



Jones
Engineering

Engineering for a Greener Tomorrow, **Today.**

Responsible Business Report 2023



WayForward
ESG Framework





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Stephen McCabe
Chief Executive Officer
Jones Engineering

**Jones Engineering's
134-year history is
rooted in innovation and
excellence, driven by
our greatest asset
- our people”**

Welcome From Our CEO

I am delighted to present the Jones Engineering 2023 Responsible Business Report. In 2023 we reported record revenues surpassing €1bn with a workforce of over 4,200 people including direct employees and long-term subcontracting partners, from over 50 different nationalities, working across 18 countries.

Our 134 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 and complex engineering projects.

We recognise that our operations can have considerable impact on the environment, society, and communities that we operate in. We have designed our short-term responsible business strategy and WayForward framework to mitigate the impacts of our operations.

Key sustainability projects delivered this year include extensive engagement with our supply chain on sustainability including multiple in-office workshops and the approval of our

Greenhouse Gas Emission reduction targets by the Science Based Targets Initiative (SBTi). Our approved targets show our commitment to decarbonising our operations and contributing to industry efforts to decarbonise the sector.

To deliver our increased ambition on sustainability, our team is growing with the recent appointment of a Head of Sustainability. In coordination with our sustainability team, 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 2024 is to complete a Double Materiality assessment and prepare for incoming reporting requirements under the CSRD. We are also working towards our climate targets by undertaking initiatives outlined in our decarbonisation strategy.



We launched our Responsible Business Framework in 2022. Our sustainability ambition continues to evolve as we deliver major projects and work with key stakeholders on initiatives, under our WayForward Framework.

This report outlines the updates and progress we have made across our four Responsible Business Pillars, Our People, Our Planet, Our Products & Services and Our Community from January 2023 to December 2023. It also restates our commitment to sustainability and transparent reporting of key metrics and progress against our targets.

Our Responsible Business Pillars are aligned to the United Nations Sustainable Development Goals (SDGs) and we continue to monitor progress of our contribution towards them.

This report is a stepping-stone as we prepare for the incoming reporting requirements under the EU Corporate Sustainability Reporting Directive (CSRD), which we will be required to comply with in 2025, issuing our first report in 2026.

Our second annual sustainability report outlines our commitment to sustainability, our preparation for incoming legislative reporting requirements and preparation for increasing stakeholder expectations.

About

Employing over 4,215 people from over 50 different nationalities across 18 countries. We primarily service the data centre, semi-conductor, pharma and life sciences, energy, healthcare and commercial office fitout sectors.

Everything we do is underpinned by teams and leaders who are deeply embedded in these sectors, and the systems and structures, including off-site manufacturing, which enable us to deliver the most complex projects for Clients in Ireland and internationally.

Our core value is delivering engineering through people. The breadth of our team is unrivalled. We focus on recruiting and developing the best talent, resulting in repeat work with existing Clients forming 80% of our business. This is why we are the contractor of choice for our Clients.

4200+ People

€1bn+ Turnover

18 Countries

80% Repeat Business



EUROPE (11)

- Ireland
- UK
- Spain
- Switzerland
- Belgium
- Germany
- Netherlands
- Denmark
- Sweden
- Finland
- France

MIDDLE EAST (4)

- Saudi Arabia
- Qatar
- Bahrain
- UAE

ASIA (2)

- India
- Indonesia

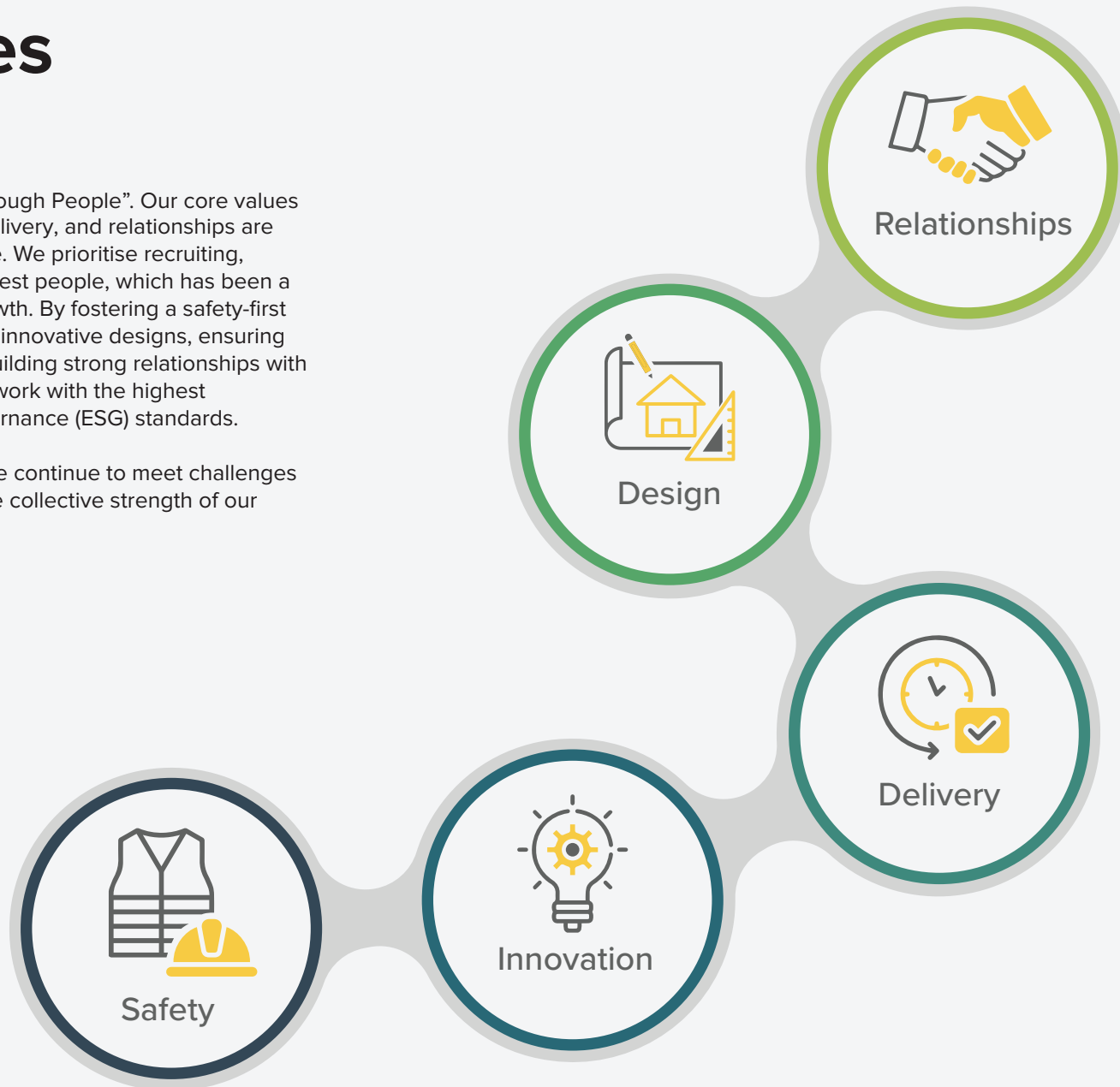
AFRICA (1)

- South Africa

Our Values

We believe in “Engineering Through People”. Our core values of safety, design, innovation, delivery, and relationships are fundamental to how we operate. We prioritise recruiting, nurturing, and developing the best people, which has been a cornerstone of our Group’s growth. By fostering a safety-first culture, driving sustainable and innovative designs, ensuring efficient project delivery, and building strong relationships with our stakeholders, we align our work with the highest environmental, social, and governance (ESG) standards.

As a people-driven business, we continue to meet challenges and deliver success through the collective strength of our exceptional teams.





“

“Jones Engineering’s 130+ year history is rooted in innovation and excellence, driven by our greatest asset - our people.

130+ Year history is rooted in innovation and excellence.


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.”

Our Highlights

Our People

<p>Total Incident Report Rate</p> <p>0.79 ↓</p> <p>Down from 1.05 in 2022</p>	<p>134,828</p> <p>Hours of Environmental Health & Safety training delivered</p>	<p>given to site based personnel</p> <p>55 Toolbox Talks</p>
<p>Workplace Champion Award 2023</p> <p>for Diversity and Inclusion Advocacy</p>	<p>340</p> <p>Apprentices Employed</p>	<p>Winner 2022</p> <p>World Skills Ireland Plumbing & Heating</p>
<p>Total Work Force is female</p> <p>9.6% ♀</p> <p>Industry Avg is 5.5%</p>	<p>50 +</p> <p>nationalities are employed across the organisation</p>	<p>Bronze</p> <p>Irish Center of Diversity and Inclusion</p>
<p>Lighthouse Health & Wellness App</p>	<p>33</p> <p>Mental Health First Aiders</p>	<p>Employee Assistance Programme</p>
	<p>8,686</p> <p>Hours of CPD Training Completed</p>	

Our Planet

<p>70%</p> <p>of our team in Gävle, Sweden currently cycle/walk to work.</p>	 <p>SCIENCE BASED TARGETS</p> <p>DRIVING AMBITIOUS CORPORATE CLIMATE ACTION</p>
<p>5</p> <p>feasibility studies for installation of Solar photovoltaic systems (PVs) conducted.</p>	
<p>20 Ochards Planted</p> <p>as part of Host in Ireland's DC for Bees initiative</p>	<p>Goal to Electrify 30% of our road fleet by 2030</p>
	<p>90%</p> <p>HVO - reduction in carbon emissions over regular diesel</p>
	<p>CDP B-</p> <p>Achieved in 2023</p>
	<p>Hybrid Energy System pilot programme launched in the UAE.</p> <p>20,850 kWh of solar energy produced in 2023.</p>



Our Products & Services



EPD Commitment Signed

100% of our buyers have had responsible sourcing training

6 responsible sourcing supplier workshops took place in Head Office

Responsible Sourcing Policy



Launched

70 Strategic Suppliers to be directly engaged on sustainability by the end of 2024.

18 Strategic Suppliers directly engage with us on sustainability

50 supplier maturity surveys sent out.



Our Community

Increase Spend of €200k+ on community



187 kg of rubbish collected on the day across 3 locations



LauraLynn Charity Initiative

150km in Feb

1,918 Hours

of care donated to 400 children



€25k FOCUS Ireland



€1,151 Jersey Day

7 Student Scholarship Awards



22 Community Initiatives

Community

5 Long-term partnerships

Charity

39 Sports Clubs

Sponsorships

pieta €25k Donation

Our Responsible Business Framework



Responsible Business Approach

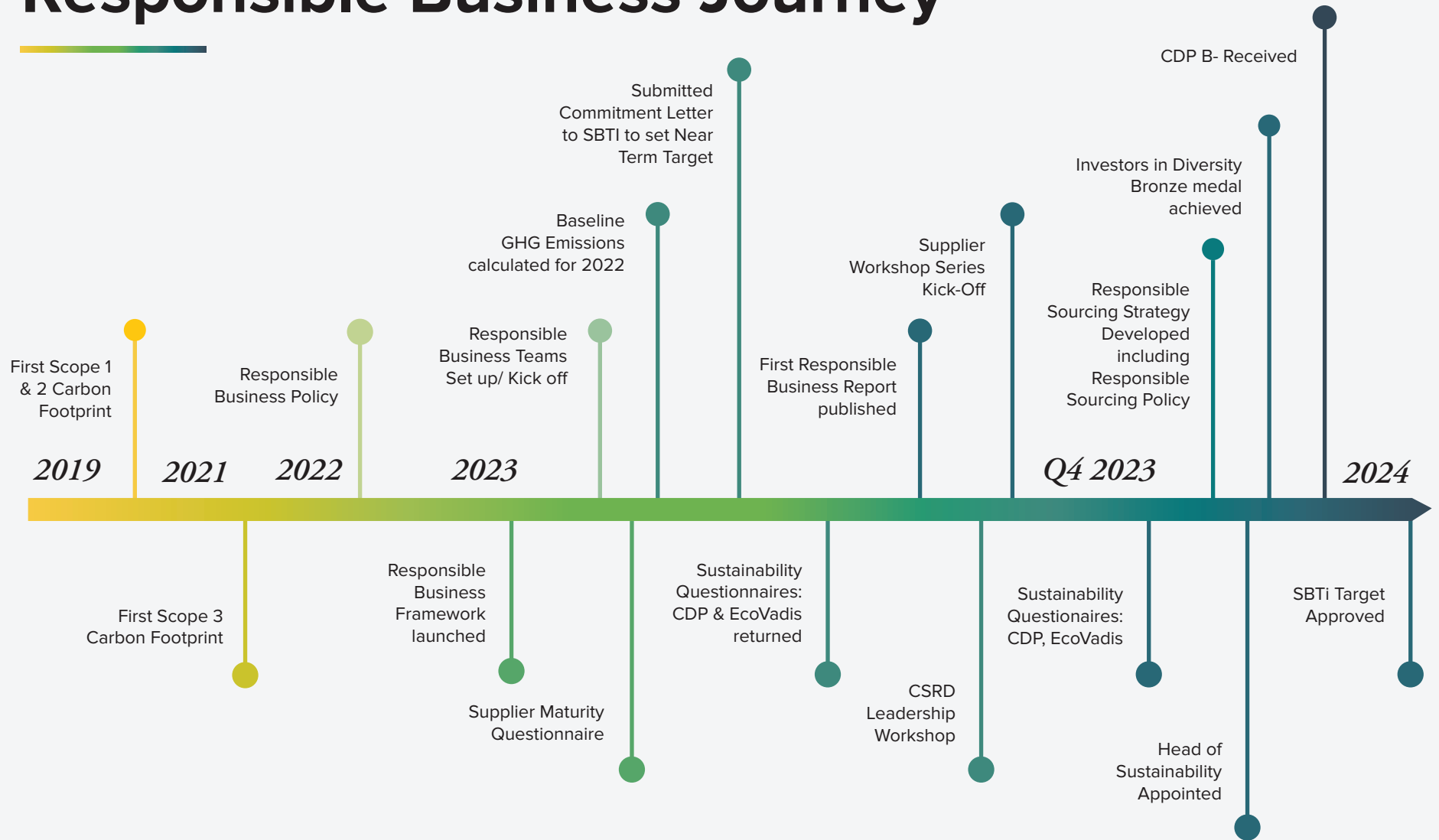
The Jones Engineering ambition is simple - to continue to grow our business in a responsible and sustainable manner with consideration to the environmental and social impacts of everything we do. We endeavour to create value for all our stakeholders including our Clients, Business Partners, employees,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

In 2022 we launched Our Responsible Business Framework which support us in reaching this. It consists of four pillars: **Our People, Our Planet, Our Products & Services and 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 make the biggest contribution and impact.

United Nations Sustainable Development Goals (SDG's)

	SDG 3 Good Health & Wellbeing		SDG 9 Industry Innovation & Infrastructure		SDG 11 Sustainable Cities & Communities		SDG 13 Climate Action
	SDG 8 Decent Work and Economic Growth		SDG 10 Reduced Inequalities		SDG 12 Responsible Consumption & Production		

Responsible Business Journey



BRONZE



SCIENCE
BASED
TARGETS



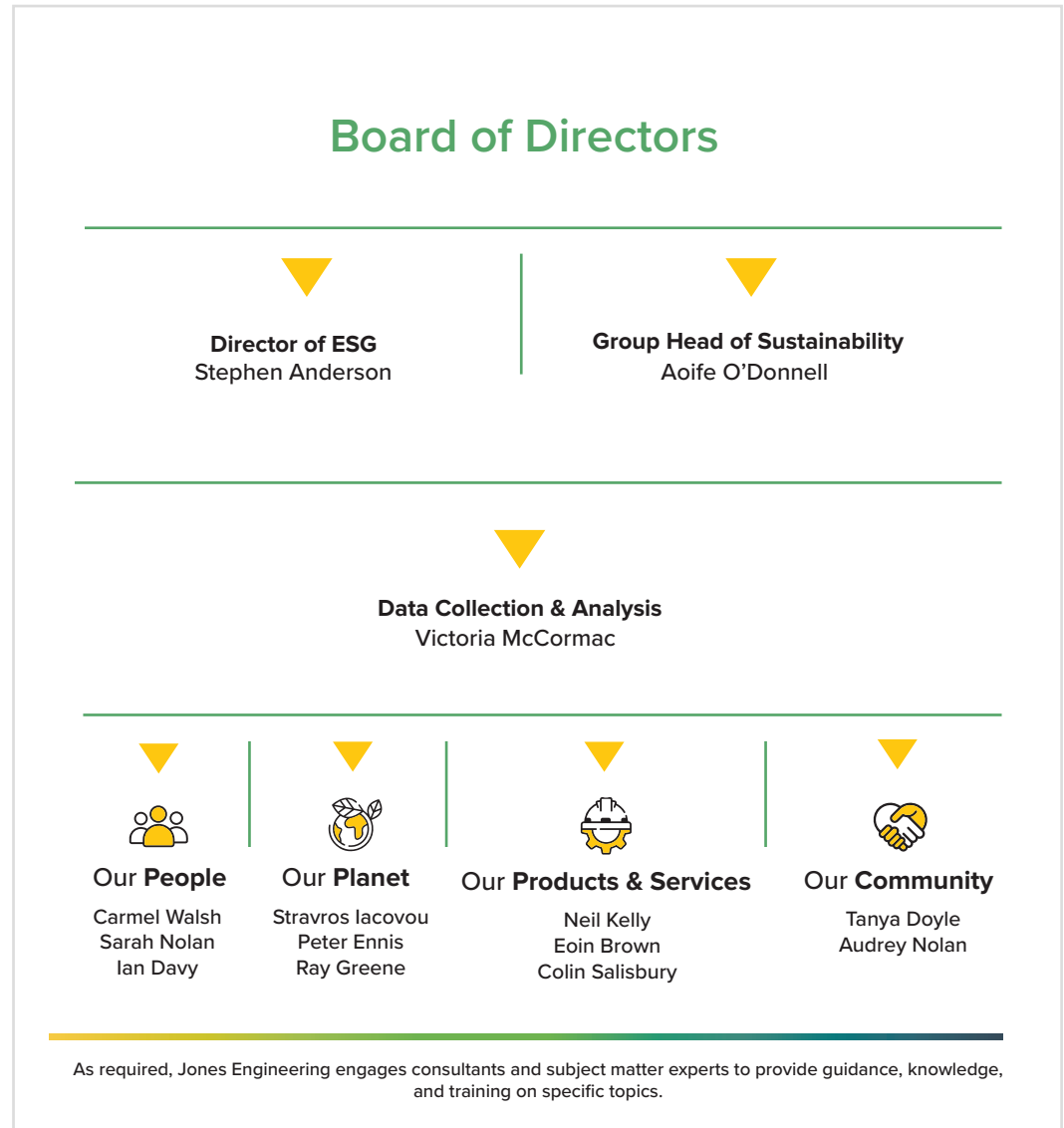
Our Governance

Our Sustainability Governance at Jones Engineering reflects our ambition, enables our strategy and supports our commitments. Our Board of Directors, and senior leadership team, are committed to communicating and engaging with all relevant stakeholders on our environmental, social and governance (ESG) performance.

Our structure reflects this commitment and demonstrates how we have placed ESG at the heart of the organisation.

Meeting Structure

Board of Directors	Briefed Quarterly
ESG Committee	Monthly
Pillar Team	Quarterly
CSRD Working Group	Monthly



Outlined Roles

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 is responsible for bridging Responsible Business strategy and its practical implementation. They make recommendations to the Board on priorities, commitments and resource requirements, and provide regular updates on progress, performance and risks. In turn, they supervise the implementation of the Responsible Business Strategy throughout the organisation.

The Head of Sustainability is responsible for developing the sustainability strategy within Jones Engineering, leading the development and supporting the implementation of initiatives to meet the delivery of our sustainability ambitions in partnership with relevant business areas.

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.

The ESG Committee is comprised of the Director of ESG, Head of Sustainability, the Pillar Leads, 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 support the ESG Director and Head of Sustainability in making recommendations to the Board of Directors.

The CSRD Working Group was established in 2024 to support Jones Engineering to prepare for the incoming reporting requirements under the CSRD. The group is chaired by the CFO and coordinated by the Head of Sustainability. The group is made up of operational leaders from around the business who are responsible for reporting against the CSRD requirements.

“As ESG Director, I am responsible for ensuring that the Board keeps all aspects of ESG on the agenda and most importantly, makes business decisions which support the development and achievement of our Sustainability Goals.”

Stephen Anderson
Group Director & Director of ESG
Jones Engineering



“Our newly refreshed WayForward programme has made significant strides this year, we have strengthened collaboration with our supply chain partners and advanced our progress on our decarbonisation plan.”

Aoife O'Donnell
Group Head of Sustainability
Jones Engineering



Risk Management

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

In 2024, we began a programme of works including an assessment of the sustainability impacts, risks and opportunities across our operations and in our value chain. We are also in the process of completing climate scenario analysis to determine the climate-related risks under two different future climatic scenarios.

Governance Policies

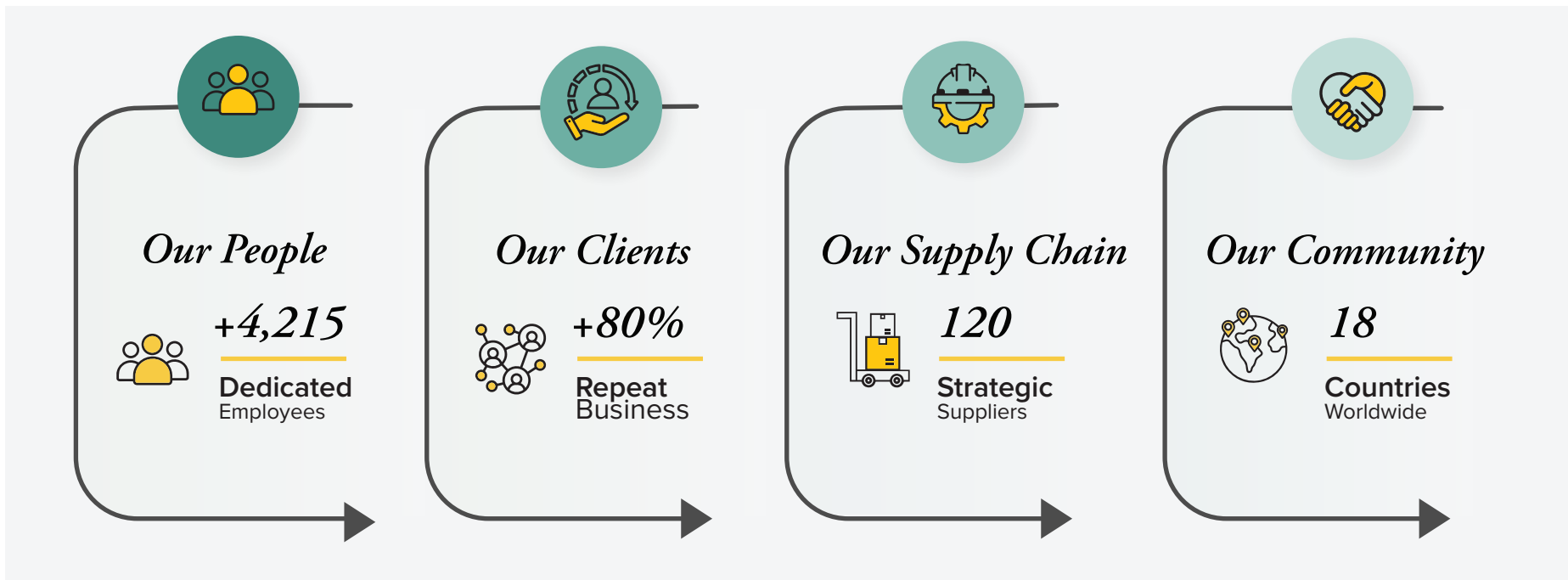
Jones Engineering has a range of operational procedures, policies and control measures to effectively govern the company. This includes:

- Responsible Business Policy
- Risk Review Meetings
- Compliance and Ethics Policy
- Privacy Information Management System
- Dignity and Respect at Work
- Health and Wellbeing Policy
- Responsible Procurement Policy
- Protected Disclosure Policy
- Modern Slavery Policy Statement
- Equality, Diversity & Inclusion Policy
- Information Security Policy



Our Stakeholders

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 2024 Responsible Business Strategy, we are diligently establishing a robust framework for structured stakeholder engagement.



Our Stakeholders

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 communicated through our Responsible Business Policy & Framework launched in 2022, we continue to actively engage our employees through dedicated Responsible Business Pillar working groups, internal newsletters, and specialised training.

By harnessing the passion and expertise of our employees and seeking external guidance and training, we will continue to make significant strides towards a more sustainable future, together.

Key method of engagement:

- Responsible Business Pillar Working Groups
- Internal newsletters
- Specialised training
- Employee – manager one to ones
- Tool Box Talks
- Webinars

Our 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.

Our Clients are continuously increasing their sustainability ambition. We are committed to supporting them to achieve those ambitions.

Key method of engagement:

- Client portals and pre-qualification documents
- Presentations to Clients
- Networking events, seminars and award ceremonies
- Site meetings and director safety walks
- Collaboration and project meetings
- Meet the buyer events
- B2B meetings

Our Stakeholders

Our Communities

We are proud to operate in 18 countries worldwide, with a commitment to positively impacting the communities surrounding our project sites in each of these regions.

Our approach to community engagement is comprehensive and rooted in our core values. We focus on creating sustainable employment opportunities for local residents, fostering strong partnerships with local charities and community organisations, and ensuring that our work is conducted to the highest standards, with a particular emphasis on minimising any adverse environmental impacts. By integrating these principles into our operations, we aim to leave a lasting, positive legacy that benefits not only the present but also future generations in the areas where we work.

Key method of engagement:

- Events
- Fundraising
- Project based outreach
- Sponsorship
- Volunteering



Our Supply Chain Partners

Our suppliers play a pivotal role in achieving our environmental and social objectives, benefiting both our organisation and Clients. We have identified 120 strategic suppliers, representing 40% of our overall material spend, to engage directly with, on sustainability issues such as climate change, human rights and incoming ESG legislation.

Through the use of questionnaires and in-person workshops with our strategic suppliers, we are actively developing a comprehensive Supplier Engagement Strategy.

This strategy aims to develop a benchmark for tracking progress and identifying opportunities for mutual support on their ESG journey. So far, the feedback from our suppliers on the engagement has been positive.

Key method of engagement:

- Supplier engagement workshops
- Questionnaires
- On-site visits
- Webinars



Our Materiality Assessment

In 2021, we completed a materiality assessment, which identified and prioritised sustainability issues most relevant to our business. Through this process we actively engaged our senior management team and deepened their understanding of our responsible business priorities. Drawing upon this foundation, we finalised our Responsible Business Framework in 2022, laying the groundwork for the forthcoming development of our Responsible Business Strategy in 2023/2024.

What is a materiality assessment?

A materiality assessment is used to identify the sustainability issues most relevant to a company. A materiality matrix is a visual representation that displays the significance of sustainability issues based on their importance to us as a business and to our stakeholders. The issues which are very important to both are considered the most material and require significant attention and action. By creating a materiality graph, we are able to visually assess the relevance and significance of the sustainability issues informing our strategic priorities in pursuit of responsible and sustainable practices.

2024 Onwards

In 2024, we began the process of conducting a Double Materiality Assessment, in line with the requirements of the EU's Corporate Sustainability Reporting Directive (CSRD). This assessment builds on our existing materiality assessment and involves actively engaging with a broader stakeholder group, to identify and assess our key sustainability Impacts, Risks and Opportunities. This assessment will consider both impact materiality and financial materiality.

Our 2021 Materiality Matrix



Our Quality Management Approach

Our ISO 9001:2015 accredited Quality Management System

The Jones Method

By focusing on the establishment of Quality principles, which provide a focus on our customers' needs, expectations & satisfaction, we have built our reputation on the vision and technical innovation of our people the true leaders of our quality journey. From the founding of the company in 1890 through to present day; a huge emphasis has been placed on a people, values, and beliefs focused culture, resulting in **Quality Work through Quality People**.

This philosophy is embedded in finding the best people, a process that goes beyond mere education and training, to identifying and valuing an individual's core strength and ability and encouraging that person to reach their full potential to the benefit of our products &

services. We recognise that what we do, and how we do it has an impact on our planet, the economy, and the communities in which we work. As a global engineering contractor we position our people at the heart of everything we do, fostering a culture of collaboration, innovation, learning and continual improvement.

Through open communication at all levels of our business and with our stakeholders we ensure that our people do not lose sight of the basic principles of our quality journey: "performance excellence" and "quality management" both being essential to delivering on our customer's expectations.

Our Quality Management System coupled with our people, values and beliefs focused culture, empowers our people to speak up, be agents for change, continually evaluate, assess, and improve our systems and processes ensuring that as a business we collectively strive to:

- **Recognise** environmental and social concerns, and how they affect the quality we need to deliver to our customers.
- **Embed** sustainability needs and expectations into our processes and plans through our organisation's management and operational governance.
- **Innovate** by designing products and services that are commercially viable and sustainable.
- **Monitor, measure and report** how we're using sustainability to improve our business and our reputation.
- And, **continuously improve** sustainability performance under our great leadership.



Our Security & Data Privacy Approach

We recognise the importance of information within our organisation and its importance to our Clients. Maintaining information confidentiality, integrity and availability is a top priority. This means information security and data privacy are always at the heart of everything we do.

Information Security and Data Privacy were identified as the most material topics for Jones Engineering during our 2021 materiality assessment.

Governance

We established an Information Security Management System (ISMS) and a Privacy Information Management System (PIMS) in accordance with ISO 27001 and ISO 27701 respectively, to protect company information assets and the organisation against cybersecurity threats.

In accordance with our ISMS and PIMS systems, we have implemented a framework of policies and procedures to manage information security and data privacy in Jones Engineering.

Our ISMS covers various aspects of information security such as roles and responsibilities, security awareness, risk

management, access control, physical security of documented information, security in supplier relationships, incident management, business continuity, audit and compliance.

The Information Security Manager is responsible to drive security at the functional and operational levels and is responsible for the ISMS coordination activities across the organisation, necessary to achieve, maintain, and improve our information security objectives.

The Data Privacy Officer is responsible for the governance of the ISO 27701 compliant PIMS. This monitoring includes areas such as the Record of Processing Activities, where all personal data types are recorded, the Data Protection Impact Assessment, where all safeguards are recorded, the Data Risk Register, where all risks are recorded.

Adherence to our ISMS and PIMS is vital for the company to avoid reputational damage, legal sanctions, financial loss, and inconvenience to Clients.

International Standards

Our information security programme is compliant with ISO 27001, the international standard to manage information security.

Jones Engineering's privacy program is compliant with ISO 27701 the international standard for managing data privacy. The purpose of ISO 27701 is to enhance the ISMS with additional requirements to establish, implement, maintain, and continually improve a PIMS. The PIMS system ensures compliance with all legislative requirements, including regionally where Jones Engineering operates.

Training

All employees who process personal data are given mandatory information security and data privacy training. This includes specialised training for Human Resources, Marketing and Information Technology staff.

In 2022, we launched an Information Security Awareness Campaign and implemented a new security training platform, since it is vital to train staff on the dangers of information security and data privacy threats, to mitigate cyber risks. Information security is the responsibility of everyone within Jones Engineering and is considered when planning, designing, or maintaining physical or digital information systems.

Our WayForward Strategy

“The Jones Engineering sustainability 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.”

In early 2024 we developed a short-term strategy for sustainability for the group. This strategy sets the ambition for sustainability at Jones Engineering over the next five years and outlines clear milestones to support our move to a leadership position in sustainability. This strategy represents a commitment from Jones Engineering to ensure that our company is compatible with a more sustainable future.

Our strategy covers the four pillars of our Responsible Business Framework including **Our People, Our Planet, Our Products & Services and Our Community**. These pillars represent the areas where we have sustainability impact but also where we can make meaningful change by working with our stakeholders.

All Jones Engineering Group business units across all geographies were included within the strategy development process.

The steps undertaken to develop the strategy were as follows:

- **Developed a sustainability baseline**
- **Undertook a horizon scan**
- **Conducted stakeholder engagement**
- **Gap analysis & action prioritisation**

A high-level Action Plan to achieve our short-term Strategy is outlined on the next page.



Sustainability baseline: We reviewed the current sustainability activity within Jones Engineering, including our reporting, initiatives, KPIs and targets, governance and alignment to best practice standards.



Horizon scan: We undertook a horizon scan of upcoming sustainability legislation and regulation that may impact the group across the regions in which we operate. We identified timelines for compliance and whether they were due diligence or reporting related. Finally we conducted a peer and business partner analysis to understand the current level of ambition within the industry.



Stakeholder engagement: Existing channels for stakeholder engagement were identified. We engaged both internal and external stakeholders to sense check, provide feedback and to gain buy-in on our sustainability strategy. We will be kicking off further engagement in 2024 with additional training and workshops on the sustainability strategy.



Gap analysis & action prioritisation: We identified key gaps in our current sustainability programme when compared to best practice and third-party reporting standards. We then prioritised the identified gaps and outlined key projects required to fill them. Finally, we got buy-in from the project teams on the timelines for the delivery of the gap-filling projects and confirmed resources for their completion.

WayForward Action Plan

2023

2025

2026

2028

2029

2050

1-2 years

Governance:

- CSRD Preparation
- CBAM Compliance
- Launch of Sustainability Strategy
- Double Materiality Assessment

Our Planet:

- SBTI Targets Approved
- CDP B-
- Near-term decarbonisation plan finalised

Our Products & Services

- Responsible Sourcing Strategy Developed

Our Community

- Community Strategy Developed
- Sign up for Business in the Community

Our People:

- Investors in Diversity Silver Achieved

2-3 years

Governance:

- CSRD Compliance
- CSDDD Compliance
- Sustainability reporting software

Our Planet:

- Mature quantitative and Climate Risk Assessment
- CDP A-
- Decarbonisation Plan implementation

Our Products & Services

- Further engagement with Clients and suppliers on sustainability

Our Community

- Social value measurement
- UN Global Compact

Our People:

- Investors in Diversity Gold

5+ years

Our Planet

- Scope 1 & 2 GHG Emissions 50.4% Reduction by 2032
- Scope 3 GHG Emissions 50.4% Reduction by 2032
- Credible Net Zero targets set and on track for Net Zero 2050
- CDP A

Our Products & Services

- Industry Collaboration
- Supply chain traceability, decarbonisation, & innovation
- Circular economy innovation

Our Community

- Mature Community strategy including meaningful partnerships with key groups

Our People:

- People Strategies aligned to best practice & focused on continuous improvement



Legislation, Accreditations & Memberships

Due to the size and operations of our company we are in scope for key sustainability legislation, already in place or incoming. The main driver for sustainability legislation comes from the EU Green Deal and can either impact Jones Engineering directly or indirectly. The main sustainability legislative drivers that will directly impact Jones Engineering include:

- The Carbon Border Adjustment Mechanism (CBAM). We have been complying with CBAM since Oct 2023. Our compliance journey is outlined in the “Our Products & Services” section of this report.
- The EU Corporate Sustainability Reporting Directive (CSRD). Due to our company size, we are in scope for reporting in 2026 on FY2025 data. Preparations are underway for CSRD compliance.
- The EU Corporate Sustainability Due Diligence Directive (CSDDD). We recognise the importance of environmental and human due diligence throughout our entire value chain and welcome the EU’s passing of the CSDDD. We are preparing for the CSDDD in advance of its transposition into national law.

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 for 2023 is as follows:

- ✓ We received a B- in our 2023 CDP Disclosure.
- ✓ We responded to EcoVadis for the first time in September 2023.
- ✓ We became an Associate Member of Construct Innovate, an organisation focused on driving positive change and advancement in the construction sector.
- ✓ We are 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.






Our People

Wellbeing
Health & Safety
Diversity & Inclusion
Learning & Development



Our Planet



Our Products & Services



Our Community



Our People

We strive to treat our people with fairness, equality and respect. We foster a culture of inclusion and diversity, and provide a safe working environment.

We value our people above all else. Our workforce has grown substantially in recent years and now sits at over 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 our development. Their knowledge, skills and talent are key to how we deliver to our customers. We are especially proud of the roles that our apprenticeship and graduate programmes play in developing our employee's careers.

“We are committed to providing our people with a safe and inclusive workplace, where they can develop and grow their careers.”

Carmel Walsh
Chief People Officer
Jones Engineering



Employee Wellbeing

Jones Engineering has an unwavering commitment to employee safety and wellbeing. Recognising the unique challenges in the engineering sector, we have taken proactive steps to address mental health concerns, through our employee health and wellbeing initiatives.

We've implemented a comprehensive schedule of toolbox talks, covering a broad range of topics, from mental health and wellbeing, to safety in extreme weather conditions. These talks contribute to reshaping the culture around mental health in the industry, fostering open conversations and awareness.

A key pillar of our wellbeing strategy is our employee health and wellbeing platform. We launched our Employee Assistance Programme in 2023. The platform is a free, confidential "in-the-moment" support and counselling service, providing employees and their families with unrestricted access to qualified counsellors and psychotherapists. Beyond mental health, the platform offers supplementary services, including financial guidance, legal advice, career coaching, meditation, and more. This multifaceted support system underscores our commitment to the wellbeing of our employees.

Jones Engineering recognises that workplace wellbeing initiatives are integral to attracting and retaining top-tier talent. As expectations shift, prospective employees increasingly seek employers with robust programmes in place.

Our initiatives contribute to the creation of a positive work culture, enhancing our appeal to top talent. Feedback mechanisms, including employee surveys and retention rates, affirm the positive impact of wellbeing initiatives on recruitment and retention.



Case Study: Rory's Stories Webinar

To kick-off Construction Safety Month in October 2023, we hosted a mental health seminar with Rory O'Connor (Rory's Stories). Rory has shared his personal journey and struggles with mental health with tens of thousands of people, in the hope to uplift, inspire and bring positive change.

Rory shared invaluable insights, personal experiences, and strategies for coping with life's challenges. It was a day of learning, compassion, and understanding. In a world where it's so important to talk openly about mental health, today's seminar was a beacon of hope and support.

Diversity & Inclusion

The Jones Method

We're committed to building a workplace environment that is open and responsive to different cultures and groups. As an equal opportunities employer, we are committed to enforcing best practice employment policies and procedures.

In 2022 we 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. In 2023, we received a Bronze accreditation from the Irish Centre for Diversity, highlighting our commitment to fostering an inclusive workplace. Our next step will be to achieve the Silver and Gold accreditations, as we continue our Diversity and Inclusion journey.

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, to promote engineering and the industries where we work.

Our progress in 2023 includes:

- 93 Senior Managers trained in Inclusive Leadership skills.
- We engaged in several events for Women in Construction, including in-house engagement and discussions for International Womens Day and Industry level panel discussions.
- A group of engineers in Dublin and Cork participated in STEM Engineering-In-A-Box, a 10-week programme designed to teach young people about engineering, using innovative and engaging activities.
- The National Schools which the company has engaged with, are mixed gender schools, to encourage a more balanced representation in the industry for the future.
- We regularly provide informational talks to apprentices, graduates, secondary school students and adults in further education, during open days and evenings.
- We attended several recruitment events specifically aimed at the international communities in Ireland, in conjunction with Engineers Ireland.
- 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. In 2023 we had 85 students from 2nd and 3rd level complete placements with the company.
- In addition to supporting 2nd and 3rd level students, the company also partnered with a local association in Kildare, to provide work experience for individuals with additional special needs.



Gender Balance Summary

Irish construction needs to employ more women, 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.

In 2023 at Jones Engineering, 9.6% 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 skill needs of the sector. In 2023 the company more than doubled the number of female apprentices employed and we aim to increase this figure year-on-year. 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.

“Back yourself, if this is something you want to do, don't be scared, don't ever doubt yourself, you are fit for it, you're strong enough and there is support out there, if you go for it, you won't regret it”

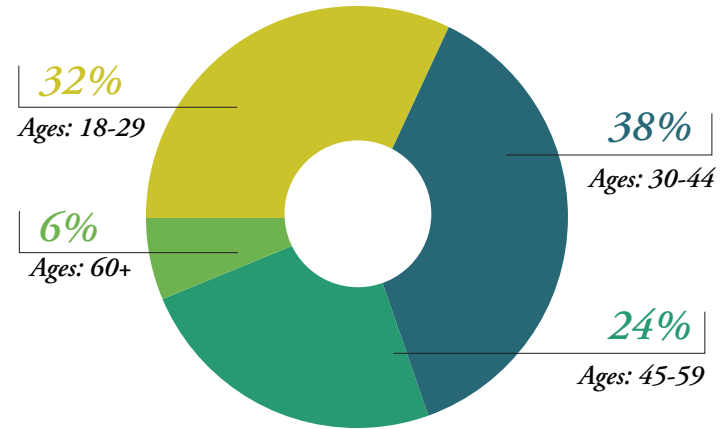
Ellen Corbally for Women in Engineering day, LinkedIn



Age Profile Summary

We are deeply 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.

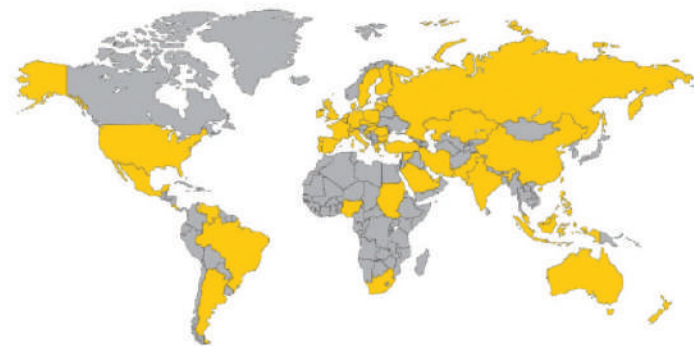


2023 AGE PROFILE

Ethnic & Cultural Diversity

In 2023, we had 2,446 direct employees from 55 countries working within Jones Engineering. We are committed to recruiting local people wherever we operate. Our people are from different countries, ethnicities and religions and have different interests, skills and beliefs. They are the foundation that make Jones Engineering a successful business.

We value the unique traditions, customs, languages, and perspectives that individuals from diverse ethnic and cultural backgrounds bring to our organisation.



Health & Safety

Health & Safety is of paramount importance to us as an organisation. Over the years, Jones Engineering has been recognised with Health & Safety awards including being the first mechanical & electrical contractor to win the top accolade of All Ireland Supreme Safety Award. We are committed to exceeding industry health & safety standards.

In 2023 we achieved a Total Recordable Incident Rate (TRIR) of 0.79, 28% lower than 2022. This sits well below the construction industry average of 2.5. In 2023, we conducted 134,828 hours of Environmental, Health & Safety (EHS) related training for our staff covering topics on occupational health and safety (OHS), wellbeing, and environmental issues.

We have robust EHS management systems in place which are accredited to:

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



Learning & Development

Learning & Development

Jones Engineering is committed to continuous professional development. We promote apprentice training programmes, graduate programmes and have a training budget of over €4m. We offer individuals at all levels of the organisation the opportunity to embrace continuous professional development. In 2023, our teams spent over 8,000 hours in non-mandatory formal 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. In 2023, 16 Graduates successfully completed the CPD Certificate in Professional Engineering with EI.

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
- Development days
- Internal training courses, including presentation skills, negotiation skills and effective communication skills
- External training courses, including CPD certificate in Professional Engineering
- Attendance at industry seminars and trade shows

Externally, we provide financial support through the payment of annual subscription fees for memberships of a relevant professional body and relevant 3rd level education and course fees. In 2023 the company sponsored 80+ employees in further education with 3rd level institutions as well as sponsorship of those undertaking Accountancy training programmes. We have third level strategic partnerships, where we provide scholarships and funding for students from socio-economically disadvantaged backgrounds to assist them to excel in their studies, prepare for career success and fulfill their potential.

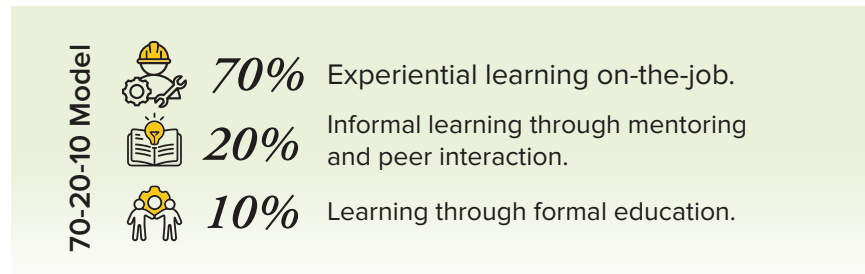
We also continued with our additional training programs for Mechanical and Electrical Apprentices across the group.



David, Gareth and Warren who successfully passed their ACCA exams to become fully qualified accountants.

Graduate Programme

In 2023 we launched our new Graduate Development Programme which follows a 70-20-10 model – 70% experiential learning on-the-job, 20% informal learning through mentoring and peer interaction and 10% learning through formal education.



This structure ensures a comprehensive development experience that combines practical skills, mentorship, and formal education, all while gaining invaluable real-world experience.

Our future goals for the Jones Engineering Graduate Programme focus on enhancing our investment in learning and development opportunities, performance management, and expanding networking opportunities for our graduates. We are committed to providing more avenues for graduates to build connections within and outside the organisation, fostering a robust professional network. Additionally, we aim to offer further opportunities for global experience, including the chance to travel abroad and pursue overseas opportunities, if they align with their career aspirations.

Throughout the Jones Engineering Graduate Programme, we aim to equip graduates with the practical skills and networks to support their professional growth and prepare them for successful careers.

Pictured below, Our CEO and Graduate Programme Manager were delighted to present our 2023 Graduates with their Certificate of Completion and wish them well as they continue to grow and develop their career.



Apprentice Training Programmes

Jones Engineering is proud of its longstanding history of training apprentices and is one of the largest trainers of apprentices in Ireland. We go above and beyond the standard level of training required for our employees to successfully complete their apprenticeships. As well as the practical training that the company provides, it also organises additional theoretical training for our apprentices, to prepare them for their off-the-job phases with SOLAS.

In 2023, we continued our involvement and sponsorship of the Plumbing and Electrical disciplines at the Worldskills Ireland event in September 2023. The event, hosted in the RDS, saw 25,000 people in attendance, over the course of 3 days.

As a new initiative Jones Engineering also partnered with the International Water, Sanitation and Hygiene Foundation (IWSH®) and the Peter McVerry Trust as part of the event. We had two Apprentice Plumbers prefabricating a bathroom installation at our stand in the RDS, which was then transported to a Peter McVerry Trust housing unit and retrofitted to upgrade the facilities for the individuals living there.

We have supported TU Dublin's Access to Apprenticeships since its inception in 2018 and have hired numerous apprentices through the programme. This important initiative supports the transition of young people from disadvantaged backgrounds into apprenticeship

schemes. In 2022, the programme extended outside of Dublin for the first time to the Technological University of the Shannon in Limerick. The company attended a number of events in these regions to engage with local people interested in pursuing an apprenticeship. In 2023, we hired four apprentices through this initiative, and we look forward to welcoming future apprentices from new locations and broadening our pool of talent.

At the inaugural Generation Apprenticeship Workplace Champions awards, we were delighted to have three apprentices nominated for Apprentice of the Year. We also had two nominations for Workplace Champions, with one winner on the day.



Case Study | Apprentices

Thos Kennedy, Contracts Manager –
Generation Apprentice Workplace Champion
for Diversity & Inclusion 2023

2023 saw the inaugural Generation
Apprenticeship Workplace Champions
awards take place. These awards celebrate
individuals who make apprenticeship training
a fantastic experience in the workplace,
drawing on mentoring skills, listening skills
and supporting apprentices in many different
ways, as they develop their knowledge
and skills and embark on their careers.

The event took place in Dublin in December
2023 and was supported by Simon Harris,

then Minister for Further and Higher
Education, Research, Innovation and Science.

Jones Engineering had two nominations for a
Workplace Champions award in 2023, Thos
Kennedy and Declan Quinn. Thos Kennedy
was victorious on the day as the Workplace
Champion for Diversity and Inclusion.

Thos has been employed with Jones
Engineering for over twenty years and
throughout his time with the company he
consistently advocates for diversity and
inclusion for all, creating an environment
where people from various backgrounds
feel valued and empowered.

“It is both challenging and rewarding working with such a mix of young people. Our job is to open the doors of opportunity, educate and encourage these young people to believe in themselves. The tasks they undertake will challenge them but with a bit of support they generally rise to the task and flourish.

Being nominated for and subsequently winning the award last year was a great privilege and honour for me.”

Thos Kennedy
Contracts Manager
Jones Engineering





Our Planet

We seek to minimise our environmental impact through measures to improve our resource efficiency and reduce our waste.

The construction sector has a significant impact on the environment. The sector is responsible for 35% of the EU's total waste generation and 37% of global greenhouse gas emissions (GHG) emissions. We recognise that the decarbonisation of our industry is essential and that as a major player within our sector we can have a substantial impact and influence.

“As our company continues to grow, we are striving to engineer efficiencies through the use of better technologies to reduce our carbon footprint. By preferring low carbon solutions we will protect the planet - our home, our life, our future”

Peter Ennis
General Manager Jones Engineering Services
Jones Engineering



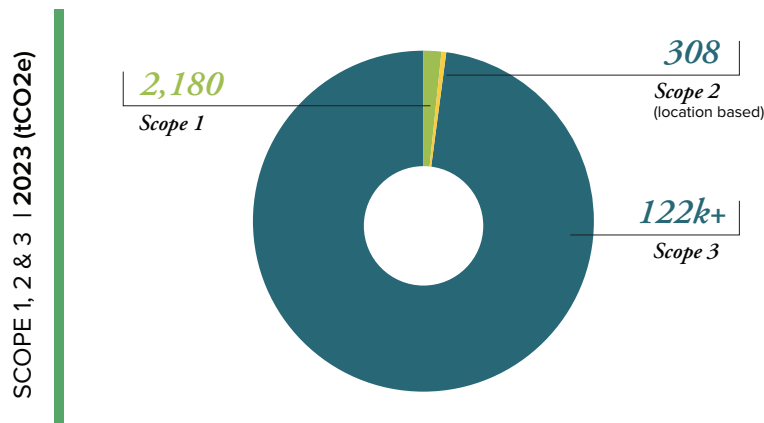
Carbon Footprint

Jones Engineering recognises that GHG emissions are a significant contributor to climate change and pose a severe threat to our planet's health and stability. Through understanding our carbon footprint, we recognise our responsibility to tackle the GHG emissions associated with our operations and to influence reductions within our supply chain.

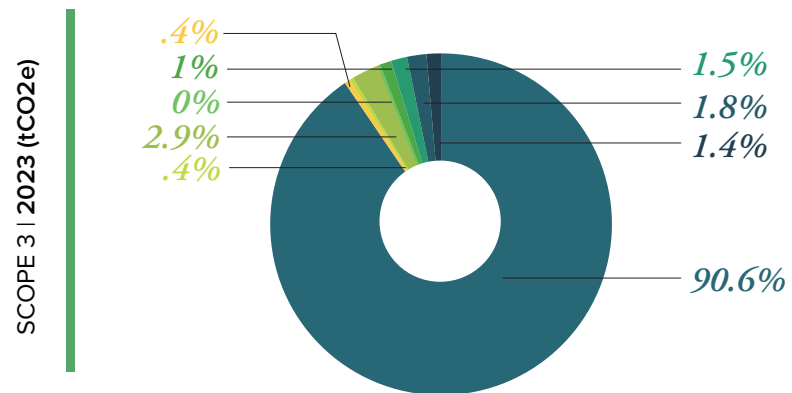
We have been calculating our Scope 1 and 2 GHG emissions since 2019. In 2022, we completed a full GHG footprint covering Scope 1, 2 and 3 emissions. This total GHG footprint allowed us to understand our hotspots and critical focus areas for decarbonisation. Our GHG footprints have been calculated in line with the Greenhouse Gas Protocol and verified by external council in accordance with ISO14064-3.

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, capital goods, transportation, waste, business travel and employee commuting.

We have been working to improve the quality of the data we are collecting, to get an accurate measurement for the emissions we are responsible for. We will continue to do this annually.



Scope 1	2,180
Scope 2	308.27
Scope 3	122,206.19



- Cat 1: Purchased Goods & Services
- Cat 2: Capital Goods
- Cat 3: Fuel & Energy Related Activities
- Cat 4: Upstream Transport & Distribution
- Cat 5: Waste Generated In Operations
- Cat 6: Business Travel
- Cat 7: Employee Commuting
- Cat 11: Use of Sold Products
- Cat 12: End of Life Treatment of Sold Products

Carbon Footprint

Our Scope 1 and 2 emissions have decreased between 2022 and 2023. The majority of our Scope 3 emissions have also decreased. However, our Scope 3 emissions associated with our purchased goods and services and business travel have increased.

The methodology used to calculate our Scope 3 purchased goods and services emissions is calculated using spend-based information. We are working with our strategic suppliers to improve the granularity and overall data quality of our Scope 3 calculations over time.

Emission Source & Scope	2022 (tCO ₂ e)	2023 (tCO ₂ e)	
Scope 1 - Direct Emissions	2,522	2,180	↓
Scope 2 - Indirect emissions from imported energy (location based)	373	308	↓
Scope 3, Category 1 - Purchased Goods & Services	65,684	110,719	↑
Scope 3, Category 2 - Capital Goods	965	513	↓
Scope 3, Category 3 - Fuel & Energy Related Activities	538	433	↓
Scope 3, Category 4 - Upstream Transport & Distribution	3,631	3,517	↓
Scope 3, Category 5 - Waste Generated in Operations	27	27	=
Scope 3, Category 6 - Business Travel	850	1,213	↑
Scope 3, Category 7 - Employee Commuting	1,951	1,877	↓
Scope 3, Category 11 - Use of Sold Products	2,288	2,231	↓
Scope 3, Category 12 - End of Life Treatment of Sold Products	2,260	1,678	↓
Total	81,089	124,696	↑

Decarbonisation & Science Based Targets

In 2023, Jones Engineering received a score of B- from the CDP. This shows that we are taking coordinated action on environmental issues. We hope to improve this score in the near-future.

In June 2024, Jones Engineering's target for GHG emission reduction was approved by the Science Based Targets Initiative (SBTi). The SBTi is a globally recognised corporate climate action organisation, which provides companies with a clearly-defined path to reduce emissions, in line with the Paris Agreement goals.

This is a big milestone for our sustainability programmes as we continue to contribute to building a more sustainable future. In 2023, we launched our programme to further develop our decarbonisation pathway to achieve our SBTi targets.

A more detailed decarbonisation plan will be published in our 2024 Responsible Business Report.

Jones Engineering has committed to reduce absolute Scope 1 & 2 GHG emissions by **50.4%** by 2032 from a 2022 base year. It also commits to reduce its Scope 3 GHG emissions by **50.4%** within the same timeframe.

We are considering a number of initiatives including:

- **Energy Efficiency:** optimising energy use in our offices and sites by adopting energy-efficient practices and technologies.
- **Transportation:** considering electric vehicles for company fleets and using lower carbon fuel sources.
- **Waste Management:** implementing waste reduction, reuse and recycling programmes to minimise landfill waste and associated emissions.
- **Procurement Practices:** prioritising suppliers and vendors that demonstrate commitment to sustainability and environmental responsibility, considering factors such as carbon emissions, energy usage, and waste management in procurement decisions.



Decarbonisation Measures

Trialling of HVO on Site

In 2023 we began trialling the use of hydrogenated vegetable oil (HVO) on some of our projects in the UK and mainland Europe to replace diesel usage. HVO is a low carbon bio-fuel that serves as a direct replacement for regular diesel and can be used without engine modifications. Using HVO instead of regular diesel can reduce GHG emissions by up to 90%.

In 2023, we began using HVO across the group, accounting for approximately 1.5% of our diesel usage. In 2024 we will continue to trial HVO across our operations.

PV Panels

Solar PV for Our Offices

In 2023, we engaged a specialist PV consultant to conduct a survey of each of our Irish buildings to maximise the use of solar as an energy source. We conducted surveys of five buildings that we occupy including historic electricity consumption, roof condition & suitability, future projected consumption and cost of installation. Our analysis showed that across these sites, by installing solar PV installations, we could achieve a carbon savings of 107.87 Tonnes per annum. In 2024, we will commence the installation of solar PV across our sites on a phased basis commencing with a 70KWp installation at our Damastown Office.

Middle East - Solar PV for Our Sites

In 2023, we ran a Hybrid Energy System pilot programme on a project site in the United Arab Emirates, powering one of our site compounds via a solar-diesel hybrid system, to reduce the site's GHG emissions. A battery was integrated into the existing power system to minimise solar curtailment and to enhance solar penetration. This contributed to a significant decrease in diesel usage.

The Hybrid Energy system has an integrated Remote Monitoring system, which is operated by Jones Engineering's partner on the pilot program, RSS. The remote monitoring system will allow for 24/7 monitoring of plant performance ensuring optimal planning of generation. The remote monitoring system will also alert the operations team, in case of issues on site before a breakdown occurs, ensuring timely response and reducing the chances of a site blackout. The data from the remote monitoring system is reflected on a dashboard which provides real time information including Daily Energy Consumption, Battery Storage, Fuel Tank Levels, GHG Savings, Daily PV Energy Consumption, Daily Total KW Consumption.



40 tons of GHG emissions reduction



20,850 kWh of clean energy from solar PV



598 trees planted



15,400 litres of diesel reduction

Other Environmental Measures

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.

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

In 2023, we began a programme of works to improve our waste management at our operational facilities. Focusing on waste segregation and the minimisation of single use consumables and packaging.

Biodiversity

Land use change and construction are a major contributing factor to the removal of natural habitats. 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.

We have direct influence over small green spaces surrounding our offices. In 2023, the green space in our Damastown office continued to rewild, we sowed wildflowers and ceased tending and mowing of the grounds. This has visibly increased the quantity of natural flora and fauna (including insects and animals) in the area. In 2024, we will be implementing initiatives that continue to promote biodiversity and nature across our office spaces. We will be introducing raised beds with suitable top soil to allow the planting of bulbs in autumn, followed by summer flowers. The planting of mixed crocuses and muscari bulbs in autumn, will be carried out by the Damastown office team who will maintain flowers throughout the year.

Last year, we pledged 20 orchards (containing a total of 100 fruit trees) 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. In 2023, we hosted two planting days across Carlow and Roscommon.

At our Carlow planting day, we visited three schools, an additional needs facility and community gardens near our Manufacturing facility. Over the day we planted over 50 trees. In Roscommon we held a planting day at Lisanskey National School, engaging the local community and over 30 students.





Our Products & Services

We are committed to working with our customers and our suppliers to reduce any negative impact that our products and services have on our environment and supply chain.

Our products and services are the core of what we do as a business. We recognise that sustainability needs to be considered at every part of the project process. Through collaboration with our Clients, supply chain and partners we hope to achieve more sustainable project outcomes. We are also proud to work on sustainable commercial and energy projects across the geographies we operate in.

“As an organisation, the commitment to collaborating with our Clients and our supply chain, with a focus on topics such as responsible sourcing and circular economy, is integral to the delivery of our long-term ESG ambitions.”

Neil Kelly
 Strategy Implementation Manager
 Jones Engineering



Responsible Sourcing

We recognise that our procurement practices can have considerable direct or indirect impact on the environment, society, and communities. In 2023, we began a programme of works to develop a Responsible Sourcing Strategy for the group. The works included,

- An assessment of current procurement related policies and identification of gaps and areas for improvement.
- A review of the potential direct and indirect environmental and human rights impacts within our supply chain.
- An assessment of the maturity of our strategic suppliers in relation to ESG.
- The development of a structured approach to supply chain engagement and risk management.
- The development of a responsible sourcing strategy, including targets, supplier engagement plan and strategic supplier expectation setting.

We recognise the principles outlined in ISO 20400 as the international standard for sustainable procurement. We are working to embed the principles into our Responsible Sourcing System and ways of working.

As part of our Responsible Sourcing Strategy we have been engaging with our strategic suppliers (120 suppliers, approximately 40% of material spend) on topics such as climate change, embodied carbon, human rights, circular economy and recycled materials. We have also been engaging our supply chain, encouraging them to report their sustainability progress and set appropriate climate targets.

As part of this programme, we aspire to reduce our Scope 3 emissions from purchased goods and services, which account for 90% of our calculated Scope 3 emissions. We will achieve this by engaging with our suppliers, requesting EPDs (Environmental Product Declarations), identifying and procuring lower carbon materials where possible, and by utilising biodegradable or compostable packaging material options where possible.

In 2023, Jones Engineering held two responsible sourcing workshops with 18 of our strategic suppliers. The primary objective of these workshops was to help our supply chain gain an understanding, alignment and commitment to our sustainability programme. In these workshops, we provided context to ESG and the Sustainability landscape, highlighting key challenges and opportunities for construction. We presented our considerations and expectations, i.e. what to expect in terms of policy, governance, targets, and reporting. Finally, each supplier was given a Starter Pack, with detail in relation to EPDs and the Alignment with the IGBC's 'Building a Zero Carbon Ireland' Roadmap.

Responsible Sourcing

The response from our suppliers has been very positive, with outstanding levels of engagement throughout the sessions. Amongst the feedback received was that the in-person engagement was more effective and valued by the suppliers, instead of an email requesting commitment and containing a questionnaire. We have since had an additional four workshops in 2024 and an additional fifty strategic suppliers have been involved.

Key Responsible Sourcing KPIs for 2023:

- **18** Strategic Suppliers attended a Supplier Sustainability Engagement Workshop in Jones Engineering Head Office, representing approx **9.6%** of overall material spend and approx **10%** of overall Scope 3 emissions.
- **80%** of Strategic Suppliers targeted responded to a supply chain questionnaire, to understand baseline sustainability performance including environmental, social and governance related questions.
- **19** Strategic Suppliers, accounting for **12%** of total material spend, provided us with primary product material composition and weight data. This was an important move towards improving the granularity and quality of the data used in our Scope 3 calculations.
- **100%** of our buyers provided with responsible sourcing training.
- Supplier Code of Conduct updated to encompass ESG topics.
- Responsible Sourcing Policy Statement Launched.
- Modern Slavery Statement Published.

“Face to face supplier engagement is a key part of our business, it strengthens our supply chain and develops long lasting partnerships that benefit all, for our sustainability journey.”

Colin Salisbury
Head of Procurement
Jones Engineering



“Our partnership with Jones Engineering is built on a foundation of shared values and a mutual commitment to creating a positive impact on the environment, society, and corporate governance. Together, we are not just focused on achieving business goals but are equally dedicated to advancing sustainability, social responsibility, and ethical business practices. We are proud to be part of a relationship where sustainability, social responsibility, and ethical governance are at the forefront, ensuring a better, more sustainable future for all.”

Gavin Power
Sales Director
FlaktGroup Ireland Ltd.

Sustainable Site Set-up

Our ambition is to continue to grow our business responsibly and sustainably, while considering the environmental and social impacts of everything we do.

At Jones Engineering, we are responsible for taking a Client's design and delivering it in the most sustainable manner possible. This means understanding where the greatest environmental impacts can be found in a project and having the knowledge to innovate and apply new technologies and materials to mitigate these as much as possible.

As we progress on our sustainability journey, the development and implementation of sustainable site set-up guidance will provide a consistent direction to project teams, on how to implement sustainable practices into all stages of project delivery from tender stage to project close out.



Carbon Border Adjustment Mechanism

The Carbon Border Adjustment Mechanism (CBAM), is a carbon levy applied to carbon intensive products such as steel, cement, and some electricity, imported into the European Union. It was legislated as part of the European Green Deal, and it comes into effect in 2026, with reporting having commenced in 2023.

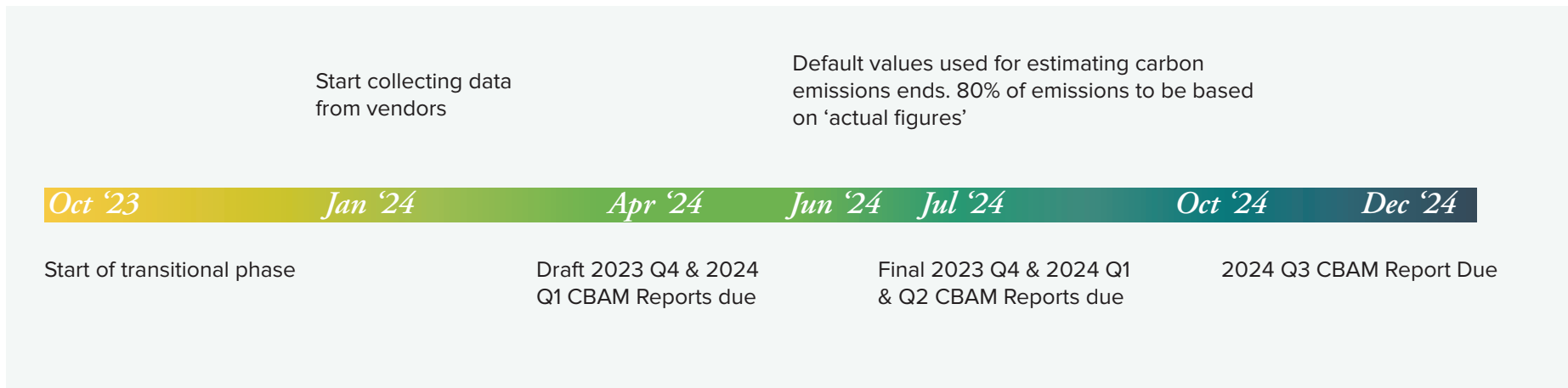
In 2024, Jones Engineering submitted all three quarterly reports before the first prescribed deadline of the 31st of July 2024. Initially, only the following information was required to submit the report:

- **Country of origin**
- **Commodity code**
- **Total weight**

For context, industry-standard ‘default values’ were used to estimate carbon emissions associated with each commodity code, and since the 1st of July 2024, it has become mandatory for vendors and manufacturers to supply actual carbon emissions, both direct and indirect.

To improve the efficiency and sector support for CBAM, improved consideration from regulatory bodies and increased engagement from the supply chain is required. To date, data collection for CBAM has been challenging and will continue to be, without additional external indirect support. Trade from the United Kingdom and the United States will be under pressure in the near future, due to the majority of the producers operating in these markets not being able to satisfy the reporting requirements, which in turn will impact industries that manufacture custom components.

CBAM Implementation Outline



Circular Economy

The circular economy is a production and consumption model, focused on maximising the lifespan of materials and products by promoting practices such as reuse, reallocation, repairing, and recycling. This approach increases the prospects of extending the lifespan of the products that we purchase for our projects and moving to a circular economy, is a positive deviation from the traditional linear economy model of take, make, and waste. Circular economy initiatives and practices can significantly reduce greenhouse gas emissions, and 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.

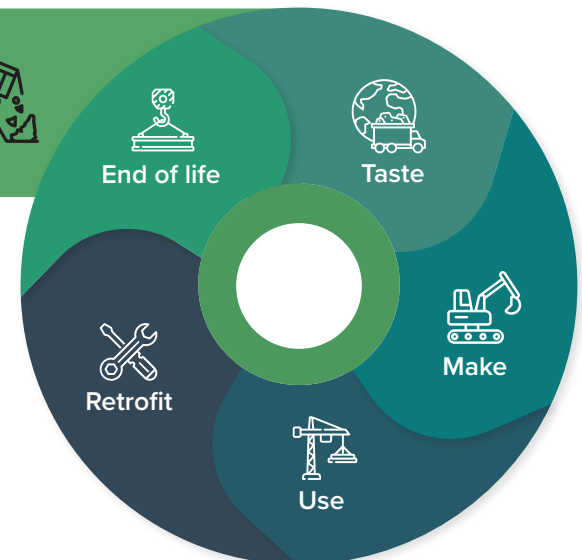
Maintenance is at the core of Jones Engineering’s approach to establishing a circular economy. Our maintenance division plays a

pivotal role in promoting sustainability, resource efficiency, waste reduction, and economic resilience within a circular economy model.

We are one of 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 clients’ services and systems. By proactively maintaining the systems which 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.



The Circular Built Environment Playbook, (2023). The Fundamental Principles of a Circular Economy. World Green Building Council.



Sustainable projects

Advancing the Fight against Climate Change with Direct Air Capture

Our Manufacturing team has joined forces with NEG8 Carbon, an Irish technology company based in Waterford, to accelerate the development of their cutting-edge Direct Air Capture (DAC) system. This collaboration aims to integrate modular design concepts and streamline mass production, making the large-scale deployment of DAC technology a reality.

DAC technology works by drawing in large quantities of air and passing it over specifically designed sorbent materials that attract and capture carbon dioxide (CO₂) molecules. The captured CO₂ can then be permanently and safely stored underground or converted into climate-neutral carbon products, such as sustainable aviation fuel, contributing to a cleaner, greener future.

We're playing a crucial role in this project by advising on modularity, off-site manufacturing techniques and serviceability during the early design stages, paving the way for large-scale deployment of NEG8 Carbon's technology. With a steadfast commitment to addressing climate change using technology innovation, NEG8 Carbon, supported by Jones Engineering Manufacturing, are on a mission to capture millions of tonnes of CO₂ annually by 2035. This ambitious vision reflects their dedication to creating impactful solutions in the global effort to reduce carbon emissions.



Case Study | Solar Energy Projects

Monaraha Solar PV Park | Tipperary

Monaraha Solar Farm is being developed by Monaraha Solar Farm Ltd. (Statkraft Ireland) and is located just east of Cahir, Co. Tipperary, Ireland. The point of connection of the ESBN 38kV distribution network will be at the Monaraha Solar Farm 38kV substation.

The permitted Maximum Export Capacity (MEC) for the project is 19MW. Jones Engineering was responsible for the Grid Connection works contract comprising of the main components on a 'design and build' basis:

- The Contestable Works (ESBN 38kV substation at the Solar Farm), both civil and electrical.
- 38kV cable grid connection and fibre cabling from the Cahir 110kV substation to the Solar Farm substation, including ducting works.
- The Solar Farm substation IPP works, both civil (including access roads) and electrical.
- Construction of the Solar Farm site roads.

This project has the capacity to provide green energy to over 5,000 Irish homes.



Case Study | Solar Energy Projects

Grid Connection Package | Clonfad Solar Farm, Co. Westmeath

Clonfad Solar Farm is being developed by Clonfad Solar Farm Ltd. (Statkraft Ireland) and is located between Kinnegad and Mullingar in Co. Westmeath, Ireland. The point of connection to the EirGrid 110kV transmission network will be at the Solar Farm substation. The permitted Maximum Export Capacity (MEC) for the project is 100 MW. Jones Engineering was responsible for the for the Grid Connection works contract comprising of the following main components on a 'design and build' basis:

- The Contestable Works (EirGrid 110kV substation at the Solar Farm), both civil and electrical.
- 110kV end masts for looping in and out of the Mullingar/Kinnegad 110kV line.
- 110kV droppers and fibre cabling from the end masts to the EirGrid substation.
- The Solar Farm substation IPP works, both civil (including access roads) and electrical.
- Construction of the Solar Farm site roads.

This project has the capacity to provide green energy to over 25,000 Irish homes.



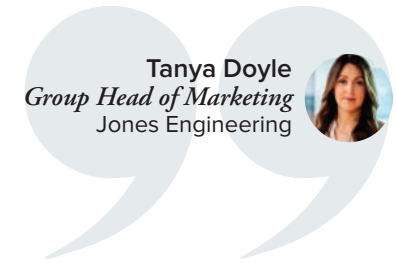


Our Community

We continue to play an active role within our communities and strive to make a difference through strategic partnerships.

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. Throughout 2023, we spent a total of €424,000 supporting charities, community initiatives and local sports clubs.

“Giving back to the community is at the heart of what we do. By staying involved, we ensure our growth is shared and our impact is positive and lasting.”

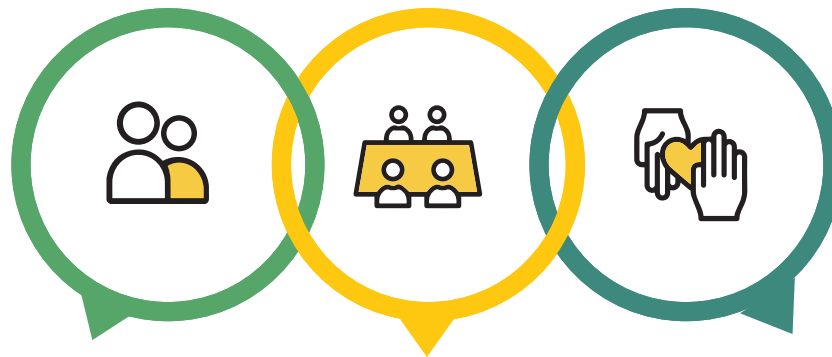


Our Community Strategy

We developed and launched Our Community Strategy in 2023. We understand our business decisions have an impact on people, the planet, and the communities where we operate, both locally and across the value chain. We rely on these people, communities, and the resources they offer us and our planet. Our purpose is to provide ongoing support for those we have partnered with over the last number of years; to improve health and well-being, reduce

inequalities, and create prosperous communities throughout our direct business activities and supply chain, as well as to protect, manage, and replenish the planet's life-support systems.

As part of the Jones Community strategy, we set up three committees to make sure that we are putting our best foot forward and contributing effectively and standby our commitments.



Community Pillar Team

Responsible for:

- Long term partnerships
- Sustainable September

Community Funding Panel

Responsible for:

- Review applications for funding in alignment with strategy, on a monthly basis

Volunteering Group

Responsible for:

- Volunteering event alignment, organisation, engagement & advocacy

Collaborating for Good

Throughout 2023, we spent a total of **€424,000** supporting charities, community initiatives and local sports clubs.

Our commitment goes beyond economic contributions. We partner with local charities and community organisations, working with those who know the community best. Together, we address local needs, whether through supporting educational initiatives, improving healthcare facilities, or contributing to environmental conservation.

We have continued our long-standing partnership with Barnhall Buffaloes, a tag rugby team for adults with additional needs. Not only have we supported them with equipment and club gear but we sponsored their annual Rugby Blitz in September, which saw additional needs team, from around Ireland take part in a fun-filled, inclusive community event.

We also donated to the team's trip to Scotland and had one of our own employees accompany and support the team and coaches. This was the first trip abroad as a team, but was also the first trip for many of the Buffaloes in their lives.

Empowering Through STEM

We value the development and promotion of STEM subjects across all levels of education. Not only have we continued our yearly sponsorship of ESB Science Blast (a non-competitive STEM educational programme for primary school classes) we established the Jones Engineering Awards, which recognised seven exceptional final-year students at TU Dublin with an award of €5,000 each. The awards help students pursue their dream careers by providing the support and resources they need to excel academically and professionally. Through these awards, we reaffirm our commitment to nurturing talent across a diverse range of disciplines, fostering innovation, and building a brighter future.



Collaborating for Good

Sustainable September Volunteering Day

In September 2023, we held our first Sustainable September Volunteering Day – Waterways Cleanup Initiative. In a powerful display of environmental responsibility and community spirit, 60 dedicated employees from our company, volunteered their time and effort to participate in a cleanup initiative that targeted three major water bodies in Ireland, Sandymount Beach in Dublin, The Royal Canal in Kildare, and Gobby Beach in Ringaskiddy Cork.

Together, the teams managed to pull an astonishing 187kg of rubbish from these areas, contributing significantly to the ongoing battle against plastic pollution in our waterways. As part of the community programme, we are donating €3,000 to Flossie and the Beach Cleaners to assist in the continuation of their great and impactful work. With this donation, we are sponsoring two DEIS primary school workshops. These workshops are designed to empower the next generation to engage in effective, practical activities that make a real difference to our planet, both locally and globally.



F1 in Schools

Through our ongoing focus on community engagement, environmental stewardship, and sustainable development, we aim to make a lasting impact in every part of the world where we operate. In 2023, we proudly supported a dynamic team of six 5th-year students from Gonzaga College SJ in Dublin, as they ventured into the exhilarating realm of the Aramco F1 in Schools 2023 World Finals, in Singapore. F1 in Schools involves students forming teams to design and manufacture miniature F1 cars, and then race them for glory along a 20-metre track. The event stands as the pinnacle of science, technology, engineering and mathematics (STEM) competitions, for secondary school students, offering an unparalleled platform for honing fundamental skills in engineering, entrepreneurship, business acumen, and team management.

This sponsorship exemplifies our commitment to fostering excellence in education, equipping students with the skills needed to navigate the challenges of the future.



Our Community Stats

€200k+ increase in spending on Community in 2023

25 Charities

22 Community Initiatives

39 Sports Clubs

5 Long-term Partnerships

Our Community Partners



Our Community



- Jones Engineering Liffey Swim
- McMillan Cancer Support Coffee Morning
- Jones Charity Cycle 2023
- Laura Lynn Charity Donation

2024 Onwards

2024 Onwards

In 2024, our goal is to expand on our community strategy. **We pledge €500,000 to be spent annually**, to be given by Jones Engineering in a combination of time and funds. We will be strategic in our allocation of funds, aligning to our chosen SDG's, and develop a dashboard to track each alignment, domestically and internationally. We believe this approach will help us to be more proactive in our community sponsorship and support, in line with our developing group policy.

We recognise 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 Commitment



Continue supporting those we have partnered with over the last number of years.



Promote good health and wellbeing, reduce inequalities, and foster sustainable communities for those within our direct business activities and our value chain.



Protect, manage and restore the planetary resources, we are so dependent on.



Our Awards

NISO Awards 2023 - All Ireland Supreme Award

NISO Awards 2023 - The Occupational Health Award

NISO Awards 2023 - Excellence in Safety Award

Irish Construction Awards 2023 - BIM Initiative of the Year

Irish Construction Awards 2023 - Innovation in Construction

Generation Apprenticeship Workplace Champions 2023 - Diversity & Inclusion

Case Study: NISO Awards 2023, All Ireland Supreme Award: A Triumph of Our Commitment

Jones Engineering had a remarkable victory at the NISO Awards ceremony in Killarney in October. We won the coveted first place, and with it came the highly esteemed All Ireland Supreme Award. This recognition, presented by Neal Richmond TD, Minister of State at the Department of Enterprise, Trade, and Employment, signifies not just an achievement, but a testament to our unwavering commitment to safety and excellence.



Supreme Safety Award winner for 2023

Certifications, Partnerships & Memberships

Certifications



Commitments & Disclosures



Certifications, Partnerships & Memberships

Partners & Memberships



Chartered
Institute of
Arbitrators

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