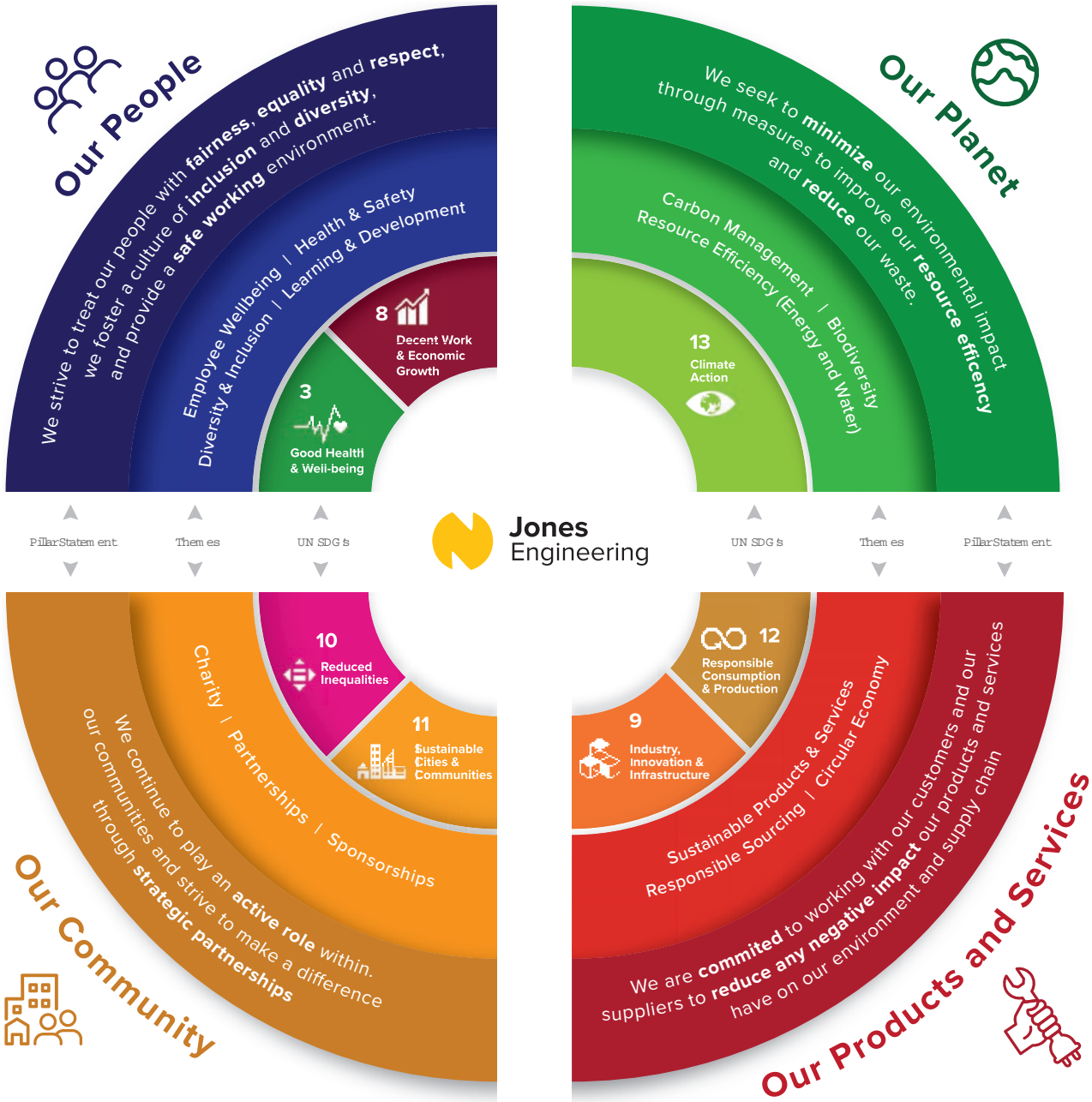
Our Ambition

The Jones Engineering ambition is simple - to continue to grow our business in a responsible and sustainable manner with consideration to the environmental and social impacts of everything we do. We endeavor to create value for all our stakeholders including our clients, business partners, employees, those working within our supply chain, and the communities in which we live and work.

Our Responsible Business Framework will support us in reaching our ambition. It consists of four pillars: Our People, Our Planet, Our Products and Services, Our Community and is aligned to the United Nations Sustainable Development Goals (SDG's). While we understand that we have an influence across all 17 SDG's, we have focused on the seven goals where Jones Engineering can have the greatest influence and impact.



Responsible Business Framework



Highlights - Our People

Health & Safety

Jones Engineering is committed to exceeding industry health & safety standards.

Our progress so far includes:

- ISO 45001 Occupational Health & Safety (OH&S) Management System
- ISO 14001 Environmental Management System
- Safe T Certificate
- TRIR (Total Recordable Incident Rate) of 1.05
- 58,163 hours of Environmental Health & Safety training delivered
- 55 Toolbox Talks delivered to all site-based personnel

Diversity & Inclusion

Jones Engineering is committed to building a workplace environment that is open and responsive to different cultures and groups. As an equal opportunity employer we are committed to enforcing best practice employment policies and procedures.

Our progress so far includes:

- 8.4% of our total workforce are women, against an industry average of 5.5%
- We work collaboratively with the Irish Center of Diversity and Inclusion
- 50 nationalities are employed across the organisation

Learning & Development

Jones Engineering is committed to continuous professional development. We promote apprentice training programs, graduate programs and have a training budget of over €3m.

Our progress so far includes:

- 292 apprentices employed
- World Skills Ireland Plumbing & Heating Winner 2022
- 6,231 hours of CPD training completed
- Graduates are offered the opportunity to earn a CPD Certificate in Professional Engineering
- Support for our apprentices and employees in entering industry awards

Employee Wellbeing

Recognizing that a significant portion of our lives is dedicated to work, Jones Engineering understands the importance of fostering a positive environment for our employees.

Our progress so far includes:

- 39 trained Mental Health First Aiders
- Firm-wide access to the Lighthouse Health & Wellness App
- Commitment to hybrid working across offices
- Commitment to supporting staff in their communities and local social sport clubs

Highlights - Our Planet

Carbon Management

Since 2019, we have been committed to measuring our Scope 1 and 2 operational carbon emissions. Scope 1 operational carbon emissions refer to direct emissions from an organisation's owned or controlled sources, like on-site fuel combustion. Scope 2 emissions are indirect emissions resulting from purchased electricity, heat, or steam. Both are part of the greenhouse gas accounting framework.

Our progress so far includes

- A commitment to set emissions reduction targets grounded in climate science through the Science Based Targets initiative (SBTi) by end of year 2023
- Working towards a target to electrify 35% of our road fleet by 2030
- Installing electric car charging points at all our main offices and workshops.
 - 100% of our team in Gävle, Sweden, currently cycle to work through our bike-to-work initiative

Resource Efficiency (Energy & Water)

Jones Engineering has implemented significant performance enhancements within the energy and water systems of our facilities, exemplifying our dedication to reducing environmental impact and promoting resource efficiency in our operations.

Our progress so far includes:

- Comprehensive retrofitting initiatives across all our main office facilities, completely upgrading lighting, ventilation, and control systems
- Utilizing central building management systems (BMS) to optimise building service operations
- All office lighting is controlled using passive infrared sensors (PIR)
- Commencing feasibility studies for installation of Solar photovoltaic systems (PVs) on our workshops and offices
- Installation of solar photovoltaic systems (PVs) on Middle East projects

Waste

Jones Engineering has implemented various waste reduction initiatives across our offices, facilities, and sites. Despite the challenges posed by COVID-19 and the resurgence of single-use items, we remain proactive in developing sustainable work practices and digitalising our systems.

Our progress so far includes:

- Implementation of digital documentation handover across numerous major projects
- Advocating for the use of digital systems across new projects
- Printers in offices have been upgraded to have a print release system reducing the number of printing errors and saving paper
- Introduction of digital newspapers for marketing purposes in lieu of hard copies
- Removal of single use items in offices

Biodiversity

Biodiversity is a prominent focus in our industry, and we acknowledge the significant role the construction sector plays in land use change. Over the coming years we will continue to action initiatives that reduce negative impact in this space.

Our progress so far includes:

- Planting 184 native Irish trees in County Wicklow
- Participating in Host in Ireland's Orchards In The Community project by pledging to facilitate the planting of 20 orchards
- Planting a wildflower meadow in lieu of lawns at our Damastown office in Fingal

Highlights - Our Products & Services

Sustainable Products & Services

We are committed to working with our supply chain and contracting partners to decarbonize across every project. The biggest impact can be made at the concept and design stage which is why we are focused on early contractor engagement.

Our progress so far includes:

- Investigating how we can reduce the embodied carbon (the emissions associated with all the activities of procuring, mining, harvesting raw materials) in our products by exploring life cycle assessment measuring tools.
- Implementing a process for requesting Environmental Product Declaration (EPD) reports for purchased products, which provide information about a product's impact on the environment.

Responsible Sourcing

We are currently developing a Responsible Sourcing Programme to work with our suppliers on reducing embodied carbon in our materials.

Our progress so far includes:

- Providing 100% of our buyers with responsible sourcing training
- Dispatching a supplier sustainability questionnaire to 50 of our primary suppliers
- Reviewing and updating policies and procedures including:
 1. Supplier Code of Conduct
 2. Procurement Policy
 3. Procurement Procedure

Circular Economy

We are investigating and committed to finding methods to incorporate circular design in our products and looking into developing a tool kit to assist with this journey.

- Investigating opportunities to partner with suppliers who provide products with a high recycled material content
- Utilizing surplus project stock through a centralized stock database for future project use.

Accreditations and Memberships

Accreditations and memberships are crucial for businesses pursuing responsibility and sustainability. They provide credibility, guidance, and compliance support, fostering continuous improvement and offering a market advantage through access to valuable resources. Jones Engineering is committed to joining membership bodies which facilitate responsible business and gaining accreditation where appropriate.

Our progress so far includes:

- Working with Carbon Disclosure Project (CDP) in 2022 - a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts - to complete our first Carbon Disclosure Report
- Achieved our EcoVadis Bronze Rating in 2022, which indicates that Jones Engineering (H. A. O'Neil) has implemented responsible practices across its operations.
 - Becoming an Associate Member of Construct Innovate, an organization focused on driving positive change and advancement in the construction sector
 - Becoming an Associate Member of the Irish Green Building Council, an organisation which provides access to resources and collaboration for the promotion of sustainable building practices in Ireland

Highlights - Our Community

Our Community

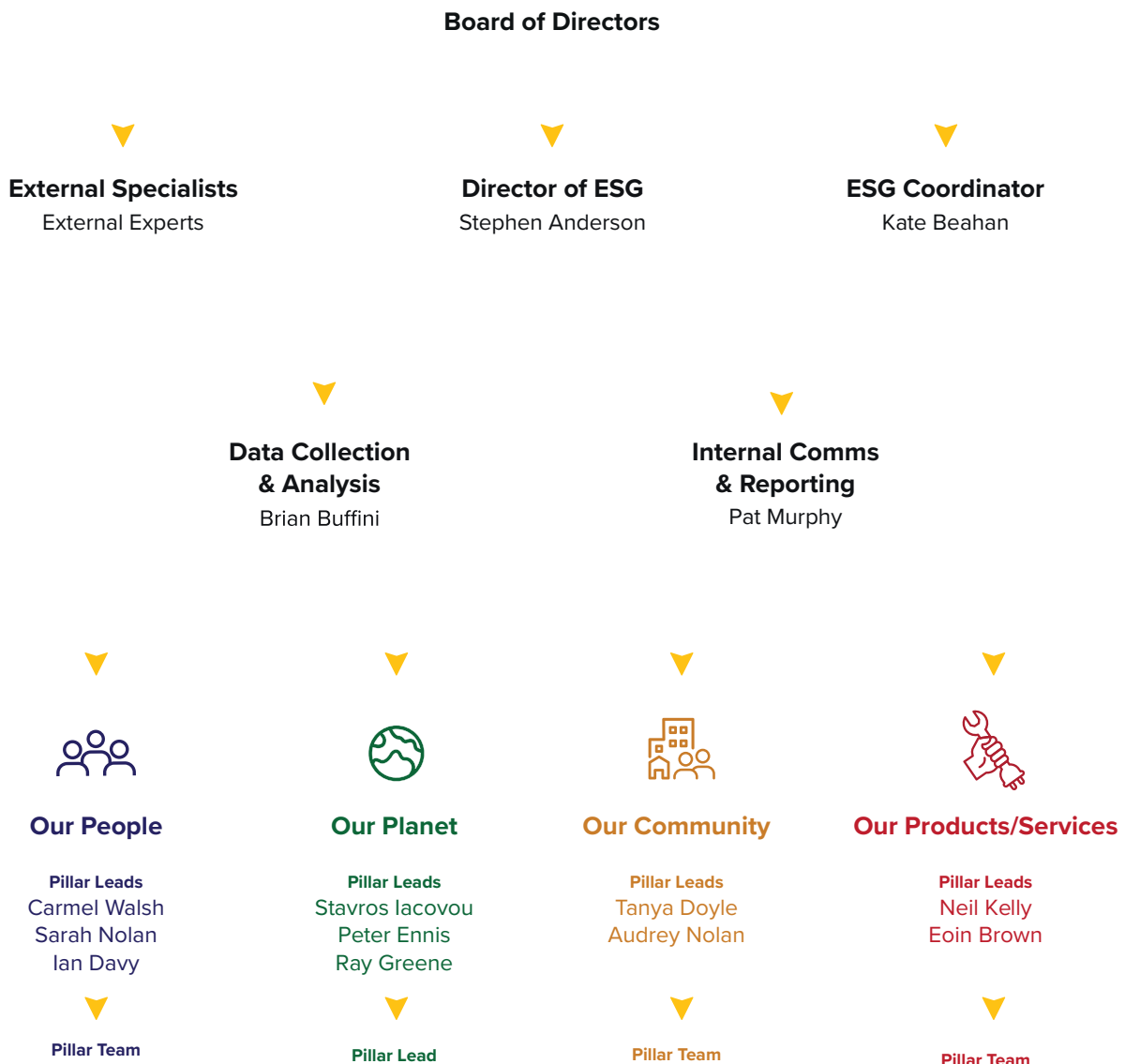
At Jones Engineering, we are deeply committed to active community engagement and making a positive impact. In pursuit of our goal, we sponsor local organisations, support charities through company and employee efforts, and champion community initiatives in each area we operate.

In 2022, our charitable giving programme enabled us to support over 100 charities, clubs, and community initiatives.

Notable Contributions Include

- Helping keep a historic Dublin event alive through title sponsorship of the Jones Engineering Liffey Swim
- Sponsoring the MU Barnhall Buffaloes annual Inclusion Rugby Blitz, a sporting event which supports individuals with intellectual impairments become active club members at MU Barnhall RFC in Dublin
- Raising €5,000 for Breast Cancer Ireland through fundraising initiatives organised by our Irish teams
 - Donating and installing air conditioning units in the Swedish Red Cross office

Governance at Jones Engineering ensures the transparent movement of information to drive key decision-making and promote sustainable business objectives. Our Board of Directors, and senior leadership team, are committed to communicating and engaging with all relevant stakeholders on our environmental and social performance. Our structure reflects this commitment and demonstrates how Jones Engineering has placed ESG at the heart of the organization.



The **Board of Directors** holds ultimate accountability for leadership and oversight of Responsible Business and ESG issues in Jones Engineering. It is responsible for overseeing Group-level strategic decision making; risk and opportunity management; performance review; and corporate communication and reporting on ESG topics.

The **Director of ESG**, Stephen Anderson is responsible for bridging Responsible Business strategy and its practical implementation. He make’s recommendations to the Board on priorities, commitments and resource requirements, and provide regular updates on progress, performance and risks. In turn, he supervise’s the implementation of the Responsible Business Framework throughout the organisation by providing direction to the Pillar Teams and ensuring appropriate resources are in place.

The **Pillar Teams**, each of which has designated leads, are responsible for developing and implementing action plans, policies and procedures to meet the organisation’s strategic objectives and commitments; monitoring performance indicators and collecting data; engaging with stakeholders; and contributing to communication and reporting requirements. In this they are supported by designated persons responsible for overseeing data collection and analysis, as well as internal communications and reporting.

The **ESG Coordinator** serves a project management function, by supporting the delegation, prioritisation, scheduling, documentation and communication of activities.

The **ESG Committee** is comprised of the Director of ESG, the Pillar Leads, the ESG Coordinator and the Data Collection and Internal Communications roles. Its purpose is to ensure alignment across all pillar activities, to streamline data collection, progress monitoring, reporting and stakeholder engagement, maintain strong internal communication, and supports the ESG Director in making recommendations to the Board of Directors.

As required, Jones Engineering engages consultants and subject matter experts to provide guidance, knowledge, and training on specific topics.

Meeting Structure

Board of Directors	Briefed Quarterly
ESG Committee	Bi-Monthly
Pillar Teams	Bi-Weekly

ESG **risk management** is part of our company’s standard risk management practices. Identified ESG risks are included in our risk register which is reviewed on a quarterly basis by the Board of Directors.

Governance Policies

Jones Engineering has a range of quality system procedures and control measures to effectively govern the company. These include:

- Responsible Business Policy
- Risk Review Meeting
- Whistle Blower Policy
- Compliance and Ethics Policy
- Data Protection Policy
- Dignity and Respect at Work
- Health and Wellbeing Policy
- Sustainable Procurement Policy

Stakeholder Engagement

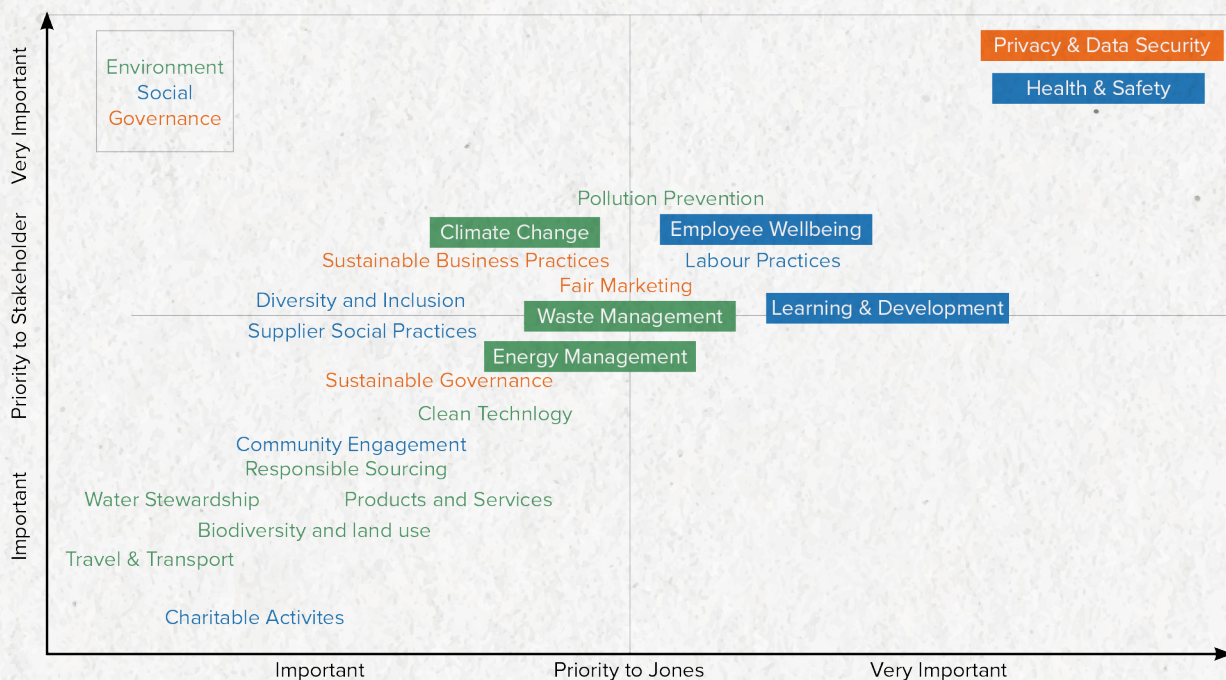
Stakeholder engagement lies at the heart of our strategic planning as we advance our Responsible Business Strategy. With unwavering commitment, we actively involve all stakeholders to uncover opportunities, address challenges, and extend an invitation to join us on this transformative journey. In line with our 2023 Responsible Business Strategy, we are diligently establishing a robust framework for structured stakeholder engagement.

Materiality Assessment

In 2021, we embarked on a rigorous materiality assessment, a crucial process that allowed us to identify and prioritise the environmental and social sustainability issues most relevant to our business. This inclusive endeavor actively engaged our senior management team, deepening their comprehension of our responsible business priorities. Drawing upon this foundation, we finalised our robust responsible business framework in 2022, laying the groundwork for the forthcoming development of our Responsible Business Strategy in 2023.

Looking ahead to 2024, we remain committed to conducting a comprehensive double materiality assessment. This expanded evaluation will actively involve a broader stakeholder group, including our dedicated employees, valued customers, and trusted suppliers. By engaging this diverse collective, we will strengthen our understanding of the material impacts and opportunities associated with sustainability, bolstering our responsible business practices and forging a resilient future.

Jones Materiality Graph 2021



A materiality graph is a visual representation that displays the significance of sustainability issues based on their impact and stakeholder concern. The issues which are very important to stakeholders are considered the most material and require significant attention and action.

By creating a materiality graph, Jones Engineering is able to visually assess the relevance and significance of the sustainability issues informing our strategic priorities in pursuit of responsible and sustainable practices.

Our People

At Jones Engineering, our employees are at the core of our organisation, playing a vital role in driving our journey towards sustainability. Their unwavering commitment and dedication are key to our success in becoming a more responsible and sustainable business. As we launched our Responsible Business Policy & Framework in 2022, we actively engaged our employees through dedicated Responsible Business Pillar working groups, internal newsletters, and specialised training.

In 2023, we continue to invest in our employees by rolling out comprehensive sustainability training and establishing additional working groups. By harnessing the passion and expertise of our employees and seeking external guidance, we will continue to make significant strides towards a more sustainable future, together.

Clients

Our clients need responsible business partners who will assist them in achieving their environmental and social goals. We will continue to support our clients with this objective by providing them with the transparent information they require at all stages of projects, and by engaging with our value chain to ensure full transparency and compliance is evident throughout.

Supply Chain Partners

Our suppliers play a pivotal role in achieving our environmental and social objectives, benefiting both our organization and clients. Through surveys with our top tier suppliers and in-person workshops with our broader supplier network, we are actively developing a comprehensive Supplier Engagement Strategy. This assessment will serve as a benchmark for tracking progress and identifying opportunities for mutual support on their ESG journey, including Environmental Product Declaration (EPD) availability.

Communities

Jones Engineering currently operates in 19 countries across the globe. We are dedicated to contributing to and enhancing the communities surrounding our project sites in each of these locations.

Our approach involves multifaceted engagement, including creating employment opportunities for local residents, collaborating with local charity and community groups, and prioritising excellent quality work that minimises adverse impacts on the local environment. Through these efforts, we strive to leave a positive and lasting legacy in the regions where we operate.



Our People



Our People



At Jones Engineering we have always believed that our most important asset is our people. In recent years we have grown to become a business with a workforce of 4,200, including direct employees and long-term subcontracting partners worldwide. Our core value remains the delivery of engineering through people, and the breadth of our team is unrivalled.

Recruiting, nurturing, and developing the best talent has been a cornerstone of the Group's development. Their knowledge, skills and talents are a key part of how we deliver to our customers. We are especially proud of our apprenticeship and graduate development programmes as a tool for enabling employee career development.

Diversity & Inclusion

Diversity and inclusion is important to us. We have committed to the framework and accreditation from The Irish Centre for Diversity – an organisation which promotes diversity and inclusion best practices to foster equality and create inclusive workplaces in Ireland.

You can't be what you can't see, which is why Jones Engineering is committed to engaging with a diverse range of individuals across all levels and types of education.

Our progress so far includes:

- Our engineers in Dublin and Cork participated in the STEM Engineering-In-A-Box, a 10-week programme designed to teach young people about engineering using innovative and engaging activities
- Regularly providing informational talks to apprentices, graduates, secondary school students and adults in further education during open days and evenings
- In Ireland, we have sponsored and supported the ESB Science Blast, a free, non-competitive educational programme for primary schools
- We actively support and facilitate access to work experience weeks for transition year students in secondary schools and summer positions for third level students.

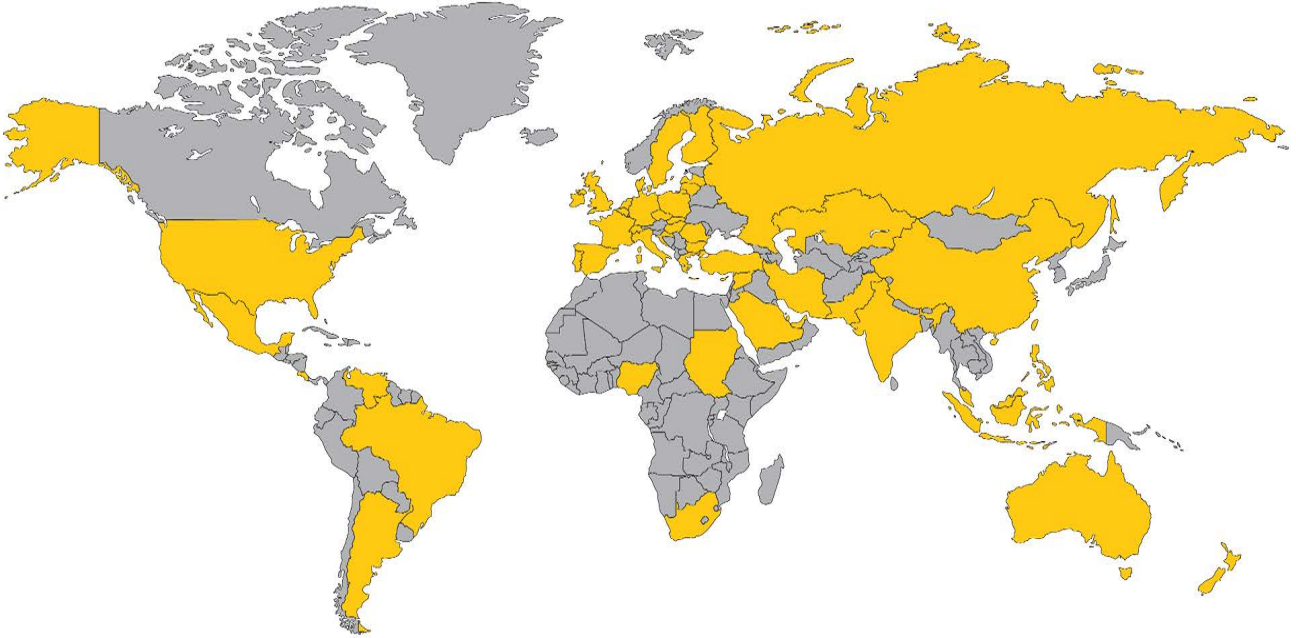
Gender Balance Summary

Irish construction needs to employ more women if it is to have a sustainable future. Currently, the Central Statistics Office (CSO) estimates that only 5.5% of the workforce across all construction related sectors are women. At Jones Engineering, 8.4% of our workforce are women. While we exceed the industry norm, more must be done to address the gender imbalance in the construction industry. Without female talent, the industry's efforts to deliver critical infrastructure will fall short. We are committed to building on the initiatives we already have in place.

Increasing participation in apprenticeships and technical training is needed, and employing more women will be one way to address the future skills needs of the sector.

As part of our pledge to promote a diverse workforce, we will continue to actively participate in initiatives like iWish – an organisation dedicated to inspiring and increasing the representation of women in science, technology, engineering, and maths (STEM) fields among teenage girls. By working together, we aim to create a workplace and industry that fosters sustainable equality.



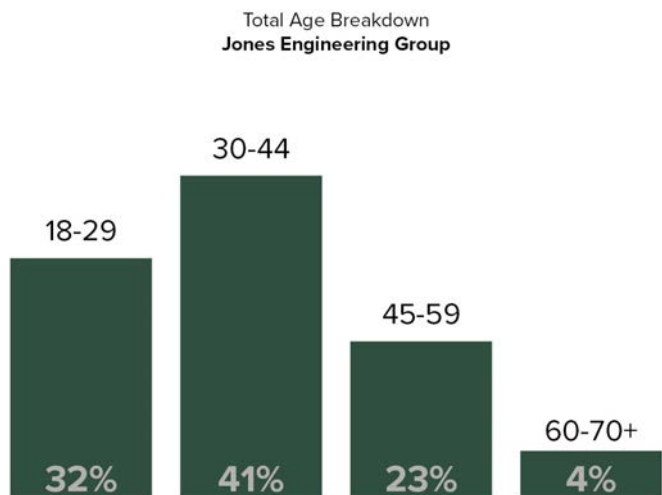


Ethnic & Cultural Diversity

In 2022, we had 2077 direct employees from 50 countries working within Jones Engineering. We are committed to recruiting local people wherever we operate. Our people are from different countries, races and religions and have different interests, skills and beliefs. They are the foundation that make Jones Engineering a successful business. Jones Engineering values the unique traditions, customs, languages, and perspectives that individuals from diverse ethnic and cultural backgrounds bring to our organisation.

Age Profile Summary

At Jones Engineering we are proud of our multi-generational workforce. By leveraging our varied perspectives, experiences and skills, we have enhanced creativity, collaboration and innovation across the organisation, leading to improved problem solving. Overall, we believe fostering young talent while having a foundation of experienced professionals gives us a competitive advantage.



Health & Safety

Health and Safety is of paramount importance to us as an organisation. Over the years, Jones Engineering has been recognised year on year with Health & Safety awards including being the first Mechanical & Electrical Contractor to win the top accolade of All Ireland Supreme Safety Award.

In 2022 we achieved a Total Recordable Incident Rate (TRIR) of 1.05, 35% lower than 2021 with 24% more hours worked. This sits well below the construction industry average of 2.5.

In 2022, we delivered 58,163 hours of Environmental Health and Safety (EHS) training. Not included in the above training figure, our Toolbox Talks initiative, which sees site managers and leaders deliver informative talks to staff on construction sites. These educational talks cover topics on occupational health and safety (OHS), wellbeing, and environmental issues.

In addition to providing robust training to staff, we have sought important certificates and accreditation which illustrate our commitment to best practice. These include:

- **ISO 45001 Occupational Health & Safety (OH&S) Management System**
- **ISO 14001 Environmental Management System**
- **Safe T Certificate**

Learning & Development

Continuous Professional Development

Jones Engineering has an annual training budget of over €3 million and offers individuals at all levels of the organisation the opportunity to embrace continuous professional development. In 2022, our teams spent 6,321 hours in non-mandatory professional development training.

We are especially proud of the training provided to our graduates. The Jones Engineering graduate and engineering programmes are aligned with Engineers Ireland (EI) and their Continuous Professional Development (CPD) programme. As the first contractor in Ireland to gain accreditation with Engineers Ireland, we actively encourage and support all engineering staff to become members and progress towards chartered status.

As part of our continuous professional development (CPD) strategy, engineering and non-engineering staff alike are strongly encouraged to participate in the following learning and development initiatives:

- Lunch and learn sessions
- External training courses, including CPD certificate in Professional Engineering
- Development Days
- Internal training courses, including presentation skills, negotiation skills and personal effectiveness

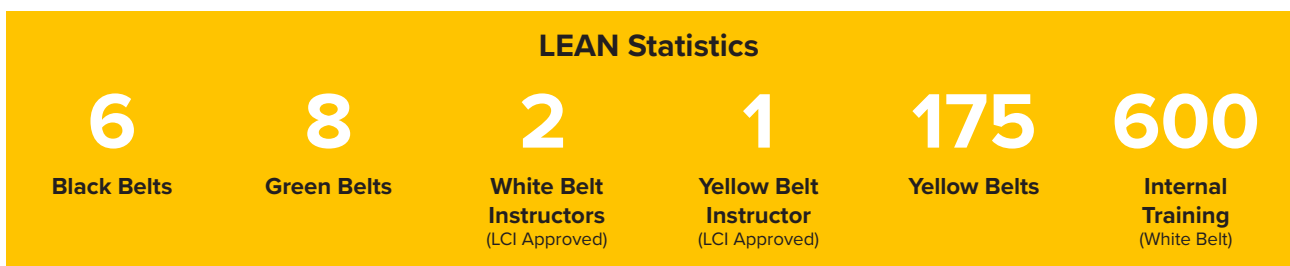
We provide financial support and subsidies for annual subscription fees for memberships of relevant professional bodies and 3rd level education and course fees.

LEAN

For over a century, innovation has been an ever-present word at Jones Engineering. Part of this innovation involves a commitment to eliminating waste from organizational processes, also known as the concept of LEAN.

A concept popularized by the manufacturing industry, it has expanded beyond its origins and is now widely implemented across many industries including construction.

Jones Engineering has been applying LEAN principles for many years and recognising the benefits it brings to our firm, our clients and the industry as a whole. We have invested significantly in LEAN training to date, up to and including Masters level. This commitment has fostered our dynamic, knowledge driven and customer focused concentration on eliminating waste and creating value.



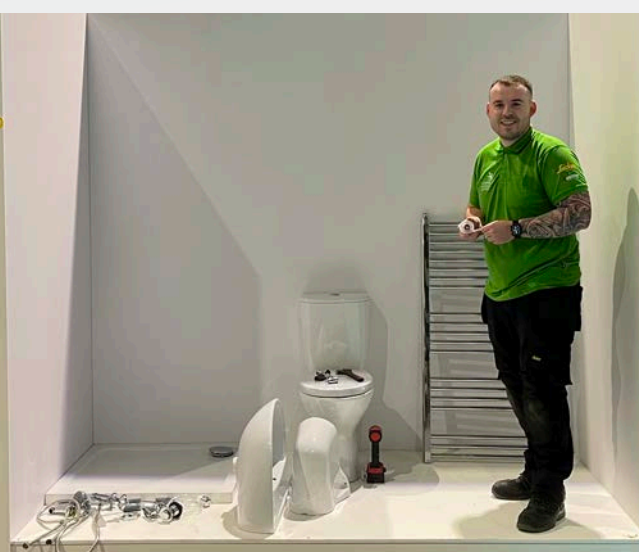
Apprentice Training Programs

Jones Engineering is proud of its longstanding history of training apprentices. Jones Engineering has supported TU Dublin’s Access to Apprenticeships since its inception in 2018 and has hired numerous apprentices through the programme. This important initiative supports the transition of young people from disadvantaged backgrounds into apprenticeship schemes.

In 2023, the programme is moving outside of Dublin for the first time to the Technological University of the Shannon in Limerick. We look forward to welcoming apprentices from new locations and broadening our pool of talent.

Case Study, Apprentice, Jamie Bermingham

Our commitment to fostering talent through apprenticeships is best showcased by highlighting the success of the talented young people working at Jones Engineering. This year Jamie Bermingham, one of our apprentices, secured the winners medal at the Worldskills Ireland Plumbing and Heating Final. Jones Engineering also facilitated Jamie's participation in the Plumbing Champions, an event which took place during the World's largest HVAC and Water trade fair in Frankfurt. Jamie worked alongside apprentices from nine other countries to showcase his worldclass skills.



Following on from this success, Jamie was invited to the House of the Oireachtas to address The Joint Committee on Education, Further & Higher Education, Research, Innovation & Science Committee meeting for the Roundtable Discussion on the Future of Science, Technology, Engineering and Mathematics (STEM) in Irish Education. During his address, Jamie spoke about his experience as an apprentice and his career path with Jones Engineering to date.



Our Planet



Our Planet

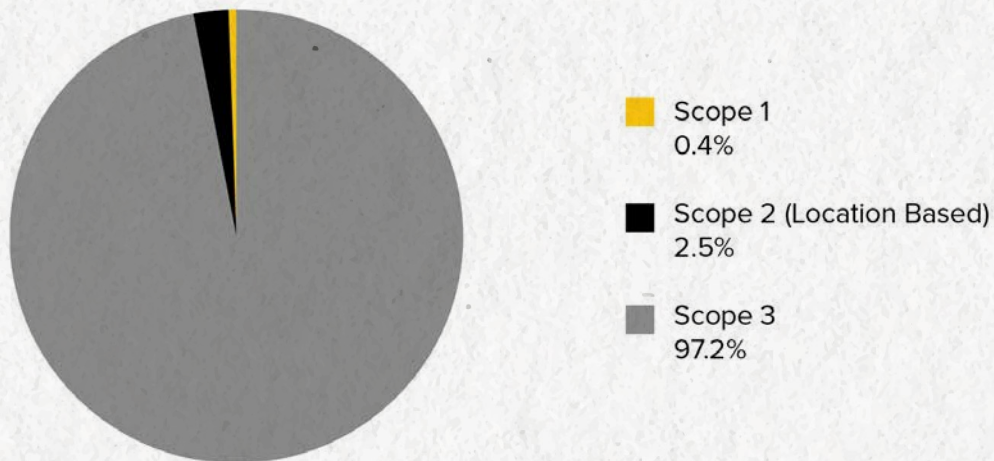


The building sector is responsible for approximately 39% of global carbon emissions of which operational (Scope 1 and 2) accounts for 28%. We recognize that the decarbonisation of our industry is essential and that as a major player in the sector we can have a substantial impact and influence. We are committed to significant reductions within our Scope 1 and 2 emissions and have submitted a commitment letter to the Science Based Targets Initiative (SBTi) for a near term reduction target.

Carbon Footprint

Jones Engineering has been measuring our carbon footprint annually since 2019, calculated in line with the Greenhouse Gas Protocol and verified by external council in accordance with ISO14064-3. We have been working hard to build on the data we are using to get an accurate measurement for the emissions we are responsible for. We are confident that our 2022 footprint accounts are accurate, and we are proud to have a full understanding of our carbon hot spots. Jones Engineering is currently using this increased knowledge to create a decarbonisation pathway which will be launched in 2023.

2022 Carbon Footprint



Carbon Footprint Scope	Emissions (tCO2e)
2022 Scope 1	2276
2022 Scope 2 (Location Based)	358
2022 Scope 3	88624

Carbon Management

Charging Into The Future

To minimise our footprint, we have launched our Charging into the Future campaign. Our new fleet procurement system encourages the purchasing of electric vehicles and will facilitate our move towards carbon efficiency. We now have three fully electric options available for each range and all non-electric vehicle options are more fuel efficient than ever before. We expect our road fleet to be 35% electric by early 2030.

Installations of electric vehicle charging points have been completed across all our offices to facilitate and promote the use of electric vehicles with our teams.



Resource Efficiency

At Jones Engineering, we are always looking for ways to be more efficient. We have completed the simple task of replacing our lightbulbs with LEDs and installed PIR sensors for the efficient control of same. Heating and cooling systems are on local controls & timers and controlled by BMS. In 2023, we are taking decisive action to significantly reduce our Scope 2 emissions and conscientiously minimise our water usage.

Waste

Construction and demolition waste accounts for more than a third of all waste generated in the EU. It is therefore imperative that we create and implement plans to reduce our waste by incorporating circularity and LEAN designs.

Single use items

Amidst the COVID-19 pandemic, heightened demand for disposable masks, gloves, and packaging necessitated an increase in single use items to prioritise safety and hygiene. However, we are resolutely reversing these setbacks, and our commitment to sustainability is evident in our offices where all single use items such as paper cups, individual hand towels, and disposable cutlery have been eliminated.

Paper

Through decisive initiatives, we have successfully minimised paper waste across our organisation.

Upgraded printer systems with manual release have drastically reduced unnecessary printing. We have also moved to digital versions of our business cards, newspapers, brochures and newsletters.

On our operational sites we are making strides to reduce paper usage using cloud based platforms such as Isoserv (file maker database system), handheld tablets for field operations and site based building information modelling (BIM) stations, eliminating the need for physical checklists and drawings. We have now successfully completed the handover of multiple projects using digital handover documentation in the pharmaceutical, commercial, healthcare and semiconductor sectors.

Biodiversity

Land use change and construction are a major contributing factor to the removal of natural habitats. This in turn affects the diversity of species in the given area where land use change is happening. We are fully committed to seizing the opportunity to champion biodiversity with our contracting partners and clients right from the design stage. Initiating these crucial conversations is a decisive step towards fostering a sustainable future for our projects and the environment.

At Jones Engineering, we have direct influence over small green spaces surrounding our offices. In 2022 we made the decision to let our green space in our Damastown office rewild, sowing wildflowers and ceasing tending and mowing of the grounds. This has visibly increased the quantity of natural flora, fauna insects and animals in the area. In 2023, we will be implementing initiatives that continue to promote biodiversity and nature across our office spaces.

Jones Engineering is also committed to working with charities which implement worldclass biodiversity initiatives. In February 2022 a team from our Sprinkler Division raised funds and donated their time to Wolfgang Reforest – a reforestation project is deep in the River Ow valley just beyond Aughrim in Co Wicklow. Their efforts resulted in the planting of 184 native trees in the area. In 2023, we plan to work with Wolfgang Reforest again and expand this initiative to involve more Jones Engineering staff.

In 2022, we pledged 20 orchards as part of Host in Ireland's DC for Bees initiative - an industry initiative led by Host in Ireland to help save Ireland's declining bee population. As a result of this commitment fruit trees will be planted in communities across Ireland in 2023.



Our Products & Services

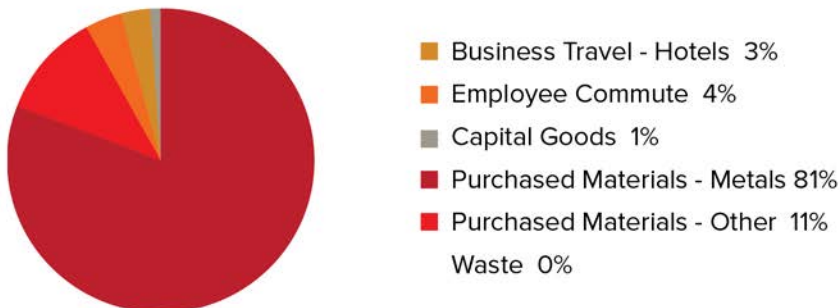


Our Products and Services



Our Scope 3, upstream and downstream emissions account for 97.2% of our total carbon footprint. Scope 3 carbon emissions refer to indirect greenhouse gas emissions that occur throughout a company’s value chain, encompassing activities such as purchased goods and services, transportation, waste, and employee commuting.

Scope 3 Breakdown



Our Products & Services

We encourage our clients, supply chain and partners to discuss embedding sustainability into the heart of every project. We realise the value that we can add at the pre-design stage and are keen to join the concept conversations. We have been involved in some of the most remarkable sustainable commercial projects across Dublin, examples included below.

Key Actions

- Investigating how we can reduce the embodied carbon in our products. We have started this journey by providing training to a core group of team members. These employees have completed four embodied carbon workshops.
- Exploring embodied carbon and life cycle assessment measuring tools.

Responsible Sourcing

We are developing a Responsible Sourcing Programme to work with our suppliers on topics like the circular economy, recycled materials, and reducing embodied carbon in the materials we procure. We will also encourage them to report their sustainability progress and set appropriate climate targets.

Part of this programme will look at reducing Scope 3 emissions from our purchased goods and services, which accounts for nearly two thirds of our Scope 3 emissions. We will do this by engaging with our suppliers, requesting EPD's (Environmental Product Declarations), and identifying and procuring lower carbon materials where possible.

Our progress so far includes:

- Development and release of a supply chain questionnaire, targeting 50 of our tier 1 suppliers to better understand our Scope 3 emissions and areas of potential influence and partnerships
- Sourcing products with Environmental Product Declarations (EPD) and responsible material procurement
- Providing 100% of our buyers with responsible sourcing training
- Updating our supplier Code of Conduct to encompass ESG topics

Circular Economy

We recognize that early engagement with our contract partners and clients at the design stage is key to building circularity into our products and services, further reducing Scope 3 emissions.

Maintenance is at the core of Jones Engineering’s approach to establishing a circular economy. Maintenance plays a pivotal role in promoting sustainability, resource efficiency, waste reduction, and economic resilience within a circular economy model.

We are the largest provider of engineering maintenance services in Ireland. We provide our clients with a single source maintenance and asset care solution for their facilities, covering all aspects of mechanical, electrical, fire protection, heavy lifting, and instrumentation. We operate a nationwide service using a centralised management system with a 24-hour help desk. We continue to maintain top-class standards of equipment after installation and increase the longevity of our systems. By proactively maintaining the systems we install to the highest standard, we ensure they are operational for as long as possible, reducing the demand for new resources and keeping materials in use.

Sustainable Commercial Projects



ESB HQ Fitzwilliam - Dublin

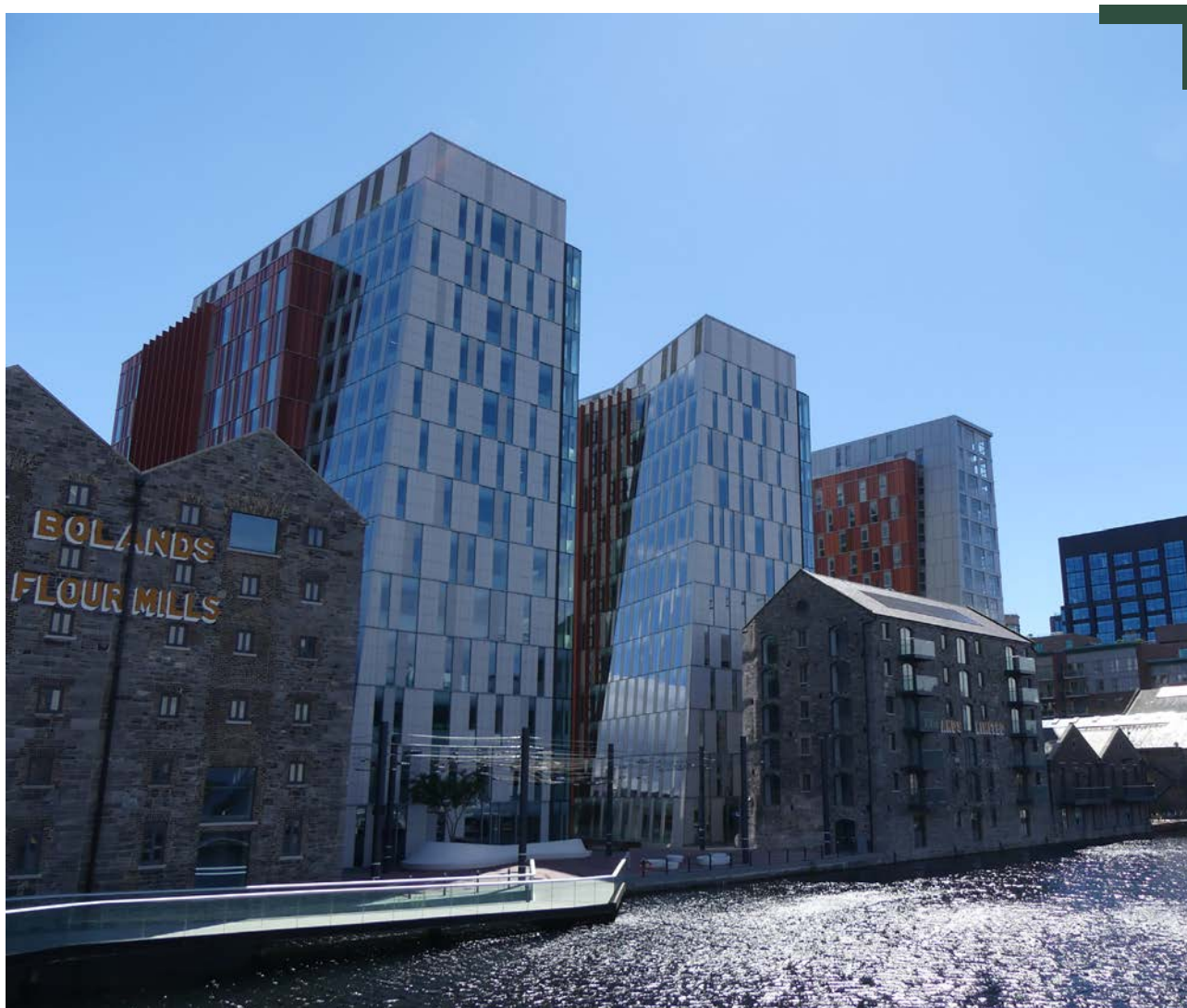
This progressive development was designed with sustainability as a core principle, which has delivered a near zero energy building (NZEB), a Building Energy Rating (BER) of A and has achieved BREEAM Excellence. Its integrated approach to sustainability contained several unique and innovative energy optimising solutions including a hybrid ventilation design that combines the best of both natural and mechanical conditioning.

Our scope on the project included the full coordination and installation of all mechanical and electrical systems.

Boland's Quay - Dublin

Designed to achieve LEED Gold certification, this campus prioritises sustainability, utilising innovative energy optimising solutions throughout.

Our scope on this landmark development included the shell and core services to towers 1 and 2 and a full fit out to residential tower 3, entailing the full mechanical services and automatic sprinkler systems. The three new landmark buildings consist of approximately 36,851m² of office, residential, retail and cultural space. The project received the Architectural Project of the Year at the Irish Building and Design Awards 2022.



The project also included the full restoration of listed Bolands Mills Buildings A,B,C,D & F. These former Industrial buildings have been repurposed to create unique office space with exposed building services working in harmony with the exposed stonework of the original building fabric. This project was the winner of the Heritage, Conservation & Cultural Project of the Year at the Irish Building & Design Awards 2022.

Green Energy Projects

At Jones Engineering we are committed to innovation and sustainability and seek to reduce our environmental impact through our involvement in some of the most cutting-edge renewable energy projects. To date we have built up our expertise in anaerobic digestion, wind and solar energy, battery storage, waste to energy, and power plants.

Kelwin-2 - Kerry

At 26MW, Kelwin-2 was the largest battery storage facility in Ireland, at time of energisation in Feb 2021.

Battery Energy Storage Systems (BESS) can provide rapid delivery of electricity into the power grid to help balance intermittency from renewables, as well as providing short term back-up to help address power outages. Power from the battery is held in reserve and released on to the national grid when required. The deployment of BESS helps efficiently stabilise the grid while guaranteeing reliable electricity supply for users.



BESS are imperative in Ireland's efforts to decarbonise and reach their target of generating 80% renewable electricity by 2030.

The project consisted of the installation of 26MW (expandable to 40MW) of Lithium-ion BESS, providing grid stabilisation services for the national grid.

Taghart Wind Farm - Cavan

Jones Engineering was responsible for the design and build of the substation, grid connection cable and windfarm collector cabling in the project. This wind farm was the first site in Ireland to be energised under the new RESS scheme.

Taghart Wind Farm provides clean, sustainable energy to power Irish businesses, homes and communities.

Moanvane Windfarm - Offaly

We are currently delivering the design and construction of a new 110kV grid connection substation, an extension to the existing Mt. Lucas ESB 110kV substation and 10km of 110kV cable circuit associated with the grid connection of the 12-turbine 60MW Moanvane Windfarm in Co. Offaly. We are also engaged to deliver the windfarm MV collector cabling system to each turbine. This project will have the capacity to provide green energy to over 35,000 Irish homes.

Clonfad Solar PV Park - Westmeath

Spread across 260 hectares of land, the Clonfad Solar PV Park will be one of the largest solar energy projects developed in Ireland. Jones Engineering is contributing to this project through design and construction of a new 110kV grid connection substation and 110kV overhead line grid connection of the 175MWp. This project will have the capacity to provide green energy to over 25,000 Irish homes.

Monaraha Solar PV Park - Tipperary

We are currently delivering the design and construction of a new 38kV grid connection substation and 38kV underground cable grid connection of the 24MWp Monaraha PV Park. This project spans across 80 acres of land and will have the capacity to provide green energy to over 5,000 Irish homes.



Our Community



Our Community



Jones Engineering has a strong tradition of fostering valuable stakeholder relationships within the local communities where we operate. We are proud to sponsor local teams, charities and community initiatives on a continual basis.

In 2023, we plan on developing and launching Our Community Strategy. We recognize that our business has an impact on our people, our planet, the communities we work within and the communities up and down our value chain. We depend on these people, communities and the resources they and our planet provides.

Our aim is to:

1. Continue supporting those we have partnered with over the last number of years
2. Promote good health and wellbeing, reduce inequalities, and foster sustainable communities for those within our direct business activities and our value chain.
3. Protect, manage and restore the planetary resources we are so dependent on.

Inspiring Through STEM

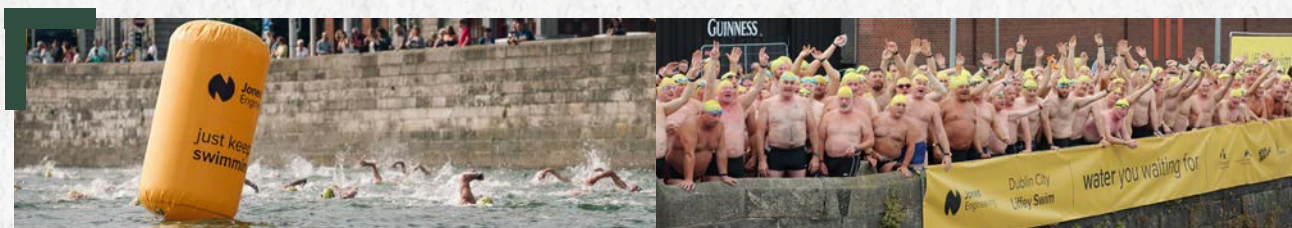
We inspire the next generation of construction professionals by encouraging students of all ages to embrace STEM. Jones Engineering has been a longstanding supporter of the STEM Engineering-in-a-Box programme, which engages primary school children through fun learning. Through this connection, we became a sponsor of the ESB Science Blast at its inception in 2019 and continued this support throughout the pandemic. The ESB Science Blast is a non-competitive STEM education programme for primary school classes across the island of Ireland.

In 2021 and 2022, the Jones Manufacturing Team worked with Transition Year students on their F1 in Schools Ireland entry. F1 in Schools Ireland is a STEM competition that challenges secondary school students to design, build and race miniature F1 cars at over 100km/h. Jones Engineering was proud to assist the students in project planning, car design, and in developing their marketing plan.



Keeping Local Traditions Alive

Jones Engineering is proud to be title sponsor of the Jones Engineering Liffey Swim. The historic annual open-water swimming event takes place in the river Liffey in Dublin and has a rich history dating back to 1920 when the first official race was held.



We are committed to keeping this longstanding Dublin tradition alive and celebrating the city's heritage and culture. We believe it serves a unifying and positive purpose, fostering social connections, celebrating local culture, promoting well-being, and providing opportunities for local engagement and support.

Supporting Causes Our People Care About

In 2022, we supported over 100 charities, clubs and local communities through our charitable giving program, donating over €215,000 to good causes which our employees hold near and dear to their hearts.

Highlights

Sweden

Jones Engineering were delighted to extend our Swedish Charity Initiative in Lulea to partner with The Swedish Red Cross. The Jones Engineering Team from LLA3 engaged with The Swedish Red Cross in the donation and installation of a welcome additional air conditioning unit, along with an upgrade to their existing extraction system to their Offices and Store here in Lulea.

In Sweden we also work closely with Rapatac, an organization which inspires young people through promoting education and learning. It welcomes individuals from the age of 6-18 years old to develop their skills while engaging in activities in the areas of technology, culture and media, physical activity, sustainability, and environment. The new Jones Engineering state-of-the-art media room in Gävle, Sweden aims to stimulate development by providing the young people in the community with the resources needed to build a more sustainable future.



Middle East

This year our team in the Bahrain have supported Hold On Pain Ends (HOPE), a local charity, assisting underprivileged individuals and families.

The remarkable work undertaken by HOPE includes patient visits in hospitals, donation and distribution of food to those in dire need, provision of medical assistance, and care packages for discharged patients facing physical challenges that hinder their ability to work.

Barnhall Buffaloes, locality to Intel in Kildare, Ireland

We are very proud to sponsor the Barnhall Buffaloes – a tag rugby team for adults with special needs which was set up in 2015. Players are supported by their coaches to learn the skills needed to play Tag rugby. This team has a big emphasis on fun and community participation, and all are welcome to come and give Tag a try.



Sustainability Reporting Strategy

The ESG reporting landscape is changing rapidly. We are now reporting through Carbon Disclosure Project (CDP) and Ecovadis. CDP focuses on environmental disclosures while EcoVadis also includes disclosures on Labor & Human Rights and Ethics.

Jones Engineering will annually publish a Responsible Business Report highlighting the findings from CDP and Ecovadis, as well as general updates from our sustainability journey. In 2023, we will begin to put systems and processes in place to ensure we are ready for the new regulations coming down the line including:

- The Corporate Sustainability Reporting Directive (CSRD)
- Corporate Sustainability Due Diligence (CSDD)
- Carbon Border Adjustment Mechanism (CBAM)

We are working with the relevant departments, teams and external agencies to develop a roadmap that aligns with the timelines of these new directives.

Our Partners





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