

2024

Responsible Business Report

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



WayForward
ESG Framework

130+ Year history,
rooted in innovation
& excellence, grounded
by our people”

Jones Engineering HQ
83 Pembroke Road

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We’ve made this report interactive with a menu bar at the top for easy navigation. Check for quick chapter links, and look for underlined, coloured text throughout for easy navigation.



A background image showing three women wearing white hard hats and high-visibility yellow safety vests with reflective stripes. They are walking on a paved path outdoors, with a modern building and trees in the background. The woman on the left is looking towards the other two. The woman in the middle is looking towards the woman on the right. The woman on the right is looking back towards the other two.

▾ About This Report

Our third annual Responsible Business Report outlines our continued commitment to sustainability, our preparation for upcoming legislative reporting requirements, and highlights the progress we made on our sustainability programme in 2024. We launched our Responsible Business Framework in 2022. Since then, our sustainability ambition continues to evolve as we deliver major projects and work with key stakeholders on initiatives, under our WayForward Strategy.

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, reporting key KPIs from fiscal year 2024 (unless otherwise stated).

Basis for Preparation

We're committed to reporting progress against our material ESG topics transparently and on an annual basis. This report has been prepared with reference to international sustainability standards, including the Greenhouse Gas Protocol and the United Nations Sustainable Development Goals. This report serves as a stepping stone, as we prepare for the upcoming reporting requirements under the EU Corporate Sustainability Reporting Directive (CSRD), which, under the current EU Omnibus timelines, we are likely to be required to comply with in 2028, reporting on 2027 data.

In advance of publishing our first CSRD report, we are using the EFRAG's Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME) to publicly report our 2024 sustainability

data. A reporting table for VSME can be found at the back of this report.

The scope of this report encompasses all Jones Engineering activities worldwide, consolidating operations across all underlying entities. The data in this report is historical from 1st January 2024 to 31st December 2024. Where primary data is not yet available, estimates and proxies are used. We have a data improvement plan in place and continuously strive to improve the quality and granularity of key sustainability metrics. The progress we have made on data analytics is outlined in more detail in this report. Key metrics such as Greenhouse Gas Emissions are externally assured.

Methodologies are regularly reviewed and enhanced, supported by improvements in data systems, including analytics and business intelligence tools.

To our stakeholders, we welcome feedback and questions.
Please contact: sustainability@joneseng.com





Stephen McCabe,
Chief Executive Officer,
Jones Engineering.

Welcome From Our CEO

I am delighted to present the Jones Engineering Responsible Business Report. In 2024, our business has continued to grow. We are reporting increased revenues surpassing €1.28bn, with a workforce of over 4,500 people including direct employees and long-term subcontracting partners, from over 55 different nationalities.

At Jones Engineering, we recognise that our operations can have considerable impact on the environment, society, and communities that we operate in. We have developed our short-term responsible business strategy and WayForward framework to mitigate the impacts of our operations. We are also actively engaging with our value chain to ensure that they recognise the impact of their own operations.

In 2024, our key sustainability achievements include:

Strengthening Climate Action:

In 2024 we progressed numerous climate action initiatives such as installing Solar PV at our office locations, trialling the use of alternative fuels and improving energy efficiency measures. Our actions were acknowledged with a B Score from the CDP, representing our good management practices.

Engaging our Supply Chain:

We are committed to engaging our supply chain on sustainability. In 2024, 42 of our strategic suppliers participated in sustainability workshops at our Head Office, where we communicated our sustainability expectations.

Championing Diversity & Inclusion:

Jones Engineering is dedicated to building a workplace environment that is open and responsive to different cultures and groups. In 2024, we delivered inclusive leadership training to our people managers and made progress towards our Silver Accreditation from the Irish Centre for Diversity, which we subsequently achieved in early 2025.

Supporting our Communities:

We continue to invest in community initiatives from education and skills development to health and wellbeing, social inclusion, and grassroots sport. In 2024, €630,217 was invested in communities across Ireland and overseas.

Our achievements reflect the collective dedication of both our people and our partners. 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. In 2024, we completed a Double Materiality Assessment and continued to prepare for the incoming reporting requirements under the CSRD.

In 2025, we will continue to deliver our WayForward Strategy with the support of our people and our partners, aiming to deliver a sustainable future for all.

A stylized, handwritten signature in black ink, appearing to read 'Stephen McCabe'.

Chief Executive Officer,
Jones Engineering.

Our Highlights

People



Gold Sponsor
CIF International
Women's Day

165

Senior Managers
Trained in inclusive
leadership skills

2,800

Direct Employees
from 55 countries



Investors in
Diversity

SILVER

Up from Bronze in 2023



Platforms Launched Internally





Planet



Up from B- in 2023



70 kW Solar Pv
Installed in
Damastown Office



Introduced the use of
HVO across our Irish
operations



Our 2024 carbon emissions,
ISO 14064 & GHG protocol
verified provided by TÜV SÜD



Installed at Damastown Office



Products & Services



Supplier Workshops
Hosted Internally

7

Suppliers Attended
our Workshops



Responsible Sourcing
Training supplied to all
procurement teams



Circular Economy
Strategy Developed



Project Sustainability
Guidance Developed



Community



Joined BITCI

€630,217

Invested into our
communities across Ireland
and overseas



INSPIRING WOMEN IN STEM

Silver Sponsor



New Partnership
Launched with TU Dublin



5

About Jones

Our Business
Our Sectors

Excellence in Delivery

Quality Management Systems
Security & Data Management Systems
Risk Management Approach

Responsible & Sustainable Business

Responsible Business Framework
Our Sustainability Governance
Our Responsible Business Journey

Stakeholders & Materiality

Our Stakeholders
Our Value Chain
Double Materiality Assessment

Data, Standards & Compliance

Data Driven Business
Legislation, Accreditations & Memberships

*Through the strength of
our teams, the scale of our
capability, and the trust we build
with clients, we deliver projects
that power industries.*

“Our business continues to grow while creating positive impact across every area we operate.”

Stephen McCabe, CEO.

4,500+

People

1.28bn+

Turnover

18

Countries

80%

Repeat Business

Our Business

Established in 1890, Jones Engineering has worked across all sectors of the construction industry. We have offices across Ireland, Europe, and the Middle East, and deliver engineering excellence to all our clients, including both public and private sectors. We primarily service the data centre, semiconductor, pharmaceutical and life sciences, food and beverage, energy, healthcare, and commercial office fit-out sectors.

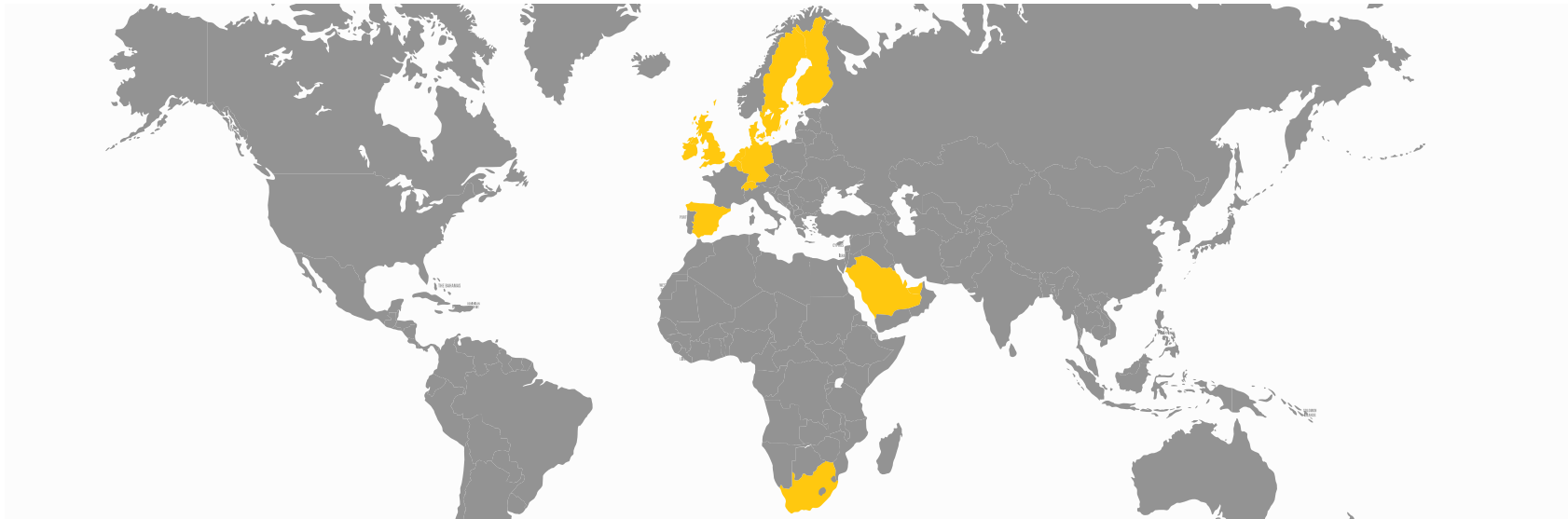
Everything we do is underpinned by teams and leaders who are deeply embedded in these sectors, as well as the systems and structures, including off-site manufacturing, that enable us to deliver the most complex projects for clients in Ireland and internationally. Our core value is delivering engineering 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, which forms 80% of our business. This is why we are the contractor of choice for our clients.

We deploy over 4,500 people globally and directly employ 2,800 people from over 55 different nationalities across 18 countries.

Our Values

We believe in “Engineering Through People”. Our core values of safety, design, innovation, delivery, and relationships are fundamental to our operations. We prioritise recruiting, nurturing, and developing the best people, which has been the cornerstone of Jones Engineering’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.

Where We Work



Our Sectors

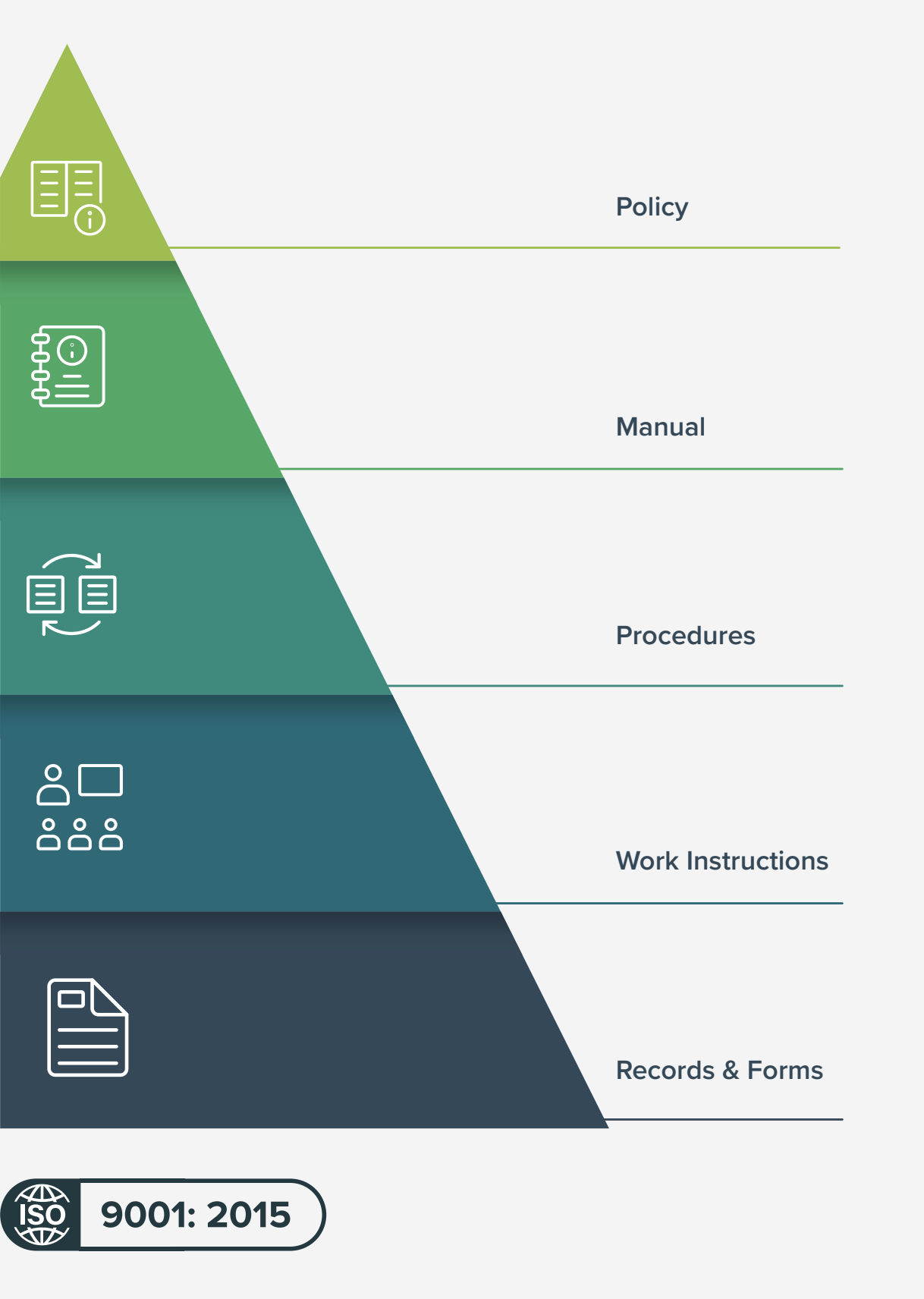
We deliver end-to-end engineering solutions across all major sectors of the construction industry. Our expertise spans mechanical, electrical, fire protection and instrumentation, supported by BIM, modular construction, and off-site manufacturing.

Our integrated approach ensures certainty, safety and quality on every project, with 80% repeat business reflecting the trust of long-standing clients.

Across every sector, we deliver with integrity, driven by innovation, and committed to engineering better.



Quality Framework



Quality Management System

At Jones Engineering, quality is more than a standard; it is a defining part of who we are. Our ISO 9001:2015 accredited Quality Management System, continues to provide a framework for excellence, embedding quality and responsibility into every aspect of our business.

Our reputation has been built on the vision and technical innovation of our people. By focusing on customer needs, expectations, and satisfaction, we have created a culture where ‘Quality Work through Quality People’ is more than a principle; it is a way of working.

In 2024, we enhanced our approach with new systems and renewed commitments:

- **Introduction of a Sustainability Quality System Procedure (QSP):** This high-level framework outlines clear principles to guide the integration of Sustainability and responsible business practices within Jones Engineering. Its purpose is to ensure the integration of sustainability into all key contract and project stages, from estimating and tendering, through contract start-up, procurement, and project execution. In doing so, we ensure that sustainability and responsible business are not parallel initiatives but are central to how we deliver quality.
- **Front-End Loading (FEL):** We have reinforced our focus on ensuring quality delivery from day one. At Jones Engineering, FEL is not just a project phase; it is our Construction-Led, Quality-Verified mindset. By establishing clarity early, reducing risks, and aligning with ISO 9001:2015, FEL enables us to deliver projects “Right First Time”, on specification and on schedule.
- **Doing the Right Thing:** A renewed and ongoing emphasis on this core value has been central to Jones Engineering’s quality journey over the past year. Doing the Right Thing reinforces our collective responsibility to follow procedures, adhere to standards, and apply best practices, from project initiation through to handover. By embedding this principle, we strengthen client trust, deliver consistently “Right First Time” outcomes, and uphold our global reputation for excellence.

These are just a few of our new initiatives that build on our existing culture of innovation, collaboration, learning, and continuous improvement. At Jones Engineering our Quality Management System is an ever-evolving journey. By aligning technical excellence, responsible business practices, and sustainability, we generate lasting value for clients, communities, and the planet, while preparing for the challenges ahead.

*‘Quality Work through Quality People’
our way of working.*



“For us, technology is the key to realising our ESG promise. We are leveraging data analytics, automation, and secure platforms to expand our services while rigorously enhancing the integrity, resilience, and transparency of everything we do. This isn’t an add-on; it’s how we build systems that are built to last and worthy of trust.”

Joanne Fanning,
Chief Information Officer,
Jones Engineering



Security & Data Management System

In 2024, information security and data privacy remain top priorities across our organisation. We are committed to protecting the information of our clients and collaborators.

Governance

We maintain an Information Security Management System (ISMS) and a Privacy Information Management System (PIMS). Both systems are compliant with international standards, including ISO 27001 for information security and ISO 27701 for user privacy. Our primary goal is to ensure maintenance, alignment, and integration of information security and data privacy within our organisation.

Our ISMS protects our people, data, and operations. This includes managing risks, securing physical spaces, controlling access to systems, and ensuring business continuity, and working closely with suppliers to uphold high security standards.

Our Information Security Team has collaborated with over 50 organisations across our industry to strengthen security practices and enforce shared standards. The team is responsible for implementing corrective actions and improvements, in conjunction with the Information Security Manager, who oversees all ISMS activities.

At Jones Engineering, we have a dedicated Data Privacy Officer who oversees our PIMS, which meets international standards (ISO 27701). This system ensures we handle personal data responsibly and comply with regulations such as GDPR.

International Standards

Our PIMS builds on our ISMS by incorporating privacy-specific requirements and controls, including

the handling of personal data, data subject rights, and compliance with regulations such as the GDPR. The Information Security and Data Privacy programs achieve regulatory compliance through the ISMS and PIMS systems, maximising risk mitigation to our clients and our own personal data. This offers a competitive advantage in industries such as data centre construction, where personal data security is at a premium.

Policies and procedures have been maintained and adapted to a rapidly changing environment, ensuring our technology and security keep pace, while continuously improving business processes across Jones Engineering.

Ethical Responsibility

Information security and data privacy are critical aspects of our ethical business operations. Secure and transparent handling of personal information protects human rights, supports accountability, and is a tenet of good governance. Our open and transparent Data Subject Rights process ensures that personal data is handled ethically and securely.

Training

At Jones Engineering, we run ongoing awareness campaigns to help staff understand and respond to security risks. These include training courses, policy updates, phishing simulations, and best-practice posters across all our regions.

Employees who work with sensitive or personal data receive mandatory training tailored to their roles. This includes teams in HR, Marketing, IT, CCTV operations, and those involved in internal audits. Training is regularly updated to reflect new cyber threats and tactics.

➤ Risk Management Approach

At Jones Engineering, we recognise that effective risk management is essential to the resilience and long-term sustainability of our business. Operating in a dynamic environment, we take a proactive and structured approach to identifying, assessing, and managing risks across all aspects of our operations.

Our Risk Management Framework addresses strategic, operational, environmental, social, and governance-related risks, with oversight from Executive Management and the Board. Risks are evaluated for potential impact and likelihood, assigned clear ownership, and managed through a combination of prevention, mitigation, monitoring, and escalation processes. Emerging risks, including those linked to climate change, regulatory developments, and market conditions, are regularly reviewed through our centralised Corporate Risk Register.

In 2024, we enhanced this framework by introducing “Operational Department Risk & Opportunity Registers”. These registers strengthen the connection between day-to-day operations

and the overall Corporate Risk Register, ensuring that risks are captured closer to their source while also identifying opportunities for improvement and innovation within each department.

Importantly, they help us link operational risks and opportunities, directly to our ESG objectives, while considering the time horizons of these risks, recognising that some ESG-related risks may have immediate operational impacts, while others may affect the business over the medium or long term.

We promote a culture of accountability, safety, and continuous improvement, embedding risk awareness at every level of the organisation. This approach not only protects our people, projects, and stakeholders but also ensures we remain adaptive and resilient in the face of change.

By considering both risks and opportunities across short, medium, and long-term time horizons, our risk management process helps us advance sustainable practices, enhance efficiency and strengthen long-term value creation for all stakeholders.

Climate Risk Assessment

In 2024, we completed a Climate Scenario Analysis, evaluating the climate-related risks and opportunities facing Jones Engineering. Using scenarios derived from IPCC AR6 and NGFS frameworks, it addressed both physical risks (e.g., extreme weather, rising temperatures, and heatwaves) and transition risks (e.g., market and regulatory shifts towards low-carbon materials). Additionally, the analysis highlighted strategic opportunities in climate adaptation and low-carbon construction.

We are currently reviewing the results of this analysis and intend to further investigate and mitigate against any identified climate-related risks.





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 Framework

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

In 2022, we launched our Responsible Business Framework, which supports us in reaching this ambition. It consists of four pillars: Our People, Our Planet, Our Products & Services and Our Community and is aligned with the United Nations Sustainable Development Goals (SDGs), and are underpinned by our Responsible Business Policy.

While we understand that we have an influence across all 17 SDGs, we have focused on the seven goals where Jones Engineering can make the biggest contribution and impact.

“Our Responsible Business Framework underpins every aspect of our sustainability strategy. In 2024, we made meaningful progress across our key priorities and this has been recognised through improved EcoVadis and CDP scores. Our progress is driven by the collective efforts of our teams, suppliers, and partners as we continue to build a more sustainable future.”

Aoife O'Donnell,
Head of Sustainability,
Jones Engineering.

Our Accreditations

Our Sustainability Governance

Our Sustainability Governance structure 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.

Board of Directors



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

“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
Director of ESG
Jones Engineering



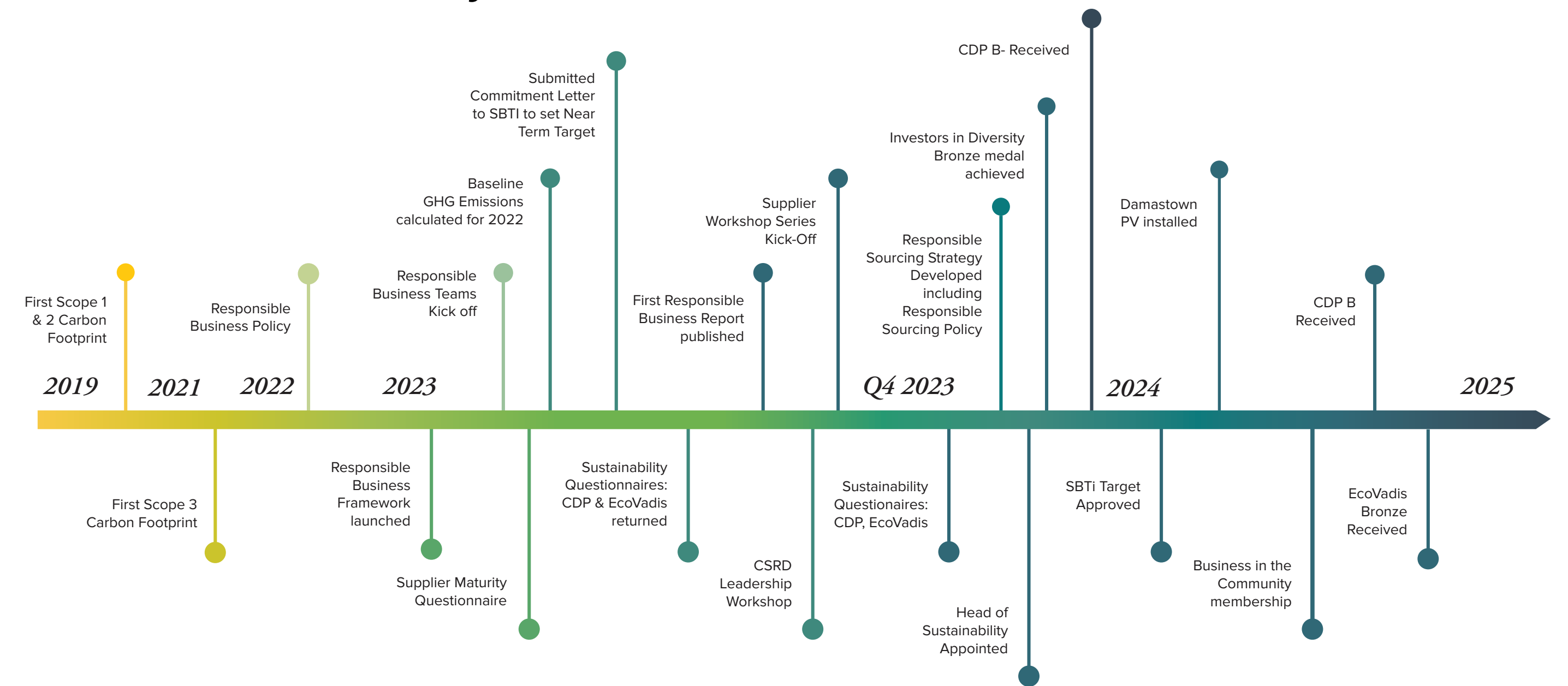
Outline Roles

- 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 supervises the implementation of the Responsible Business Strategy. They make recommendations to the Board on priorities, commitments, and resource requirements, and provide regular updates on progress, performance and risks.
- The Head of Sustainability (HOS) is responsible for developing the sustainability strategy within Jones Engineering, leading the development and supporting the implementation of initiatives to deliver our sustainability ambitions, in partnership with all relevant business areas.
- The Pillar Teams, each of which has designated leads, are responsible for developing and implementing sustainability initiatives and action plans to meet the organisation’s strategic sustainability commitments. They monitor progress on initiatives, collect data, engage with stakeholders, and contribute to sustainability communications.
- The ESG Committee is comprised of the Director of ESG, HOS, and the Pillar Leads. Its purpose is to ensure alignment across all pillar activities, streamline initiatives, and reporting, as well as stakeholder engagement, maintain strong internal communication, and support the ESG Director and HOS, in making recommendations to the Board of Directors.
- The CSRD Working Group was established in 2024 to support Jones Engineering in preparing for the incoming reporting requirements under the CSRD. The group is chaired by the CFO and coordinated by the HOS. The group comprises operational leads responsible for reporting against the CSRD requirements.
- The Sponsorship Committee was established in 2024 and oversees and drives our CSR Strategy, ensuring alignment with our values and priorities. The committee is responsible for reviewing and approving requests for sponsorship and donations, helping us support initiatives that deliver meaningful impact for our communities and stakeholders.

Meeting Frequency:


Board of Directors: Briefed Quarterly	Pillar Teams: Monthly
ESG Committee: Quarterly	Sponsorship Committee: Monthly

Our Responsible Business Journey



Our Stakeholders

Stakeholder engagement remains at the heart of our strategic planning, as we advance our Responsible Business Strategy. We commit to actively involving all stakeholders, to uncover opportunities and address challenges. We achieve more when we work together, relying on engagement from our key stakeholder groups to deliver on our sustainability commitments.




Key Methods of Engagement:

Employees

At Jones Engineering, our employees are at the core of our organisation. 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.

Responsible business pillar working groups, internal newsletters, specialised training, Double Materiality Assessment engagement, employee – manager one to ones, tool-box talks and webinars.




Key Methods of Engagement:

Clients

Our clients need responsible business partners who will assist them in achieving their environmental and social goals. We remain committed to supporting them in this ambition by working collaboratively across our value chain to uphold high standards and responsible practices. As our clients continue to raise their sustainability aspirations, we will work alongside them to help turn those ambitions into outcomes.

Client portals and pre-qualification documents, presentations to clients, Double Materiality Assessment engagements, networking events, seminars and award ceremonies, site meetings and director safety walks, collaboration and project meetings, meet the buyer events and B2B meetings.




Key Methods of Engagement:

Community

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 present and future generations in the areas where we work.

Events, fundraising and donations, project-based outreach, skills-based education outreach, sponsorship and volunteering.



Key Methods of Engagement:

Suppliers

Our suppliers play a pivotal role in achieving our environmental and social objectives, benefiting both our organisation and clients. We have identified 150 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.

Supplier Engagement workshops, questionnaire, Double Materiality Assessment engagements, on-site visits and webinars.

Our Value Chain

A map of Jones Engineering’s value chain, including upstream, own operations, and downstream, was developed during the Double Materiality Assessment process in preparation for the Corporate Sustainability Reporting Directive. The value chain map identifies key activities that could be sources of sustainability impacts, risks, and opportunities.

UPSTREAM

1.

Extract & Mine Resources
2.

Manufacture of Construction Materials & Products
3.

Master Design
4.

Transport of Materials (Road, Sea, Air)

OWN OPERATIONS

1.

Engage Subcontractors
2.

Mech & Elec Installation
3.

Procurement of Materials
4.

Design Detailing
5.

Maintenance Services
6.

Transport Lifting & Rigging
7.

Off-site Assembly/Fabrication
8.

Project Management
9.

Technical Support Outsourcing

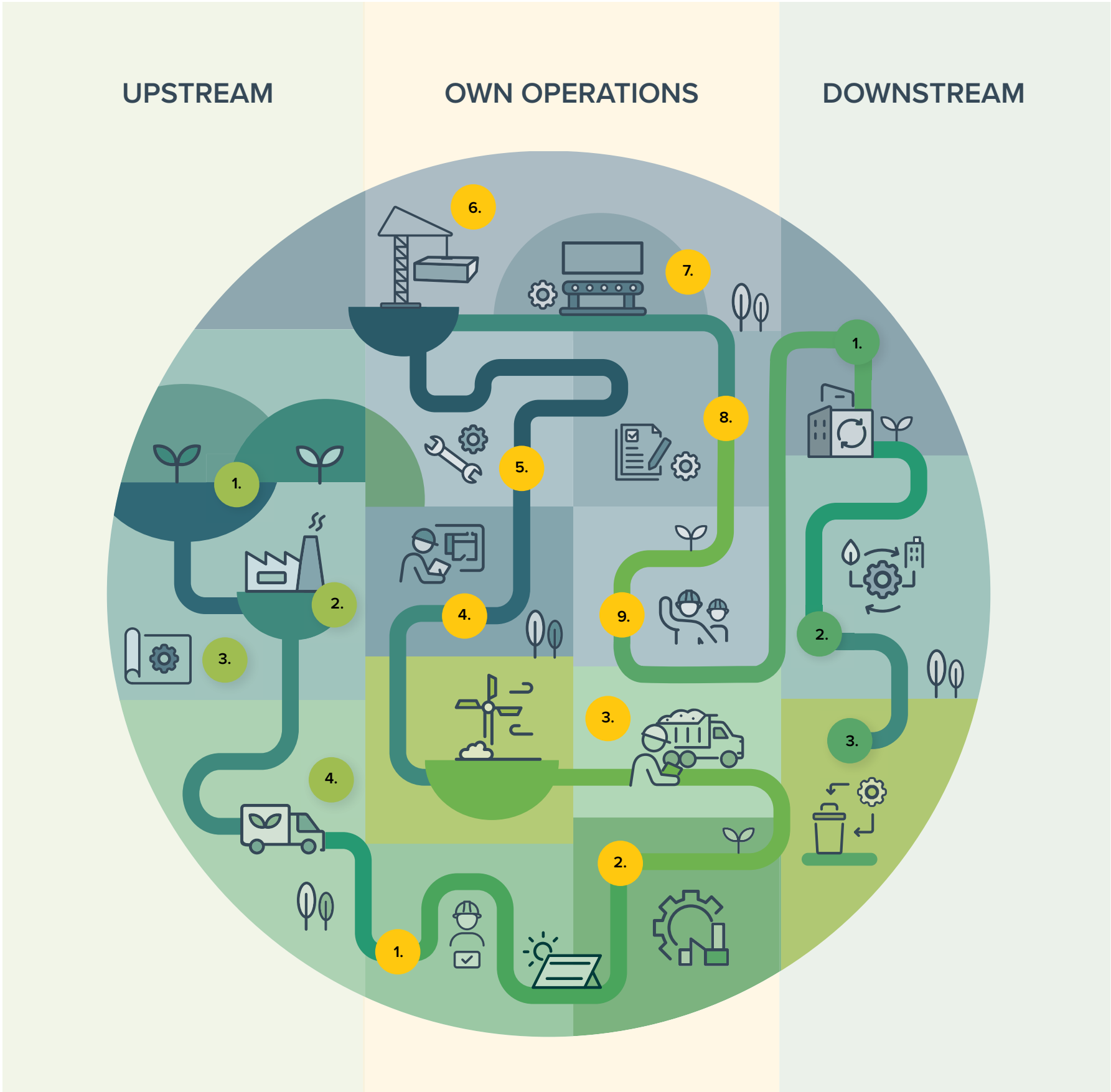
DOWNSTREAM

1.

Use of the Asset by End-User
2.

End of Life of Materials & Equipment
3.

Waste Management



Double Materiality Assessment

2024 Assessment

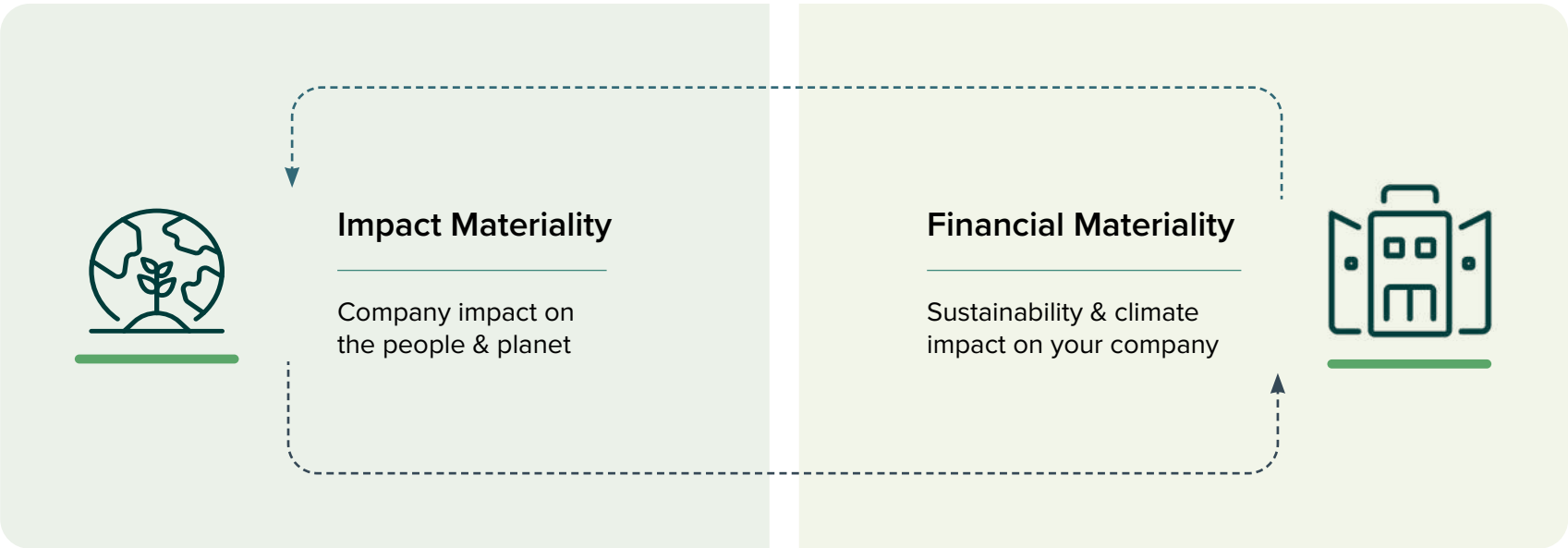
In alignment with the evolving requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), Jones Engineering conducted a comprehensive Double Materiality Assessment (DMA) from May to November 2024. This assessment aimed to identify and prioritise the most material ESG topics that impact or are risks to Jones Engineering’s business operations, value chain, and stakeholders. While upcoming sustainability reports will be fully CSRD-aligned in accordance with the new requirements introduced by the Omnibus Directive, the current reporting cycle follows the Voluntary Sustainability Reporting Standards (VSME). The insights from this DMA serve as a foundational step toward CSRD compliance and future comprehensive reporting under European Sustainability Reporting Standards (ESRS).

Out of 22 topics evaluated:

- 2 were classified as Double Material (topic material under both impact & financial lenses)
- 9 as Impact Material Only
- 2 as Financial Material Only
- 9 as Non-Material

These results provide a robust basis for Jones Engineering’s CSRD disclosures, inform risk management, guide stakeholder communications, and ensure that the company’s sustainability strategy is focused on its most pressing challenges and opportunities.

What is Double Materiality Assessment



DMA Methodology



Business Context & Scope:
Mapped the business model, operations, supply chain, and stakeholders, to identify key sustainability-related activities and dependencies.



Topic Identification:
Screened a longlist of ESRS topics using sectoral sources (e.g., ENCORE, peer reports), developing preliminary IROs (impacts, risks, opportunities) for each.



Stakeholder Engagement
Consulted over 200 stakeholders via surveys and interviews. These stakeholders include internal management, direct staff, suppliers, clients, business partners, trade associations, community groups and financial stakeholders. Input was weighted by proximity and vulnerability.



Significance Assessment
Impacts were scored by severity and likelihood; risks and opportunities by financial magnitude and probability, using internal risk methodology.



Materiality Classification:
Applied scoring thresholds to determine materiality. Topics were classified as double material, impact-only, financial-only, or non-material.

Double Materiality Assessment



- E Environment
- S Social
- G Governance
- C Company Specific

Each topic assessed was mapped to the relevant ESRS topic:

Environmental Standards (E):

- E1: Climate Change
- E2: Pollution
- E3: Water & Marine Resources
- E4: Biodiversity & Ecosystems
- E5: Resource Use & Circular Economy

Social Standards (S):

- S1: Own Workforce
- S2: Workers in the Value Chain
- S3: Affected Communities
- S4: Consumers & End Users

Governance Standards (G):

- G1: Business Conduct

Continuous Improvement

While we are not currently subject to CSRD reporting requirements, we have voluntarily undertaken this Double Materiality Assessment in the spirit of transparency and best practice sustainability reporting. To ensure its continued relevance, we are committed to regularly reviewing and updating this assessment, reflecting changes within our company, evolving risks and opportunities, and the evolving expectations of our stakeholders. We intend to maintain this disclosure going forward, as part of our ongoing commitment to continuous improvement.

Financial Impact

Materiality Classification

- Double Material: Significant from both impact and financial perspectives.
- Impact-Only Material: High external impact, but not currently financially significant.
- Financial-Only Material: Financially relevant, with limited stakeholder or environmental impact.
- Non-Material: Low significance on both fronts; not reported unless legally required.

Our WayForward Strategy

In 2024, we launched our short-term sustainability strategy for the group. The strategy sets the ambition for sustainability at Jones Engineering, over the next five years and outlines clear milestones to support our move to becoming an industry leader in sustainability. Our strategy encompasses the four pillars of our Responsible Business Framework: Our People, Our Planet, Our Products & Services, and Our Community. These represent the areas where we can have the greatest impact on sustainability, but also where we can make meaningful change by working with our stakeholders.

2023	2025	2026	2028	2029	2050
<div><div>1-2 years</div><div><div>Governance:</div><ul style="list-style-type: none">CSRD PreparationCBAM ComplianceLaunch of Sustainability StrategyDouble Materiality Assessment<div><div>Our Planet:</div><ul style="list-style-type: none">SBTI Targets ApprovedCDP B-Near-term decarbonisation plan finalised<div><div>Our Products & Services</div><ul style="list-style-type: none">Responsible Sourcing Strategy Developed<div><div>Our Community</div><ul style="list-style-type: none">Community Strategy DevelopedSign up for Business in the Community<div><div>Our People:</div><ul style="list-style-type: none">Investors in Diversity Silver Achieved</div></div></div></div></div></div>	<div><div>2-3 years</div><div><div>Governance:</div><ul style="list-style-type: none">CSRD ComplianceCSDDD ComplianceSustainability reporting software<div><div>Our Planet:</div><ul style="list-style-type: none">Mature quantitative and Climate Risk AssessmentCDP A-Decarbonisation Plan implementation<div><div>Our Products & Services</div><ul style="list-style-type: none">Futher engagement with Clients and suppliers on sustainability<div><div>Our Community</div><ul style="list-style-type: none">Social value measurementUN Global Compact<div><div>Our People:</div><ul style="list-style-type: none">Investors in Diversity Gold</div></div></div></div></div></div>	<div><div>5 + years</div><div><div>Our Planet</div><ul style="list-style-type: none">Scope 1 & 2 GHG Emissions 50.4% Reduction by 2032Scope 3 GHG Emissions 50.4% Reduction by 2032Credible Net Zero targets set and on track for Net Zero 2050CDP A<div><div>Our Products & Services</div><ul style="list-style-type: none">Industry CollaborationSupply chain traceability, decarbonisation, & innovationCircular economy innovation<div><div>Our Community</div><ul style="list-style-type: none">Mature Community strategy including meaningful partnerships with key groups<div><div>Our People:</div><ul style="list-style-type: none">People Strategies aligned to best practice & focused on continuous improvement</div></div></div></div></div>			



“The Jones Engineering ambition is simple - to continue to grow our business in a responsible and sustainable manner, with consideration for the environmental and social impacts of everything we do.”

Progress Update WayForward Strategy

Update to 2023 – 2025 strategy

A year on from the publication of our WayForward Strategy, Jones Engineering is proud to report that we are currently meeting and exceeding our plans. A further breakdown is shown below. We recognise that there is still work to be done and are committed to continuing to enhance our strategy and make progress towards creating a sustainable future.

Pillar	Target	Update	Progress
Governance	CSRD Preparation	Under the CSRD Omnibus changes, Jones Engineering must now report in 2028, on Financial Year 2025 data. Our CSRD Working Group will continue to prepare for the incoming requirements. In preparation for reporting, we have aligned our 2024 report with the VSME Standard.	On Track
	CBAM Compliance	We have been reporting on CBAM compliance for the last 2 years. We have been aligning procurement and supply chain data with CBAM standards, enhancing traceability of embedded emissions, and ensuring that suppliers provide the necessary emissions data.	On Track
	Launch Sustainability Strategy	Our Sustainability Strategy was completed and launched in October 2024. Progress updates are presented quarterly to the Board of Directors.	Complete
	Complete a Double Materiality Assessment	Jones Engineering conducted a comprehensive Double Materiality Assessment (DMA) between May and November 2024. This assessment aimed to identify and prioritise the most material ESG topics that impact or are impacted by our business operations, value chain, and stakeholders. Results available on Page 18.	Complete
People	Investors in Diversity Silver Achieved	We achieved Investors in Diversity Silver, in early 2025. Silver accreditation affirms that the organisation has been benchmarked against other bodies and has both embedded inclusive practices across the operation as well as developed and fostered a sense of fairness and belonging among colleagues.	Complete
	SBTi Targets Approved	In 2024, our Science Based Targets were approved. 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.	Complete
	CDP B-	CDP B was achieved in 2024. This shows that we are taking coordinated action on environmental issues. We hope to improve this score in the near future. We also achieved an A Score in CDP's Supplier Engagement Assessment (SEA).	Exceeded
Planet	Near-term Decarbonisation Plan Finalised	Jones Engineering's near-term Decarbonisation Plan demonstrates a commitment to reducing greenhouse gas emissions in alignment with global climate targets. By implementing energy-efficient systems, optimising resource use, and sourcing renewable energy, Jones Engineering aims to significantly lower its carbon footprint over the next few years.	On Track
Products & Services	Responsible Sourcing Strategy Developed	In 2024, significant progress has been made in developing our Responsible Sourcing Strategy. A key milestone has been the successful rollout of our supplier engagement programme, which includes the development of our sustainability workshops aimed at collaboration and sharing sustainability across our supply chain. We have also delivered sustainability training to all members of our procurement teams, ensuring that our sourcing practices align with our sustainability commitments.	On Track
Community	Community Strategy Developed	We have a dedicated Sponsorship Committee within the company and our partnership with BITC continues to support and advance our strategic goals. A clear governance structure is in place to guide our progress, ensuring accountability and alignment across all community initiatives.	On Track
	Sign up to Business in the Community	In 2024, Jones Engineering joined forces with Business in the Community Ireland to advance sustainability initiatives. Through this partnership, we will benefit from BITC's expert guidance and network of purpose-driven organisations, enabling us to implement more sustainable practices, enhance our community impact and continue building a resilient and responsible future.	Complete

Data Driven Business

At Jones Engineering, we employ a systematic process of collecting and measuring company data metrics, to support business growth and meet disclosure requirements. This approach helps us understand our ESG impacts and performance, providing transparency to stakeholders about our responsible business practices and contributions to societal and environmental wellbeing.

Throughout 2024 and beyond, we’ve engaged with new tools (internally and externally) to further enhance our reporting capabilities. We are delighted to work with great people and data solutions to support our business needs.



Case Study 1: Sweep

In 2024, Jones Engineering decided to leverage the Sweep software solution to have full control and monitoring capabilities over its group-level carbon emissions. This involved an extensive implementation process starting in 2024, analysing all of the Group’s carbon data back to its base year 2022.

Sweep has provided Jones Engineering with a centralised platform for tracking, disclosing, and acting on its carbon data. Since the rollout of the Sweep sustainability data management platform.

Key Benefits include:

- Accurate emissions tracking.
- Informed decarbonisation strategies.
- Streamlined data and reporting.
- Enhanced and transparent reporting compliance.
- Alignment with international standards GHG Protocol (Scope 1, 2, & 3) and ISO 14064.

Jones Engineering and Sweep will continue to work together and further improve and automate the collection of carbon data and other ESG data across the Group.



Case Study 2: Salesforce

As part of Jones Engineering digital transformation strategy, the company is moving away from manual and fragmented data collection methods towards a digital database. This shift is aimed at improving efficiency, productivity, and data integrity across the business.

Salesforce CRM has been implemented not only as a tool for the Business Development and Marketing teams, but also as an enterprise solution to centralise and manage project information. This initiative aims to streamline operations and reduce reliance on multiple software solutions across the organisation.

Key benefits include:

- Centralised data management.
- Enhanced collaboration.
- Integrated market intelligence.
- Reduced duplication.
- Real-Time reporting & analytics.
- Historical data access and executive visibility.

Legislation, Accreditations & Memberships

Jones Engineering recognises the importance of legislation, accreditation, and professional membership in driving best practice and ensuring accountability on our sustainability journey.

Legislation

Jones Engineering continues to monitor the ongoing changes to European sustainability legislation outlined by the Omnibus Simplification Package, announced in February 2025. At the time of publication of this Responsible Business Report, Jones Engineering is still in scope of the Corporate Sustainability Reporting Directive (CSRD), reporting in 2028 on Financial Year 2027 data.

We will continue to prepare for the reporting requirements under the CSRD. In the spirit of transparency and best practice reporting, we have disclosed our finalised Double Materiality Assessment and have reported a VSME-aligned reporting table in this report.

Jones Engineering is an international business, and as such, we continue to monitor regional sustainability legislation that applies to us. For example, through our operations in the United Kingdom, we are subject to the UK Modern Slavery Act reporting requirements. We publish a Modern Slavery Statement annually on our website.

Accreditations, Certifications, Memberships and Endorsements

Accreditations, memberships, and third-party endorsements are essential for businesses seeking to demonstrate 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 that facilitate responsible business and gaining accreditation where appropriate.

Our Progress for 2024 is as follows:

- We received a “B” score in our 2024 CDP Climate disclosure, up from a B- in 2023.
- We received an “A” score in our 2024 CDP Supplier Engagement Assessment (SEA), up from a C score in 2023.
- We continued our Patron membership of CIBSE, the Chartered Institution of Building Services Engineers.
- Our manufacturing business joined MMC (Modern Methods of Construction) Ireland and participates in its “Technical Guidance and Knowledge Sharing” Working Group.
- We joined Business in the Community Ireland, the leading network for responsible business in their engage stream. Through our partnership with Business in the Community, we have completed a member needs assessment.
- We continued our membership with the Irish Green Building Council (IGBC) and have attended numerous working group sessions on topics such as carbon and circular economy.
- We received the Investors in Diversity Bronze award, and in 2025, we have received Silver accreditation.
- We received EcoVadis Bronze in November 2024, which ranks Jones Engineering in the top 35% of all EcoVadis responders.
- We have signed up with Sedex and provided information to clients on our social and environmental performance through their online portal.



Accreditations, Certifications, Memberships and Endorsements



Our People

- Employee Wellbeing
- Equality, Diversity & Inclusion
- Gender Balance Summary
- Ethnic & Cultural Diversity
- Learning & Development
- Apprentice Training Programme
- Health & Safety

Our Planet

- Greenhouse Gas Emissions
- Decarbonisation & Science Based Targets
- Waste Management
- Decarbonisation Measures
- Case Study: Damatown Facility

Our Products & Services

- Responsible Sourcing
- Sustainable Site Setup
- Circular Economy

Our Community

- Community Programme
- Supporting Diversity & Inclusion
- STEM Initiatives
- Our Commitment to Charity Work



Through our people, our projects, and our partnerships, we're creating lasting, positive change.

8 DECENT WORK AND ECONOMIC GROWTH

3 GOOD HEALTH AND WELL-BEING

Wellbeing

Health & Safety

Diversity & Inclusion

Learning & Development



We are committed to treating everyone with fairness, respect, and equality. We foster a culture of diversity and inclusion, and we are dedicated to providing a safe and supportive work environment for all.



Our People

We are committed to treating everyone with fairness, respect, and equality. We foster a culture of diversity and inclusion, and we are dedicated to providing a safe and supportive work environment for all.

Our focus on people has been a cornerstone of our growth and has resulted in 80% of our business coming from repeat clients. This dedication makes us the contractor of choice for some of the world’s leading organisations.

We are also industry leaders in training and development. Jones Engineering was the first contractor to have its graduate training programmes recognised by Engineers Ireland as a route to Chartered status. We are the only firm globally to have won the WorldSkills Competition in plumbing twice, highlighting our commitment to excellence. Our apprenticeship and graduate programmes are integral to career development, supported by an annual training budget exceeding €4 million. This investment ensures our teams continue to deliver world-class solutions to our clients. At Jones Engineering, we value our people more than anything else. By fostering talent and empowering our workforce, we achieve success through collaboration, innovation, and a shared commitment to engineering excellence.

“At the heart of everything we do is our commitment to engineering through people.

This core value drives us to recruit, nurture, and develop the best talent, ensuring the continued success of our organisation.”

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 to safety in extreme weather conditions. These talks contribute to general employee wellbeing and reshaping the culture within the industry towards mental health by fostering open conversations and awareness.

A key pillar of our wellbeing strategy is our employee health and wellbeing platform, Spectrum Life. We launched our Employee Assistance Programme in 2023, which saw significant increases in engagement and uptake of services throughout 2024. The platform is a free, confidential resource that provides

unrestricted access to “in-the-moment” support and counselling services for Jones Engineering employees and their families.

Beyond mental health, the platform offers supplementary services, including financial guidance, health and nutrition, career coaching, meditation, and more. This multifaceted support system underscores our commitment to the overall 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 workplace culture, while feedback mechanisms, including employee surveys and retention rates, highlight the positive impact of wellbeing initiatives on recruitment and retention.



2024 Wellbeing Calendar

Highlights from our 2024 wellbeing calendar include engaging webinars, informative seminars, and initiatives designed to support our employees’ health and wellness throughout the year, including:

- Financial Wellbeing webinars
- LGBTQ+ Awareness webinars
- Understanding Addiction webinars
- Breast Cancer Awareness seminars
- Understanding Diversity and Inclusion webinars
- Men’s Health Awareness webinars
- Annual Cycle
- City Night Run
- Apprentice Soccer Tournaments
- Monthly Coffee mornings in office locations
- Events with the Lighthouse Club and Cara Anam
- Bike Maintenance Days



Case Study: Niall Breslin Seminar

In November 2024, Jones Engineering welcomed Niall Breslin (Bressie) as a keynote speaker as part of our Guest Speaker series. His talk, entitled “Embracing Vulnerability, Building Resilience, and Enhancing Your Wellbeing”, was a highlight of our development calendar.

Held at Engineers Ireland, the session underscored the importance of mental health and emotional resilience in high-performance environments. Bressie shared powerful insights into managing stress, fostering personal growth, and building mental strength - topics that resonated deeply with our employees.

This event not only supported professional development but also created a space for open and authentic conversations around wellness in the workplace. Following the session, attendees connected informally with an evening of refreshments and networking.

The event further strengthened our collaboration with Engineers Ireland and demonstrated our continued commitment to holistic employee development by prioritising both technical and personal growth.



Pictured above, our Jones Team host a Breakfast Panel hosted by Stephen McCabe for International Women’s Day.

Equality, Diversity & Inclusion

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

Our key goals are to:

- Build a diverse workforce through increased representation of underrepresented groups across all levels of the organisation.
- Foster an inclusive culture by creating a workplace where all employees feel valued.
- Have fair and transparent policies to eliminate any bias.
- Support diverse communities outside the organisation.
- Regularly measure and report on progress through employee engagement surveys and focus groups.

In 2022, we committed to the framework and accreditation from The Irish Centre for Diversity – an organisation that promotes diversity and inclusion best practices, to foster equality and create inclusive workplaces in Ireland. Following our successful Bronze Accreditation in 2023, Jones Engineering committed to and successfully attained our Silver Accreditation from the Irish Centre for Diversity in 2025, based on an assessment conducted in 2024.

Further progress in 2024 includes:

- 165 Senior Managers trained in inclusive leadership skills and unconscious bias in the workplace.
- Inaugural International Women’s Day Seminar, March 2024, held near our HQ in Dublin and live-streamed to all locations. The event celebrated the achievements and contributions of women across our organisation. It also addressed the challenges women continue to face and highlighted the importance of breaking down barriers to gender equality.
- Gold Sponsor of the CIF International Women’s Day event.

Gender Balance Summary

To ensure a sustainable future, the construction industry must attract and retain more women.

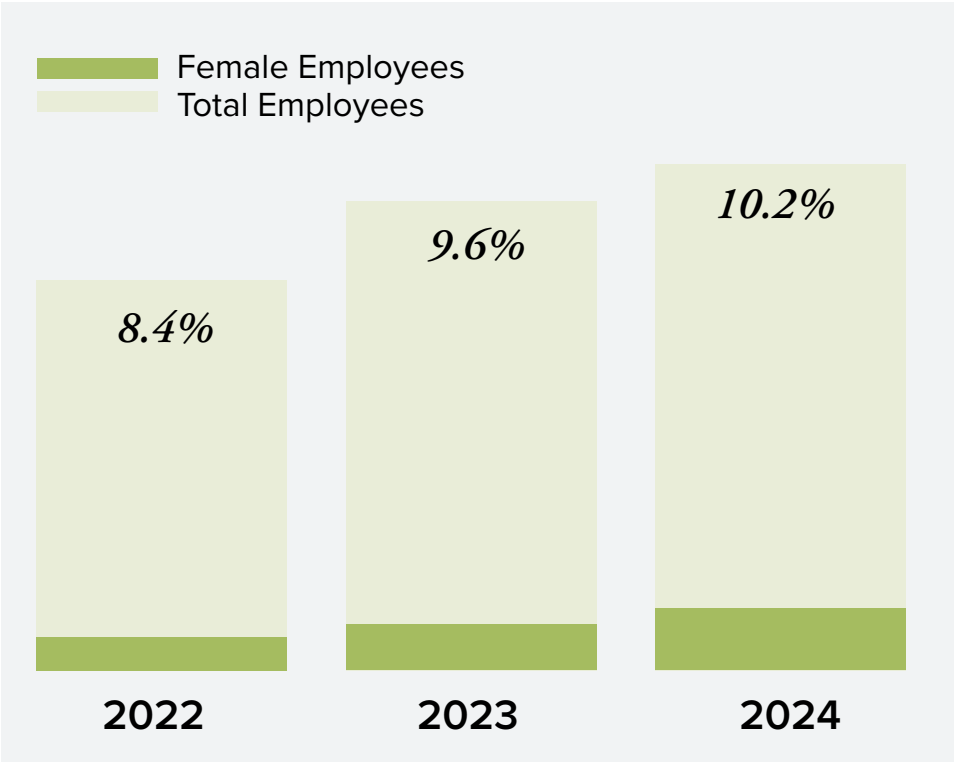
In 2024, at Jones Engineering, 10.2% of our workforce is comprised of women. While we meet the industry average, we recognise that more must be done to address the gender imbalance in the construction industry. Without female talent, the industry’s efforts to deliver critical infrastructure will fall short, and 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 2024, 44% of our female workforce were employed in technical roles, and the company increased female representation at the apprentice level by 33%. We recognise the value a gender

balanced workforce brings and are committed to increasing diversity levels year on year.

Our ongoing efforts to challenge gender imbalance focus on early engagement at primary, secondary, and third-level education, as well as through our Early Careers and Graduate Programs. In line with these efforts, in 2024, we hired over 100 graduates across various disciplines, including engineering, quantity surveying, health and safety, and business functions.

The gender split of this intake was approximately 80:20 male to female, reflecting the ongoing gender imbalance in the industry, yet also an indicator of gradual progress. We remain committed to improving representation through strategic outreach, inclusive hiring practices, and continued support of initiatives such as TrailblazHER™, iWish, and other STEM engagement programmes.



To read more on our strategic outreach such as TrailblazHER™, iWish, and other STEM engagement programmes. Please refer to the **Our Community** Section of this report.

Transparency and Accountability

As part of our ongoing commitment to equity and transparency, we fully comply with our legal obligation to report on the Gender Pay Gap annually. We view this not only as a regulatory requirement, but as an opportunity to reflect on our practices, understand where disparities exist, and take meaningful steps towards closing the gap.


We acknowledge that our industry has historically been male-dominated, which continues to influence our current gender pay gap figures. This imbalance, particularly in senior and technical roles, contributes significantly to the skewed results. However, we recognise that acknowledging the issue is only the first step.



Ethnic & Cultural Diversity

In 2024, we had 2,800 direct employees from 55 countries working within Jones Engineering. We are committed to recruiting local people in all the jurisdictions where we operate. Our people come from diverse countries, ethnicities, and religions, and have varied interests, skills, and beliefs. They are the foundation that makes 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.

 **2,800**

Direct Employees

 **55**

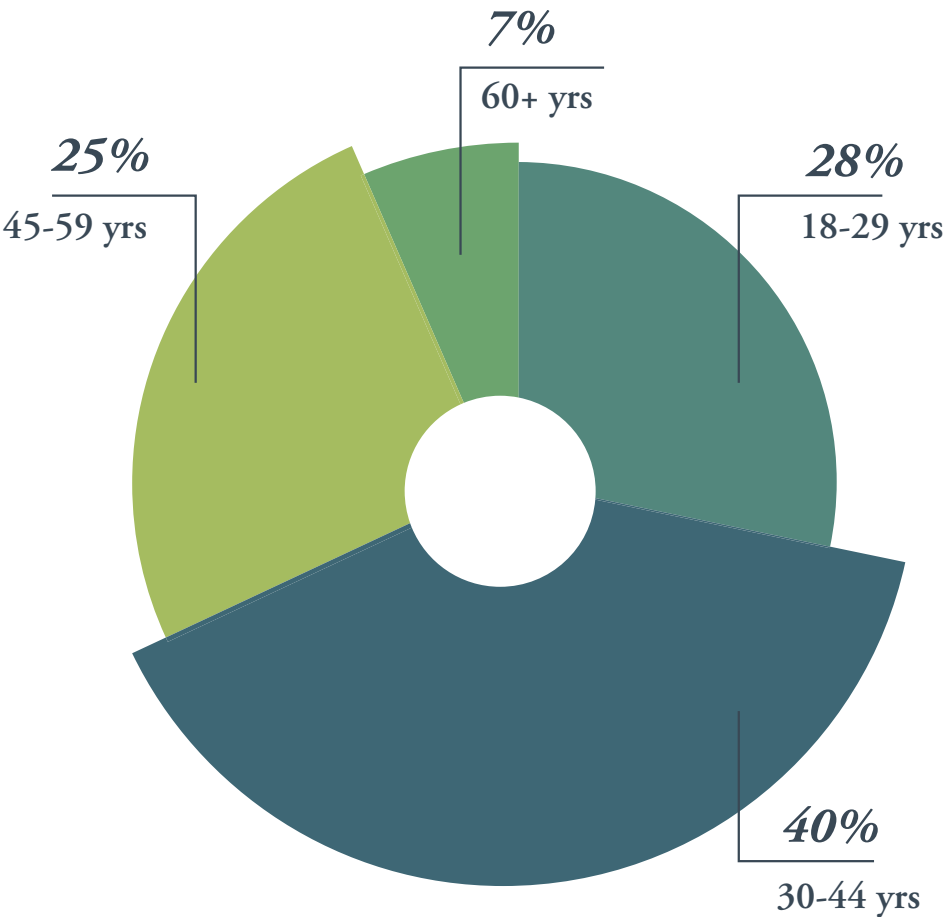
Nationalities

Age Profile Summary

At Jones Engineering, we take great pride in our multi-generational workforce, which currently has an average age of 39. As people increasingly choose to remain in the workforce beyond traditional retirement ages, we value the continued contributions of our experienced employees and the knowledge they impart to those early in their careers.

By leveraging the varied perspectives, experiences, and skills across age groups, we have strengthened creativity, collaboration, and innovation across the organisation, leading to more effective problem-solving and improved outcomes.

We believe that fostering young talent, while benefiting from the depth of knowledge and mentorship of longer-serving professionals, creates a dynamic and resilient workforce that gives us a clear competitive advantage.



Learning & Development

Jones Engineering is committed to continuous professional development and we actively promote a culture of lifelong learning across the organisation. Through training, upskilling, and development opportunities, we empower our employees to grow in their roles and adapt to the evolving needs of our industry. The company has an annual training budget exceeding €4 million and formal programs in place for Apprenticeships, Accountancy, Early Careers, and Graduates.

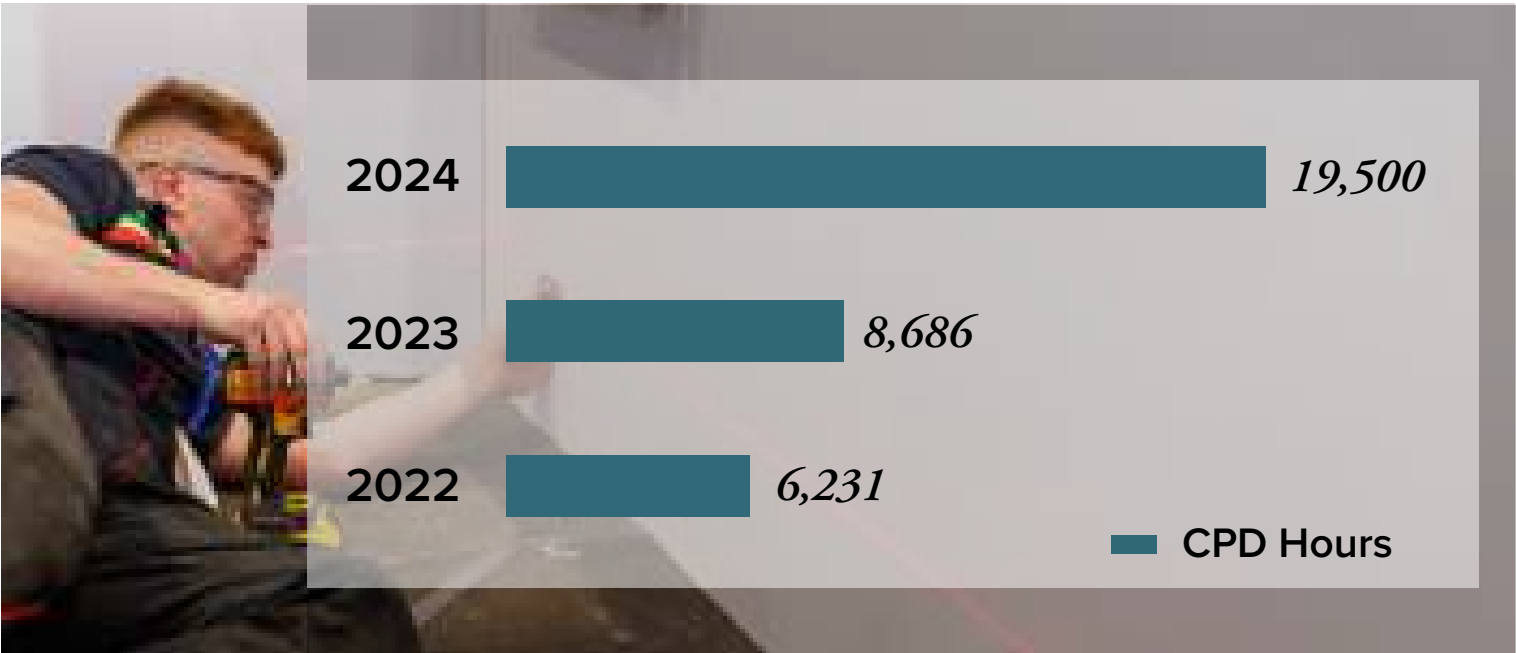
In 2024, we had 14 employees participating in our Accountancy training program in conjunction with their relevant professional body, 100+ new entrants to our Early Careers and Graduate program, and 300+ employees participating in our Apprenticeship training program.

We offer individuals at all levels of the organisation the opportunity to engage in continuous professional development. In 2024, our teams

spent over 19,000 hours on non-mandatory professional development training, with each employee dedicating an average of 30.98 hours of their time to continued professional development. As part of our CPD strategy, all employees are strongly encouraged to participate in Lunch and Learn sessions, development days, internal training courses, external training courses aligned with project-specific needs, and professional body partnerships. Additionally, we encourage attendance at industry seminars and trade shows.

As part of our Early Careers and Graduate Program, we welcomed 58 students to participate in a variety of internships, ranging from 2 to 12 months in duration, throughout 2024. The program is especially valuable for students from underrepresented groups, offering a clear and supportive entry point into the construction and building services industry.

Total CPD Hours



Launch of OpenBlend

In quarter two 2024, Jones Engineering successfully launched OpenBlend, a Performance Management platform. The platform was introduced to enhance the depth and quality of performance management conversations between managers and their teams. The system enables managers to engage in meaningful, on-going dialogue by capturing feedback, setting and tracking goals, and developing individual growth plans.

This creates valuable opportunities to acknowledge achievements and recognise the contributions our workforce makes. In 2024, over 1200 employees took part in formal performance reviews through the platform. The process has provided the company with insights into employee strengths, weaknesses, goal achievements, as well as identifying any skills gaps. It has also highlighted career aspirations and the level of employee engagement and satisfaction within the company. The information is collated and fed into learning and development initiatives, as well as career and succession planning.



Launch of Udemy

To further support our employees' continued professional development, Jones Engineering launched Udemy in 2024, an online learning platform featuring a course library of over 80,000 professional and personal interest courses taught in more than 50 languages. This provides our employees with accessible courses for self-learning, delivered at their own pace, to develop both technical and soft skills.

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 2024, the company sponsored over 80 employees in further education with third-level institutions. This cohort ranges from qualified tradespeople commencing third-level education to the completion of Level 9 programs on the QQI scale.



Learning & Development 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 Early Careers and 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 that align with their career aspirations.

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

In 2024, Jones Engineering significantly expanded its in-house Graduate and Early Careers Programme, focusing on graduate development, inclusive talent sourcing, and long-term workforce sustainability. To promote integration of our graduates into the workforce, we curated and launched Graduate and Intern Induction days. In June 2024, we welcomed over 45 new graduates from all disciplines, and we continued the sessions over the summer months to accommodate all 2024 hires. The sessions featured senior leaders, peer networking, and insights from current graduates who shared their personal career journeys. These events are a key step in fostering early engagement, promoting internal networking, and setting the foundation for long-term growth and success within the organisation.

In 2024, Jones Engineering dedicated over 2,500 hours to the training and development of those in our Graduate and Early Careers programme. We are particularly proud of the training we provide to our graduates. The Jones Engineering graduate and engineering programmes are aligned with Engineers Ireland 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 structured graduate program, Jones Engineering continues to deliver the CPD Certificate in Professional Engineering, developed in partnership with Engineers Ireland and accredited by TU Dublin. This program plays a central role in our development framework, offering formal learning in crucial professional and technical competencies. We are proud to report that a further 47 Graduates successfully completed the course in 2024.

The company also continues to prioritise and develop strong collaborative partnerships with other leading professional bodies, including the Society of Chartered Surveyors Ireland (SCSI) and the Association of Chartered Certified Accountants (ACCA). A core focus of our engagement is to support engineers, quantity surveyors, and trainee accountants as they progress towards achieving chartered status. In 2024, the company proudly supported 7 employees in achieving their full Chartered status, with their relevant professional body.



At Jones Engineering, we are passionate about learning and development and are committed to providing external supports to encourage more people to come into careers in engineering.

To read more on our external partnerships and commitments, please see Our Community Section.

Apprentice Training Programme

Jones Engineering is proud of its longstanding history of training apprentices and is one of the largest apprenticeship training providers in Ireland, with over 300 apprentices currently employed.

We go above and beyond the standard level of training required for our employees to successfully complete their apprenticeships. In addition to the practical training provided by the company, it also organises additional theoretical training for our apprentices to prepare them for their off-the-job phases with SOLAS. To support the development of the next generation of Electrical and Mechanical Apprentices, our Apprentice Development Team actively participated in several career fairs and school visits throughout 2024. They engaged with students across schools in Wicklow and Dublin and represented Jones Engineering at career fairs in Cork, Carlow, and Dublin. Additionally, we have continued to support the Access to Apprenticeships programme and have hired seven apprentices from the programme since its inception in 2018.

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 several events in these regions to engage with local individuals interested in pursuing an apprenticeship.

Highlights from our Apprenticeship Programme in 2024 include:

- Continued sponsorship & participation in WorldSkills Ireland.
- Continued participation in the Access to Apprenticeship programme.
- Apprentice Soccer Tournaments.
- Winner of a national Workplace Champion award.
- Completion of in-house orbital welding training by 8 apprentices in addition to their ongoing training.
- 4 Jones Engineering apprentices were nominated for Apprentice of the Year.
- James O'Connor won Electrical Apprentice of the Year.
- In-house Apprentice Recognition Awards.
- Training Academy launch.

Apprenticeship Recognition Awards

Apprenticeship Recognition Awards were held in December 2024, where 25 apprentices were honoured for their outstanding contributions, dedication, hard work, and leadership, demonstrated throughout the year.

Eight of Jones Engineering's Mechanical Apprentices successfully completed our in-house orbital welding course in 2024. Following this, they have applied their new skills to key pharmaceutical projects in both Ireland and Denmark. Providing them with the opportunity to travel has enhanced their skill set, highlighted potential future career paths, and increased their engagement.



Apprentice of the Year Awards 2024

The company had 4 apprentices nominated for Apprentice of the Year in 2024. The presentation of awards took place in the Mansion House, Dublin, in October 2024. We are proud to say James O'Connor was a winner on the day in the Electrical section.



World Skills 2024

In 2024, we continued our involvement and sponsorship of the Plumbing and Electrical disciplines at the WorldSkills Ireland event in September 2024. The event, hosted at the RDS, drew 25,000 people over the course of three days.



“In 2024, Jones Engineering launched its purpose-built Apprentice Training Academy, reinforcing our long-term commitment to skills development and excellence in apprenticeship training.”

Apprentice Training Academy

As one of the largest trainers of Apprentices in Ireland, Jones Engineering has consistently demonstrated a deep commitment to apprentice development, through both additional educational and practical training initiatives.

In 2024, following significant research and investment, we formalised our training program and successfully launched our purpose-built Apprentice Training Academy at our facility in Co. Carlow. The Academy is dedicated to supporting the further development of our employees currently undergoing Electrical and Mechanical apprenticeship programs, with a focus on enhancing their practical skill sets ahead of their off-the-job phases. Each Apprentice is paired with a mentor who provides personal guidance, helping them develop technical skills and gain practical knowledge.

During 2024, a total of 96 M&E Apprentices spent a dedicated five-day block at the Academy. This experience not only strengthened their hands-on technical skills but also provided an opportunity to build a network of their peers and deepen their understanding of Jones Engineering and industry standards and best practices. The programme has led to measurable improvements in apprentices’ confidence, competence, and job satisfaction.

Further expansion of the training modules, along with the official opening of the Training Academy, is planned for 2025 – reinforcing our long-term commitment to skills development and excellence in apprenticeship training.



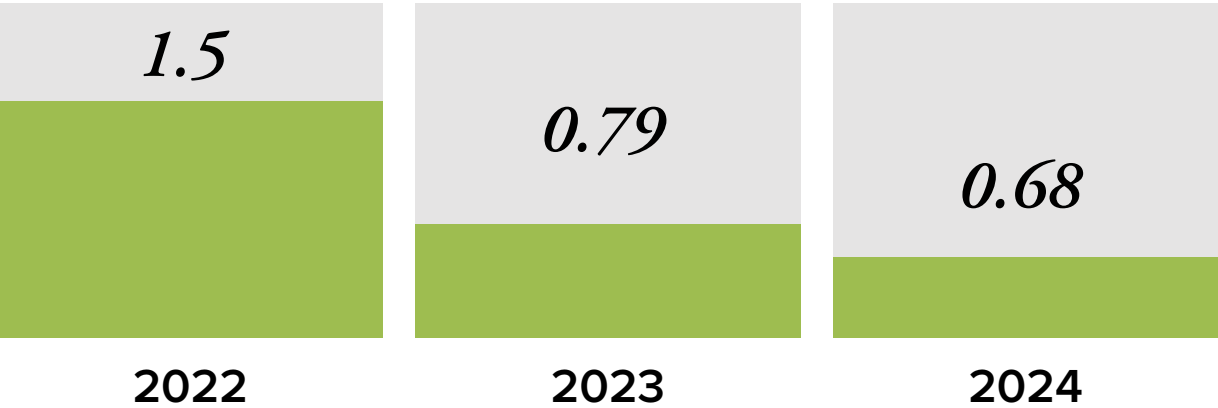
Health and Safety

Health and 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 2024, we achieved a Total Recordable Incident Rate (TRIR) of 0.68, which is 13.92% lower than in 2023. This sits well below the construction industry average of 2.4. In 2024, we conducted over 66,500 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

Total Recorded Incident Rate



“Delivering on our health & safety programme is crucial to delivering our ESG commitment. Key to this pledge is to retain & develop our H&S team; use best in class approaches to risk management and apply the latest thinking in safety. This will enable the business to achieve sustainable high performance and an Incident and Injury Free workplace.”

Fergal Keogh,
Chief Occupational Health
& Safety Officer



On My Watch’ – Theatre at Work

In partnership with Theatre at Work, we created and delivered a performance that highlighted the critical role of spotters. The performance, aimed at raising awareness of potential risks, emphasises respect for every role on site, and reinforces the importance of clear, positive communication and the safe operation of MEWPs.

Men’s Mental Health

In June, Echelon Dublin 11 hosted a men’s mental health coffee morning as part of Men’s Mental Health Month. The event included coffee and ice cream on site, providing an opportunity to raise awareness and encourage open conversations about mental well-being.



International Women’s Day & Safety Winner

Our safety and operations teams proudly recognised Katie Spain for her incredible strength and dedication. During a recent safety inspection on the Irish Life project, the main contractor specifically commended Katie for her excellence in safety performance.

NISO Awards 2024

Jones Engineering Group proudly received the NISO Regional Award and the NISO Excellence in Safety Award. The awards were presented to Declan Grady on behalf of Jones Engineering Group by Fergal McDevitt, President, NISO, and Sean Downey, CIF Director of Safety, Education & Training. Wendy Beatty, Chair of NISO, along with Conor O’Brien, CEO of the Health and Safety Authority, at a special awards ceremony at the Great Southern Hotel, Killarney.

Get Home Safely for Christmas Advent Calendar Campaign

The EHS Advent Calendar, created in collaboration with Archimedium, featured a daily safety message revealed through a peel-away panel. The campaign was a success, bringing an engaging approach to sharing important health & safety messages. The calendars were rolled out across 39 JEG EU sites.



13 CLIMATE ACTION

Biodiversity
Carbon Management
Resource Efficiency



Our progress on environmental initiatives was acknowledged by CDP in 2024. We received a B score, up from a B- in 2023 on our Climate Change Questionnaire.

Our Planet

Under our Planet Pillar, we seek to minimise our environmental impact through measures to improve our resource efficiency, reduce our Greenhouse Gas (GHG) emissions, water use, and waste generation. We also seek to improve biodiversity at our office locations.

Jones Engineering acknowledges the significant impact the building and construction sector has on the environment. According to the UN Environment Programme, the sector is responsible for 37% of global Greenhouse Gas emissions*. We are committed to decarbonisation and have set science-based targets to guide us on our journey to Net-Zero GHG emissions.

In 2024, we have progressed several planet initiatives, such as the installation of PV panels, the launch of the use of HVO across a number of our sites, the development of biodiversity areas, waste segregation and minimisation initiatives, and the introduction of energy monitoring software to track energy efficiency in our office buildings.

Our progress on environmental initiatives was acknowledged by CDP in 2024. We received a B score, up from a B- in 2023, on our Climate Change Questionnaire. We also received a prestigious spot on the CDP’s Supplier Engagement Assessment (SEA) A-List, recognising our commitment to engaging with our supply chain on climate action.

*United Nations Environment Programme, & Yale Center for Ecosystems + Architecture (2023). Building Materials and the Climate: Constructing a New Future. <https://wedocs.unep.org/20.500.11822/43293>

“The development of new technologies is presenting opportunities for us to provide more efficient solutions. Through implementing smart building monitoring & management techniques we have reduced carbon emissions using predictive analytics, and autonomous energy optimisation — all without sacrificing occupant comfort”

Peter Ennis,
General Manager,
Jones Engineering.



Greenhouse Gas Emissions

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.

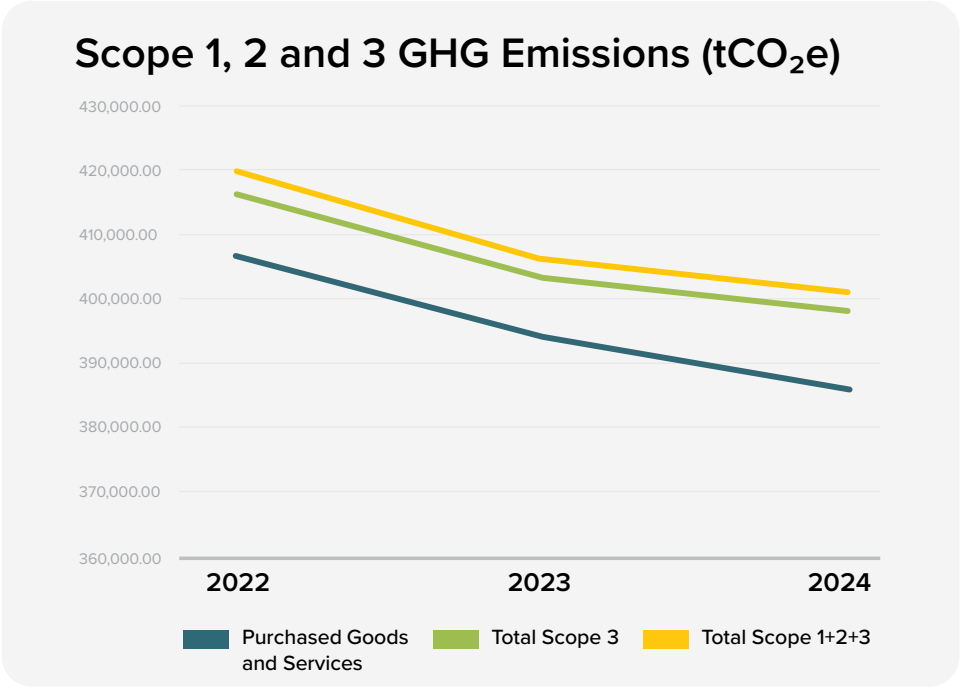
We have been calculating our Scope 1 and 2 GHG emissions since 2019. In 2022, we completed a comprehensive GHG footprint assessment covering Scope 1, 2, and 3 emissions. This total GHG footprint enabled us to identify our hotspots and critical focus areas for decarbonisation. Our GHG footprints have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

In 2024, we made a significant investment in our carbon management by onboarding the carbon management software Sweep. Sweep allows us to manage our GHG emission data and model our decarbonisation pathways. While we onboarded onto Sweep, we identified methodology inconsistencies; we have now addressed these and are re-stating our 2022 (base year) and 2023 emissions to reflect the updated methodology. Methodology changes include the use of more primary data, updated emission factors, and additional data sources.

In 2024, our emissions, on average, continued to trend downward. We will continue to monitor our emission profile closely and develop and deploy decarbonisation initiatives as required.

- Total Emissions Reduction of **4.5%** in 2024 compared to our base year 2022.
- Scope 1 & 2 Emissions Reduction of **16.5%** in 2024 compared to our base year 2022.
- In 2024, **96%** of our total emissions are Scope 3, coming from our Purchased Goods & Services.

Scope	GHG Emissions (tCO ₂ e)	2022	2023	2024	Trend
1	Direct GHG emissions	3,312.64	2,439.22	2,589.49	↓
2	Indirect GHG emission from imported electricity (Location Based)	445.15	442.09	551.10	↑
2	Indirect GHG emission from imported electricity (Market Based)	237.79	225.74	193.34	↓
3	Indirect emissions from Value Chain	416,240.63	403,334.59	398,047.14	↓
3.1	Purchased goods and services	406,547.44	394,185.69	386,062.97	↓
3.2	Capital goods	1,257.06	868.37	961.90	↑
3.3	Fuel- and energy-related activities not included in Scope 1 or 2	877.51	668.06	778.23	↑
3.4	Upstream transportation & distribution	3,882.68	3,239.13	3,996.81	↑
3.5	Waste generated in operations	12.25	28.33	36.22	↑
3.6	Business travel	1,883.79	2,468.29	3,974.19	↑
3.7	Employee commuting	1,779.90	1,876.72	2,236.81	↑
Total Carbon Emissions (Scope 1, 2 & 3)		419,998.4	406,215.9	401,187.7	↓
Carbon Intensity (tCO ₂ e / Eur 000)		0.39	0.40	0.31	↓



ISO 14064 & GHG protocol
Verified (limited assurance)
provided by TÜV SÜD.



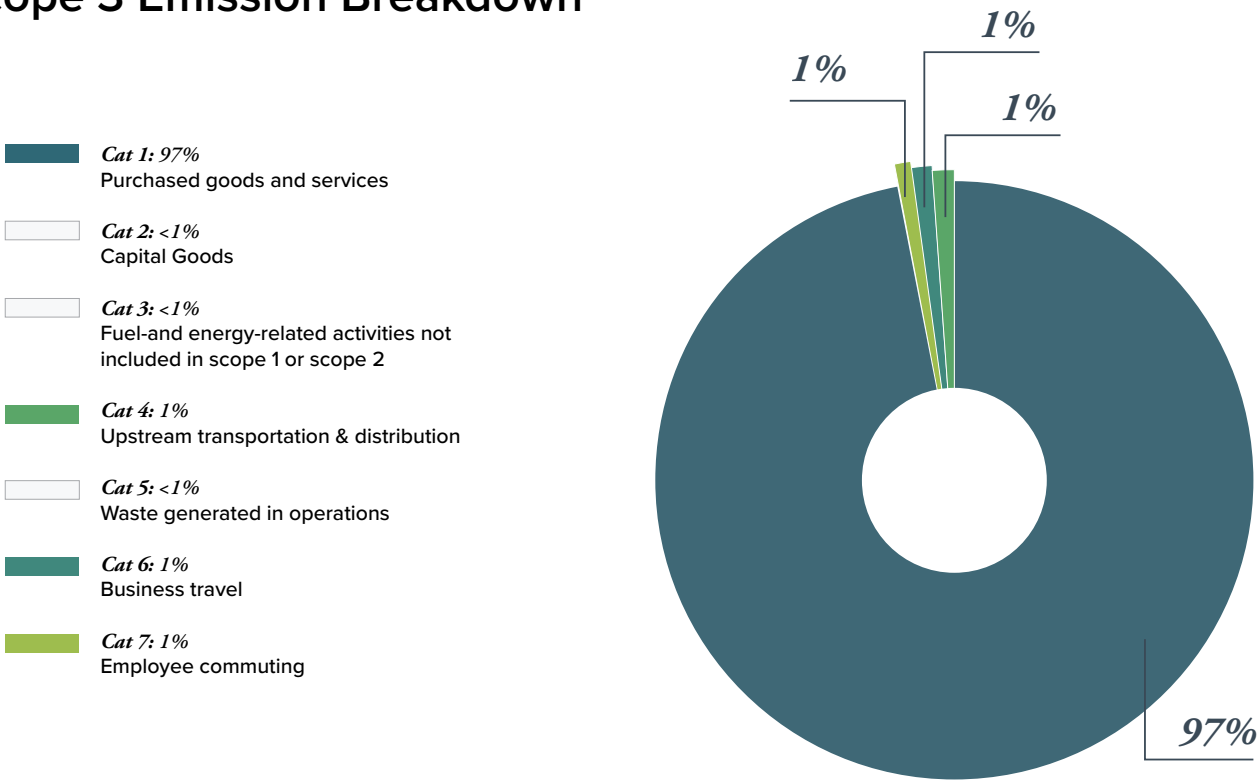
Greenhouse Gas Emissions

GHG Emissions

In 2024, Scope 1 and 2 made up 1% of our overall GHG emissions inventory. Scope 3, upstream and downstream emissions, account for 99% of our total GHG emissions. 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.

The methodology used to calculate our Scope 3 purchased goods and services emissions is based on the use of 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. In 2024, we included more primary data in our Scope 3 calculations, which was made possible through our continued collaboration with our suppliers. For more information on our continued engagement with our suppliers on climate action, please refer to Page 42, Responsible Sourcing.

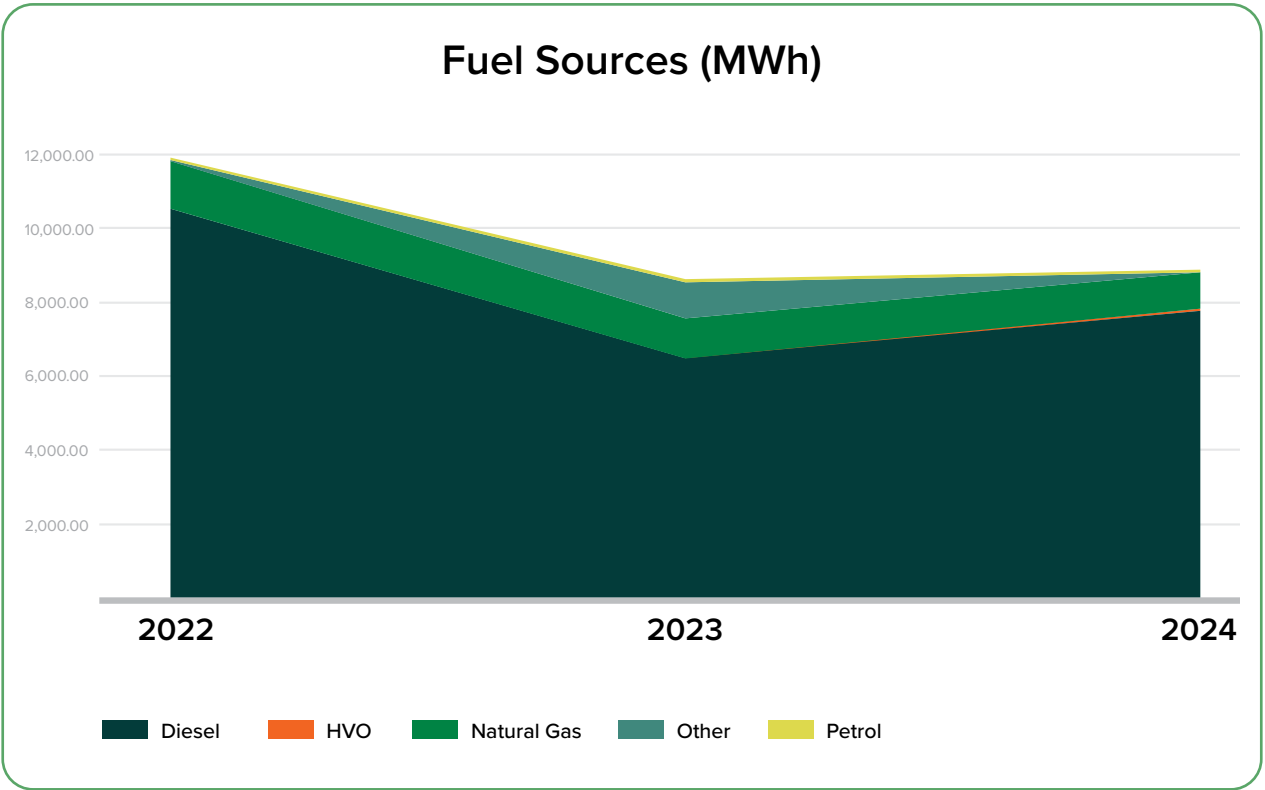
Scope 3 Emission Breakdown



Energy

In 2024, we were able to further improve our coverage of carbon-free electricity across our locations. While we are seeing an increase in our electricity consumption as a company year on year, ensuring we move to carbon-free electricity sources and self-generation will help decouple that growth from carbon emissions.

In our business, tracking the types of fuels we use and the energy consumption is critical. The figure below shows how diesel usage is vital for our business and a hotspot for emissions. Using data driven insights like this, we are able to develop appropriate decarbonisation initiatives, like introducing HVO to our site and fleet. We will continue to monitor this and it’s impact into 2025 and beyond.



	2022	2023	2024
Total Electricity (MWh)	1,666	1,766	2,205
Carbon-free electricity (MWh)	918	997	1,636
Percentage of Carbon-free electricity - Group	55%	56%	74%
Percentage of Carbon-free electricity - Ireland	65%	67%	96%

Decarbonisation & Science Based Targets

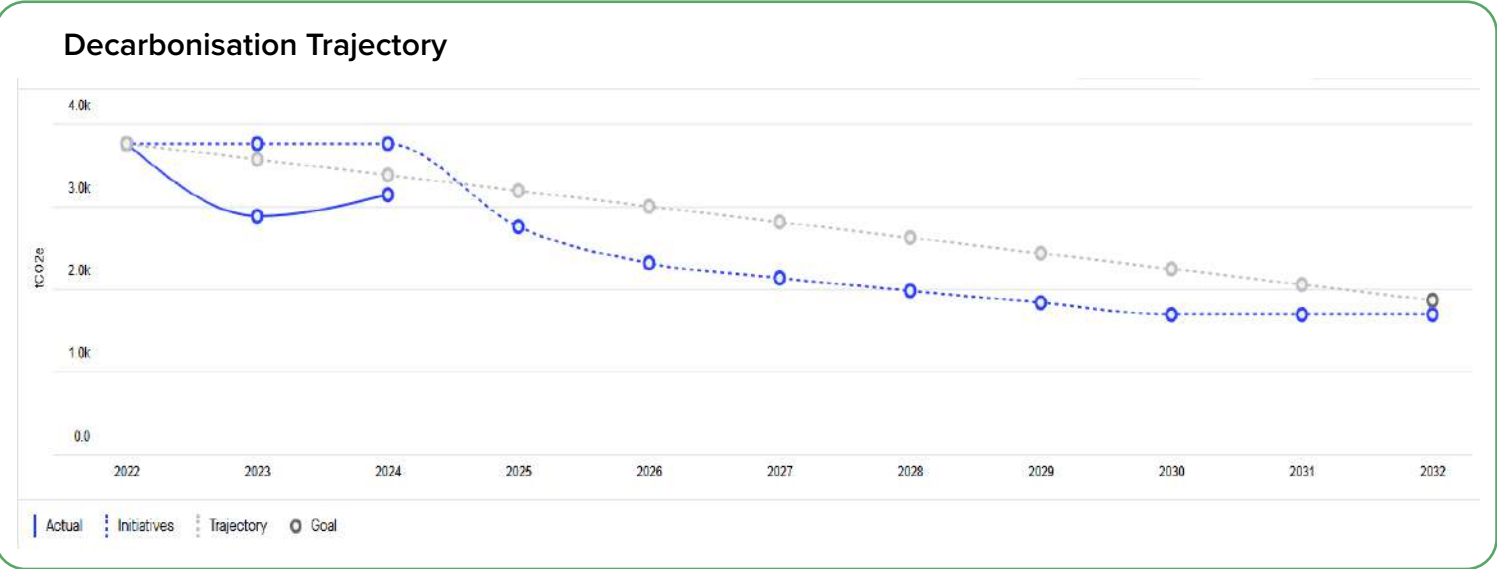
Our decarbonisation plan to meet our Science-Based Target was developed in 2023. We utilise Sweep to model our decarbonisation trajectories and monitor and develop initiatives, based on the underlying data. The key levers in our decarbonisation trajectory include:

- **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 Plan

In 2024, we completed work to model emissions reductions. With our new tool, Sweep, we’ve been able to focus on the decarbonisation strategy for our Scope 1 and 2 GHG emissions and assess the contribution of our carbon reduction initiatives, towards our 2032 target.

The graphic below shows our decarbonisation trajectory based on improvements to energy and fuel efficiency, alternative fuels and power sources, fleet electrification, and self-generation of electricity. The model shows the linear trajectory of our target, the contribution of the initiatives over time and our actual performance.

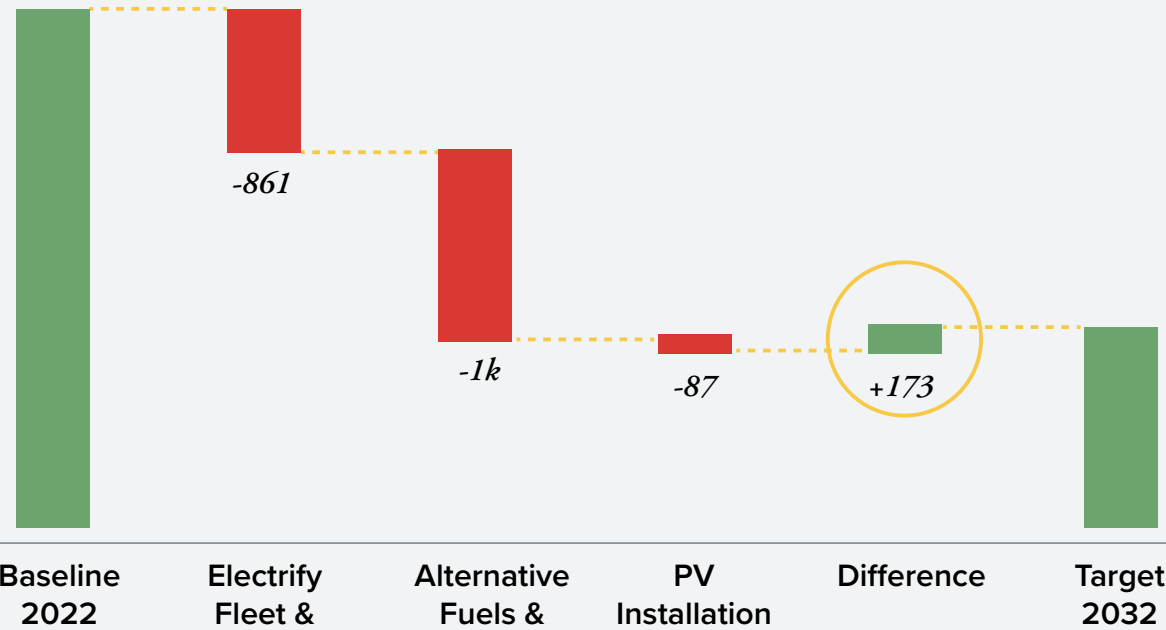


In 2024, Jones Engineering received a score of B Score from the CDP. This score is up from a B- score in 2023, showing that we are taking a proactive approach to managing climate risks and opportunities, as well as its ongoing efforts to reduce GHG emissions.



In 2024, Jones Engineering’s target for reducing GHG emissions was approved by the Science-Based Targets Initiative (SBTi). The SBTi is a globally recognised corporate climate action organisation that 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.

Our Decarbonisation Plan (tCO₂e)



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.

Decarbonisation Measures

Introduction to HVO

Since 2024, we have introduced the use of Hydrogenated Vegetable Oil (HVO) across our Irish operations, including our on-site fuel tanks and fleet.

HVO is an alternative to traditional diesel, made from waste and residues such as used cooking oil or animal fats. It's free from fossil-based feedstocks. HVO is compatible with most diesel engines, requiring little to no modification. HVO can reduce carbon emissions by up to 90% compared to regular diesel over its lifecycle.

Jones Engineering has partnered with Circle K and Certa to provide HVO. HVO has additional reporting requirements, and we ensure that Proof of Sustainability (POS) certification is provided for the HVO delivered to sites and that our HVO providers are accredited by the International Sustainability and Carbon Certification (ISCC).

Engagement with Suppliers

The GHG emissions associated with the products and services we procure account for 96% of our total Scope 1, 2, and 3 emissions. Therefore, engagement and collaboration with our supply chain is crucial to ensure that we meet our Science-Based Target.

Between 2023 and 2024, seven workshops were hosted with 60 strategic suppliers. During these workshops, Jones Engineering communicates our expectations for our suppliers to measure and manage their GHG emissions.

In 2024, 10% of our strategic suppliers had approved near-term and or net-zero Science-Based Targets.

Energy Efficiency

Optimising energy use in our offices and sites by adopting energy-efficient practices and technologies is a key mechanism of our decarbonisation program.

In 2024, we installed an energy monitoring system, Acutrace, at our Damastown facility. Acutrace is an Energy Measurement and Sustainability Platform that enables us to monitor our energy and water use in real-time. Using the information provided by Acutrace, we can deliver targeted energy intervention initiatives to improve energy efficiency in our buildings.

We have scheduled to install Acutrace in our Collinstown facility in 2025.

Electricity Self-Generation

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.

In 2024, we installed a 70 kW solar PV system at our Damastown facility. We also have an existing hybrid solar-diesel energy system operating on one of our sites in the Middle East.

In 2025, we will continue the rollout of solar PV use at our locations, with a 130 kW system scheduled to be installed at our Carlow facility.



70 kWp solar PV system at our Damastown facility.

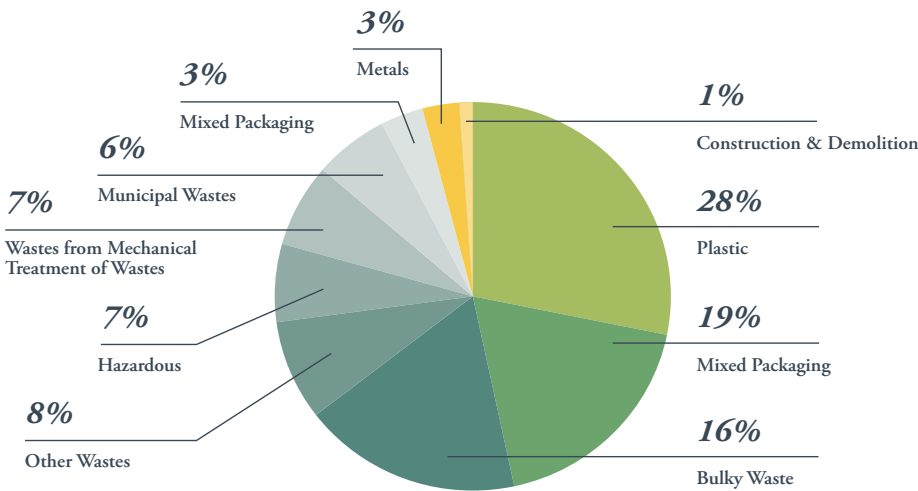
“Through renewable energy, sustainable fuels, supplier collaboration and smart monitoring, we are driving measurable reductions in carbon emissions across our operations.”



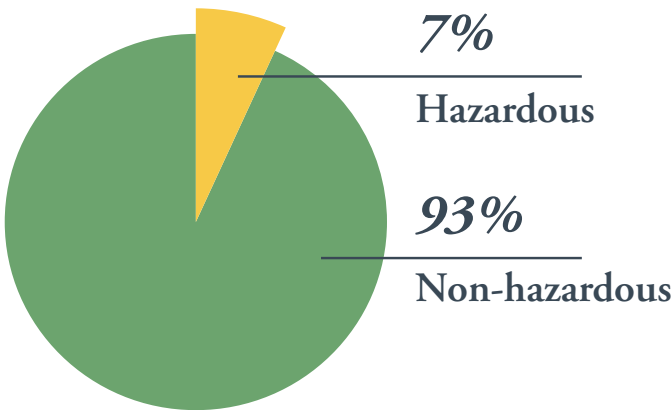
Waste Management

Waste produced by the construction sector has a significant impact on the environment. According to the European Commission, construction and demolition waste (CDW) accounts for more than a third of all waste generated in the EU. We recognise the impact waste can have on the environment and that, as a major player within our sector, we can have a substantial impact and influence. To ensure best practice, we collect data aligned with the European Waste Catalogue (EWC) from our waste service providers. In 2024, during the onboarding process for our new carbon reporting software, Sweep, we identified several areas for improvement. We'll continue to collect data and aim for improved waste reporting in 2025.

2024 Waste Breakdown



Hazardous Waste



- Waste generated in Operations accounted for *36 tCO₂e* in 2024.
- Hazardous Waste accounted for *7%* of our total waste in 2024.
- Majority of waste consists of Mixed Construction and Demolition waste.



Case Study: Waste Awareness Lunch & Learn

In June, our Sustainability team hosted a Waste Awareness Lunch & Learn session, led by VOICE Ireland, an environmental NGO specializing in waste reduction and the circular economy. As part of the initiative, VOICE conducted an audit of our office's waste management practices and shared its findings with the team.

They also offered practical advice on how to properly segregate waste, helping us make more informed, sustainable choices. A bit of friendly competition sparked as recycling habits were compared across departments and floors. Improving waste management is a key focus under the Our Planet pillar of our Responsible Business Framework.

Waste Management Policy Framework

Waste Management is a critical aspect of our ISO 14001 Environmental Management System.

Across our operations, whether on-site or in our office locations, we adhere to strict waste management policies, ensuring the responsible segregation and processing of waste. These are underpinned by the Waste Management Hierarchy*. Jones Engineering accepts its responsibility for and is committed to preventing environmental pollution throughout all levels of the organisation

In 2024, we continued to roll out waste management initiatives across the group, including awareness campaigns, infrastructure improvements, and enhancements to waste data collection.

- PREVENTION
- MINIMISATION
- REUSE
- RECYCLING
- ENERGY RECOVERY
- DISPOSAL

Case Study: Damastown Facility

Our Damastown facility is a prime example of how sustainability can be effectively integrated into the workplace. Through a series of initiatives, this facility is becoming a showcase of environmental stewardship and employee collaboration.

In 2024, a 70kw solar PV system was installed at Damastown. This system accounts for approximately 20% of Damastown's total energy demand and is estimated to reduce carbon emissions by around 19 tonnes annually. Electric car charging facilities have also been installed in the Damastown car park.

To support energy monitoring and management, the Damastown facility has also implemented Acutrace, a cloud-based energy measurement and sustainability platform that allows organisations to access reliable, accurate data on the energy consumption and sustainability performance of their buildings. Acutrace enables Jones Engineering to measure and visualise our electricity, gas & water consumption, as well as set energy consumption baselines. A slideshow displayed on the screen in the Damastown reception communicates live information on the building's energy and water consumption. This keeps staff informed about the building's environmental footprint.

Utilising the information provided by Acutrace, an energy audit was conducted on the Damastown office. This highlighted any energy inefficiencies within the building and helped identify targeted energy-saving initiatives to reduce energy consumption and deliver cost savings. The rollout of the energy audit initiatives will commence in 2025.

As part of our biodiversity programme, nine large pots were planted with biodiversity-friendly plants and are now cared for through a shared watering rota with Damastown staff. This initiative supports biodiversity but also fosters team bonding. After each watering session, colleagues gather for a brief tea or coffee break, encouraging cross-functional conversations and fostering a stronger sense of community.

Another impactful biodiversity measure is the 'Let It Grow' initiative, which reduces grass and wildflower cutting during the growing season. This approach has allowed native flora to flourish, providing essential nectar and pollen for pollinators and improving soil health.

A 70kW solar PV system now supplies 20% of Damastown's energy needs.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

GO

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Responsible Sourcing
Circular Economy
Sustainable Products
& Services



Through collaboration with our clients, supply chain and partners, we aim to deliver more sustainable project outcomes and support the Green Economy.

“As we navigate the evolving legislation requirements, it is important to retain the focus of progressing with our responsible business strategy plans. Continuous engagement with our strategic suppliers, complying with our client’s ESG requirements, and implementing our circular economy strategy are critical to reducing our Scope 3 emissions and achieving our Science-Based Targets”

Neil Kelly,
Strategy Implementation Manager
Jones Engineering.



Our Products & Services

Jones Engineering is committed to collaborating with our customers, material suppliers, and subcontractors to minimise the negative environmental and supply chain impacts of our products and services.

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 projects that contribute to the Green Economy. We work on projects in sustainable commercial buildings, renewable energy projects, and innovative new technologies, including carbon capture and storage, across the geographies in which we operate.

In 2024, we continued to implement our Responsible Sourcing Strategy, with 42 of our strategic suppliers attending responsible sourcing workshops. We also began integrating site sustainability measures and developed our Circular Economy Strategy.

Responsible Sourcing

At Jones Engineering, our Responsible Sourcing Strategy underscores our commitment to sustainability, ethical practices, and innovation throughout our supply chain. Defining responsible sourcing principles is a key priority, ensuring that our procurement practices align with ethical, environmental, and social standards.

Our Responsible Sourcing Strategy is built on robust policies, procedures, and compliance frameworks, underpinned by supplier engagement and collaboration, data collection, continuous improvement plans, and proactive risk assessment and auditing. We recognise the principles outlined in ISO 20400 as the international standard for sustainable procurement. We have embedded the principles into our Responsible Sourcing System and ways of working.

Data Collection and Staff Training

Jones Engineering actively supports training initiatives that help teams integrate sustainability into their work. To date, the procurement team has completed responsible sourcing training

in June 2023 and January 2025. These awareness sessions cover a comprehensive range of topics, including Jones Engineering’s commitments and strategy, client and regulatory expectations, and project awareness. Additionally, the training focuses on data requirements and software, sharing relevant case studies, and clarifying the department’s role in supporting responsible sourcing. By equipping our teams with this knowledge, we ensure alignment with our ESG objectives and foster a culture of sustainability throughout the organisation.

Risk Assessments & Audits

Risk assessment and audit are crucial aspects of our Responsible Sourcing Strategy. Risk assessment identifies and prioritises Environmental, Social, and Governance (ESG) risks in our supply chain, while audits verify supplier compliance with sustainability and ethical standards. In 2024, we conducted a risk assessment of our strategic suppliers and identified areas for engagement within our supply chain to enhance sustainability performance.

Policies, Procedures & Compliance:

The following policies have been created to support Jones Engineering’s commitment to responsible sourcing and sustainable practices.

- Jones Engineering’s **“Supplier Code of Conduct”** is a publicly available document. It sets the minimum ethical standards that must be met by our suppliers, their employees, personnel, agents, and subcontractors.
- The **“Modern Slavery Policy Statement”** meets our compliance requirements for the UK Modern Slavery Law. It outlines our zero-tolerance policy on this topic and our due diligence approach.
- The **“Responsible Business Policy Statement”** supports our ambition to continue to grow our business in a responsible and sustainable manner, with consideration to the environmental and social impacts in everything we do.
- Jones Engineering’s **“Responsible Sourcing Policy Statement”** recognises that procurement practices have considerable direct and indirect impact on the environment, society, and communities, while outlining our commitment to responsible sourcing.
- **Procurement Quality System Procedure (QSP):** Our policies are a core component of the internal Procurement QSP, ensuring that all buyers are aligned with our responsible sourcing standards.

Responsible Sourcing Strategy





Responsible Sourcing

Supplier Engagement:

We engage with suppliers through regular dialogue, meetings, workshops, and collaborative initiatives, emphasising transparency and mutual trust. This ensures alignment with our responsible sourcing strategy and facilitates continuous improvement. In 2023 and 2024, we hosted 7 in-person Responsible Sourcing Supplier Workshops, attended by 60 strategic suppliers. These workshops, held every 6-8 weeks, are effective platforms for:

- Sharing Jones Engineering’s sustainability journey to date.
- Outlining future roadmaps.
- Enhancing collaboration and understanding the supply chain.
- Providing suppliers with opportunities to discuss environmentally friendly materials or low-impact materials.
- Engaging with suppliers on better practices and innovations.
- Setting measurable goals to improve supplier sustainability performance.

At Jones Engineering, we actively engage in collaborative initiatives to drive sustainability across our supply chain, working closely with suppliers to promote responsible sourcing and innovation. We support the use of sustainable materials and products, prioritising environmentally friendly and low-impact materials, that reduce waste and minimise ecological harm. A key focus is on materials sourced through low-carbon manufacturing processes, helping to lower overall emissions and contribute to climate goals. Additionally, we advocate for circular economy principles, encouraging recyclability, material reuse, and resource efficiency to extend product lifecycles. Through these initiatives, we aim to foster industry-wide improvements and build a more sustainable future.

- A total of 60 suppliers have attended our workshops to date
- A total of 7 workshops have been conducted to date
- Workshops held every 6–8 weeks to drive collaboration

CDP Update



In 2024, our commitment to engaging with our supply chain on sustainability was acknowledged by the CDP. Jones Engineering received an A-score on CDP’s Supplier Engagement Assessment (SEA). The SEA evaluates how companies manage climate governance, set measurable targets, disclose Scope 3 emissions, and actively engage suppliers in climate performance. With just a handful of Irish companies achieving this distinction in 2024, we’re proud to be leading the way in our industry.

“We have built stronger partnerships and articulated our expectations, with our strategic suppliers, which will enable accelerated progress toward shared sustainability goals”

Colin Salisbury,
Head of Procurement,
Jones Engineering.



Sustainable Site Set Up

At Jones Engineering, we are responsible for taking a client's design and delivering it in the most sustainable manner possible. This means identifying where a project's greatest environmental impacts occur and applying innovative technologies and materials to reduce them as much as possible.

To enable us to deliver in the most sustainable manner possible, we have developed Project Sustainability Guidance, which aims to provide practical guidance on integrating best practice sustainability initiatives into projects at all stages of delivery, from initiation to closure. The guidance document focuses on key sustainability considerations, such as the selection of green material options, sustainable site setup, and circular economy interventions for materials and equipment at the end of life. The guidance ensures the integration of sustainability on all our projects and provides detailed information on the processes for implementation by project teams, allowing the sustainability team to track all ongoing KPIs on live projects. Examples of site sustainability integrations are outlined below.

Fuel for Site – HVO

In Ireland, Jones Engineering has now rolled out the provision of Hydrogenated Vegetable Oil (HVO), a replacement for diesel. Jones Engineering has committed to HVO use

across our on-site operations. All diesel-using site plant and equipment should now be using HVO. In addition, cars, vans, HGVs, and LGVs that use diesel will also transition to HVO. HVO can reduce carbon emissions by up to 90% compared to regular diesel over its lifecycle. It improves air quality by significantly reducing nitrogen oxides (NOx) and particulate matter emissions.

Use of Electric Vehicles

Jones Engineering is constantly reviewing the number of EVs available within our company fleet. By staying in touch with the latest market offerings and technology, our staff now have access to the most efficient EVs and hybrids available. This is achieved by reducing our reliance on petrol and diesel vehicles, which in turn has a positive impact on our Scope 1 emissions.

Biodiversity

Jones Engineering has contributed to biodiversity projects on sites where it is present. Most recently, at the Diageo project site, Jones Engineering set up a new workshop equipped with rainwater harvesting facilities. The collected rainwater is used to provide irrigation to a dedicated biodiversity area within the St. James's Gate site and is maintained by the site team at Jones Engineering.

Our Project Sustainability Guidance ensures sustainability is built into every project, from green materials and site setup, to circular economy solutions.

Case Study: Sustainable Site Set up in Dubai Compound

At a site compound in Dubai, initiatives have been introduced to make the site operate more sustainably. Efforts have been made to segregate waste. The office and site location have numerous waste segregation methods for general waste, plastics, paper, glass, batteries, cans, and hazardous chemicals. Green contractors, certified by the UAE government, are used to ensure waste is recycled appropriately.

A hybrid solar-diesel energy system is in place, utilising battery storage to reduce diesel demand at the site, which is not connected to the main electrical power grid. Finally, a water harvesting system has been introduced to the site to collect water for the irrigation of the plants around the site's staff wellbeing area.



Circular Economy

The circular economy is a production and consumption model focused on maximizing the lifespan of materials and products, by promoting practices such as reuse, reallocation, repair, and recycling. This approach increases the prospects of extending the lifespan of the materials and equipment that we purchase for our projects. Circular economy initiatives and practices can significantly reduce greenhouse gas emissions. We recognise that early engagement with our contract partners and clients at the design stage, is key to building circularity into our products and services, thereby 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 continue to maintain top-class standards of equipment after installation, thereby increasing the longevity of our clients’ systems. By proactively maintaining the systems that 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.

Circular Economy Strategy

Since early 2024, Jones Engineering has been developing a Circular Economy Strategy for the organisation. Implementing this strategy will extend the lifespan of the materials and equipment we purchase for our projects. Transitioning to a circular economy is a positive deviation from the traditional linear economy model of ‘take, make, and waste.’ There are several key drivers for Jones Engineering to adopt circular economy principles in its business operations, including legislation, client requests, and maintaining supply chain security.



Circular economy focus projects 2025 – 2027

As part of the Circular Economy Strategy, five focus projects were identified for progression. The projects were selected based on the degree of influence that Jones Engineering could exert and the extent to which effective change could be achieved. There is an appointed manager for each project with stakeholders supporting in areas of relative knowledge and experience. The five focus projects are as follows.

1. Personal Protective Equipment (PPE). Identifying opportunities for sustainably sourced PPE options, promoting responsible use, and identifying alternative end-of-life options.
2. Site Set-up. Identifying opportunities for reused or sustainably designed and manufactured site accommodation options.
3. Packaging Waste. Engaging with suppliers to reduce packaging waste from procured materials.
4. Responsible Material Use. Creating awareness of responsible material use within Project teams.
5. I.T. Equipment. Repurposing and reusing company-owned IT equipment.

The Circular Economy Working Group will meet periodically, and success will be measured through feedback from the construction project management teams and tracking of key KPIs defined by the Sustainability team.



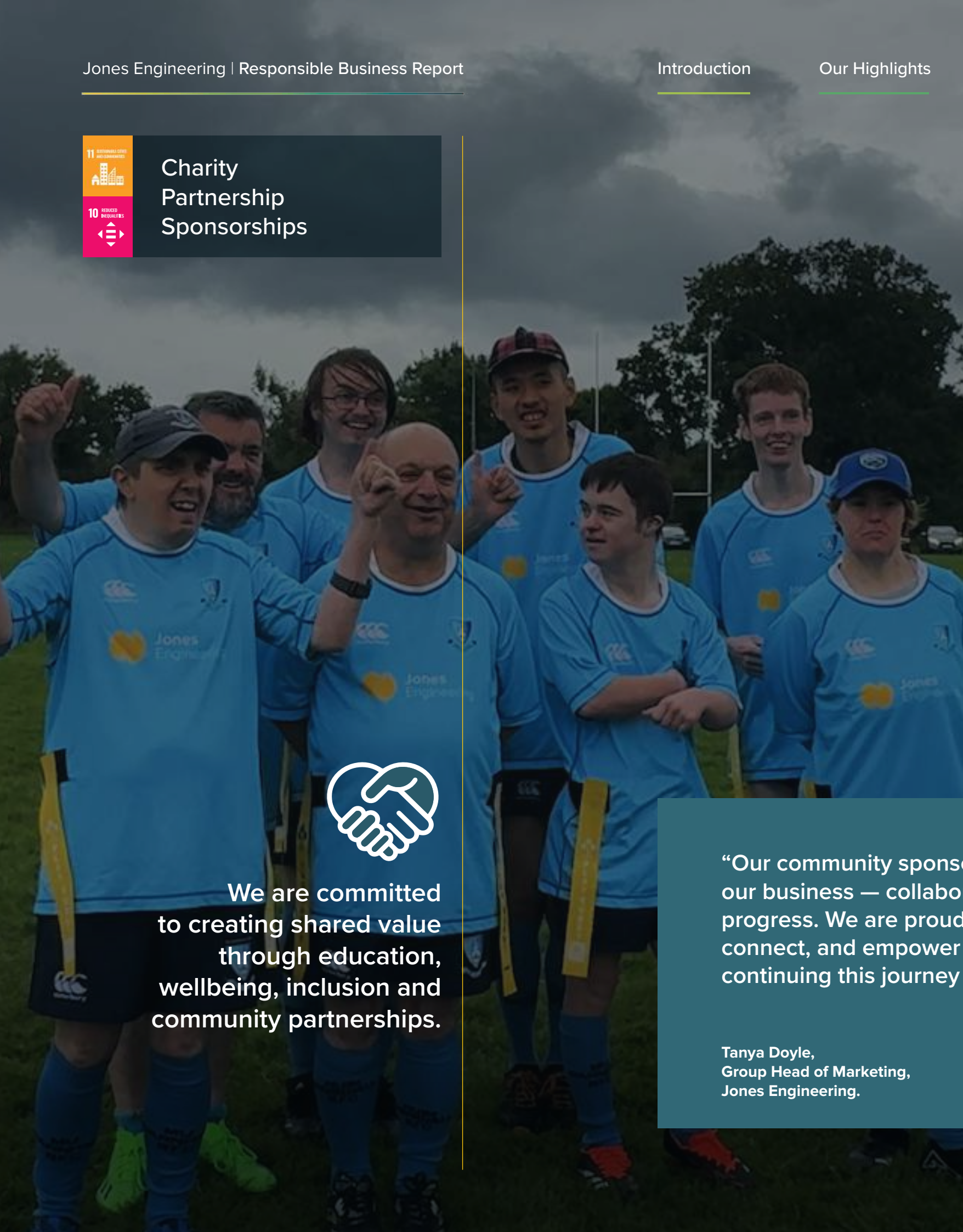
11

ENVIRONMENTAL GOALS

10

DETAILED INITIATIVES

Charity Partnership Sponsorships



We are committed to creating shared value through education, wellbeing, inclusion and community partnerships.

“Our community sponsorships reflect the values that drive our business — collaboration, care, and commitment to progress. We are proud to support initiatives that inspire, connect, and empower people, and we look forward to continuing this journey in the years ahead.”

Tanya Doyle,
Group Head of Marketing,
Jones Engineering.

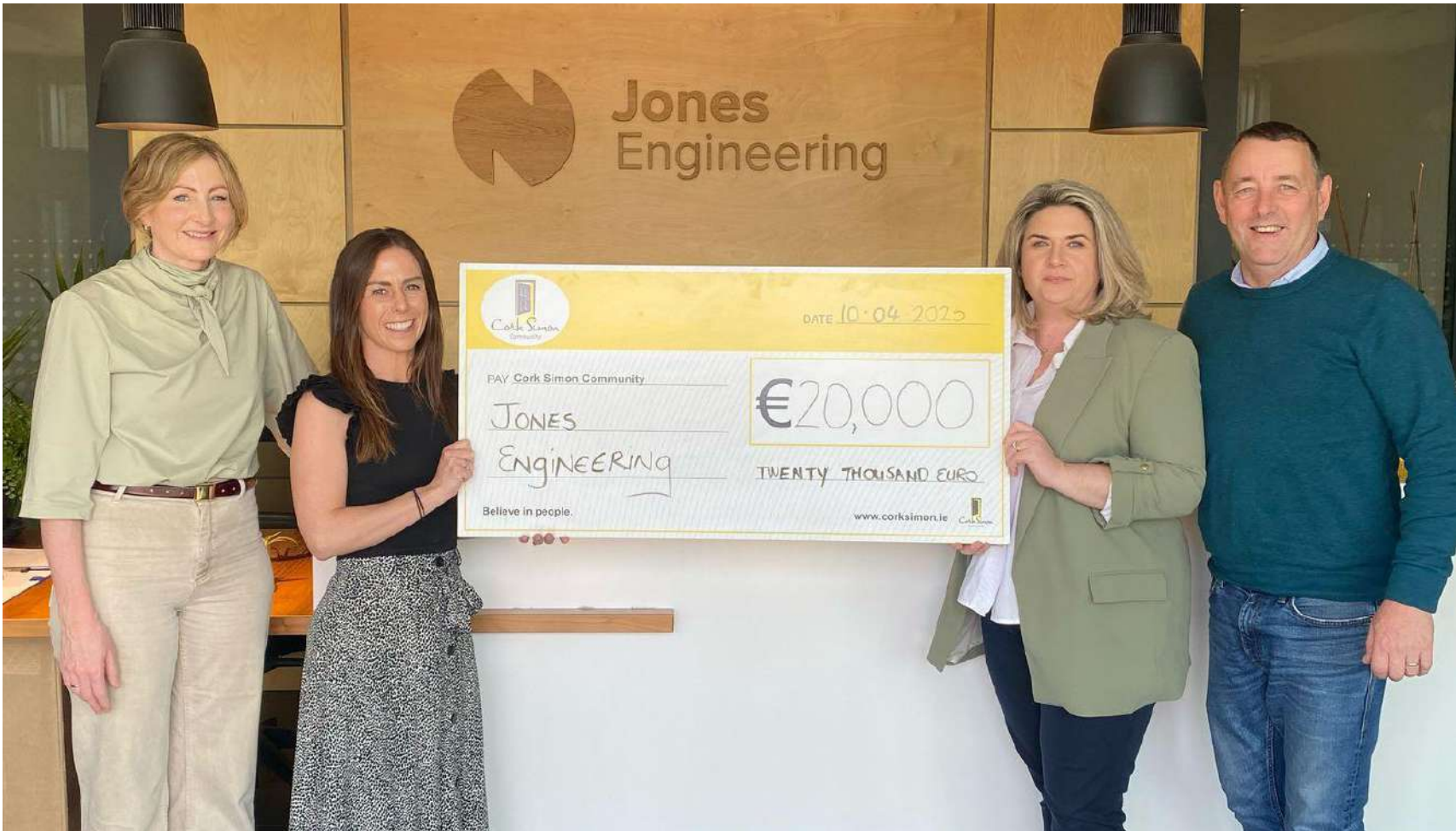
Our Community

Our approach to sustainability is built on three pillars — Environment, Social, and Governance. At the centre of the Social pillar is our commitment to community. At Jones Engineering, we recognise that growth must go hand in hand with creating shared value for the people and places around us.

We continue to invest in initiatives that reflect this responsibility, encompassing education and skills development, health and wellbeing, social inclusion, and grassroots sport. These partnerships extend beyond sponsorship; they are integral to our long-term goal of strengthening the social fabric of the communities where we live and work.

In 2024, we invested €630,217 in communities across Ireland and overseas. We also continued to develop our Community Engagement Strategy and became members of Business in the Community Ireland. Key highlights from our community engagements in 2024 include our partnerships with TrailblazHER, the DCU Access Programme, TU Dublin Student Awards, and the Barnhall Buffaloes.





Pictured to the left is Julie Curran, Senior Corporate Partnerships Officer at Cork Simon Community, and Jones team members Sarah Murphy, Sarah Nolan and Peadar Walsh.

Community Programme

At Jones Engineering, giving back to the communities where we live and work remains a central part of our identity. In 2023, we launched our first Community Strategy, supported by three dedicated groups: our Community Pillar Team, Sponsorship Committee, and a Volunteering Group to govern meaningful action across long-term partnerships, sponsorships, and volunteering initiatives.

In 2024, we expanded on our Community Strategy and developed more charity and community partnerships. We have increased our investment in communities by 49% since 2023. This section provides an overview of a number of our key partnerships.

To ensure future community engagement is strategic and measurable, we became members of Business in the Community Ireland (BITCI) — a national network that helps companies embed sustainability and social responsibility into their operations. Through our programs and in-house workshops, we align our community engagement with best practices, ensuring initiatives deliver long-term value in education, inclusion, and employment.

Looking to 2025, we will work with BITCI to enhance our community engagement programme, ensuring that our actions create measurable social value and a lasting impact.

Community Strategy



Community Pillar Team Responsible for: <ul style="list-style-type: none">• Pillar defines the Community Strategy• The Pillar team has representation from each region we operate in.• Coordination of community events.
Community Funding Panel Responsible for: <ul style="list-style-type: none">• Approves Sponsorship Requests• Monitors community spend• Ensures alignment to Community Strategy
Volunteering Group Responsible for: <ul style="list-style-type: none">• Coordinates volunteering events• Tracks volunteering hours



Supporting Diversity & Inclusion

Our community partnerships are closely aligned with Our People strategy, reinforcing our commitment to encouraging greater diversity within the construction sector. By working with communities and supporting underrepresented groups, we help open pathways into the industry while ensuring our approach reflects the values and goals of our people strategy.

TrailblazHER Programme – TU Dublin (2024–2027)

Jones Engineering has launched a new sponsorship in partnership with Technological University Dublin and TrailblazHER, a gender equality initiative focused on empowering women at secondary and third-level education. We committed four years of support to this initiative, advancing gender equality and empowering women at secondary and third-level education in engineering and the built environment. Tony Joyce, Director, participated in the panel discussion at the launch event.

DCU Access Programme (2024–2027)

Jones Engineering has proudly supported the DCU Access Programme since 2005 and its scholarships since 2019. In 2024, we reaffirmed our commitment for another 4 years through both financial sponsorship and participation in the 'Access to the Workplace' internship scheme.

A €100,000 donation fund, scholarships for disadvantaged students, widening access to higher education. These initiatives will support over 1,000 students from disadvantaged and neurodiverse backgrounds annually, to pursue third-level education.

iWish

In late 2024, Jones Engineering committed to becoming a Silver Sponsor of iWish's annual convention. iWish is an organisation dedicated to inspiring and increasing the representation of women in STEM fields, among teenage girls. Their annual convention features an array of speaker talks, competitions, and live demonstrations, providing a vibrant and engaging platform for students to connect with STEM professionals. Mollie Hanlon, 4th Year Electrical Apprentice was guest speaker at the event.

Other Partnerships

We participated in several events for Women in Construction, including a Women in STEM careers fair in June 2024 at the Aviva Stadium and numerous other industry-level panel discussions, held throughout the year.

In addition to supporting second and third-level students, Jones Engineering continues to partner with local associations to provide work experience opportunities for individuals with additional special needs.

Top Right: TrailblazHer panel with Lisa Flynn.
Bottom Right: iWish stand with our female engineers.



STEM Initiatives

Our education-focused community partnerships are aligned with our People Strategy, supporting our commitment to developing skills and inspiring future talent for the construction sector. By engaging with schools, colleges, and universities, we help create pathways into the industry and strengthen the pipeline of diverse, skilled individuals who will shape its future.

STEM Engineering-In-A-Box

Ongoing participation with STEM Engineering-In-A-Box, a 5-week program designed for primary level students to spark curiosity and early interest in engineering. The company has partnered with mixed-gender schools to encourage a more balanced representation in the industry for the future. Currently, we are engaged with two primary schools, and our intention is to double our participation by 2025.

Transition Year Programme

As part of our early exposure to engineering careers initiatives, in 2024, Jones Engineering welcomed 24 Transition Year

students across seven of our projects and offices, offering them a structured and immersive week-long work experience programme. Continued support of informational seminars to secondary school students, and adults in further education, during open days and evenings, who are looking to enter the construction industry.

Science Blast

Jones Engineering was once again a main sponsor of Science Blast 2024, Ireland’s leading free, non-competitive STEM educational program for primary school students. The event spanned four days and drew participation from over 16,000 students and more than 400 schools, supporting STEM learning in both mainstream and DEIS (Delivering Equality of Opportunity in Schools) communities.

Pictured below; Our Jones Engineering team who worked on our Science Blast stand.



TU Dublin Student Awards: Celebrating Excellence in STEM

The TU Dublin Jones Engineering Awards recognise academic excellence by honouring six outstanding final-year students from the Faculty of Engineering and Built Environment and the TU Dublin Conservatoire. Each recipient receives a €5,000 award, reflecting our commitment to supporting emerging talent and advancing STEM.

Beyond financial recognition, the initiative also opens doors to internship opportunities at Jones Engineering, many of which have led to long-term career pathways within our organisation. This programme highlights our belief in nurturing creativity, innovation, and cross-disciplinary collaboration to shape the future of our industry. In 2024, we offered an internship to the Electrical Engineering award recipient, and he has gone on to secure a Graduate role with us.

“This partnership with TU Dublin aligns with our people strategy, as we invest not only in our current workforce but also in the next generation who will shape the future of our industry.”

Stephen McCabe, CEO.



Pictured, 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.

Our Commitment to Charity Work

Charity is central to how we give back. In 2024, we supported a wide range of causes through donations, volunteering, and employee fundraising, focusing on health, education, and community wellbeing.

Employee Match Funding:
At Jones Engineering, we believe the passion of our people is one of our greatest strengths. Employee led fundraising plays an important role in our community programme, and we're proud to support it through company match funding. By matching donations up to a specified amount, we recognise the dedication of our people and double the difference they can make for the charities and causes that matter most to them.

Through our charity partnerships, we're building more than projects, we're investing in people, wellbeing, and long-term community impact.

Our Charity Partners



(Logos: Native Woodland Trust, Cork Simon Community, Marie Keating Foundation, Concern, Bumbleance, Enable Ireland, Stichting Ik Trakteer Netherlands, Heroes of Hope Dubai, Pieta House, Jack & Jill Foundation.)

St. Lazerian's House, Carlow, Ireland.

Jones Engineering contributed €5,000 towards a €45,000 fundraising effort to purchase a new vehicle for residents of St. Lazerian's. St. Lazerian's House is a residential care home in Carlow that provides respite, convalescent, palliative, dementia, and Alzheimer's care for people in the local community. Until recently, the home had no dedicated vehicle to bring residents on outings, limiting opportunities for independence and social connection.

Supporting such an amazing facility reflects our belief that everyone deserves access to a good quality of life, including the ability to connect with the world beyond their care environment. This initiative is a clear example of how local partnerships can deliver meaningful impact in the communities where we live and work.

Stichting Ik Trakteer, Netherlands.

Aligned with SDG 10: Reduced Inequalities, Jones Engineering supported Stichting Ik Trakteer (I Treat Foundation), a charity based in Groningen. The foundation works closely with the Municipality of Groningen, Haren, and Ten Boer, as well as schools and other local organisations, to provide support for individuals and families living below the poverty line.

By contributing to this initiative, we are helping to reduce social inequalities and ensure that vulnerable members of the community have access to opportunities and support networks. Partnerships like this underline our commitment to creating more inclusive communities wherever we operate.



Community Initiatives in the Middle East

Our community engagement extends across all regions where we operate, reflecting local culture and needs while aligning with our ESG commitments. In the Middle East, our teams in Bahrain and Dubai led initiatives that promote inclusion, well-being, and volunteering:

- **Promoting Social Inclusion - Iftar Donation (Bahrain, 2024):** Over 100 Iftar food kits were distributed by our Bahrain colleagues to central market cleaning staff during Ramadan, offering a meaningful gesture of appreciation.
- **Fostering Wellbeing and Dignity - Ramadan Sharing Fridge (Dubai, 2024):** Our Dubai team sponsored a Ramadan Sharing Fridge, distributing over 300 food bags to local residents, promoting the culture of giving across the UAE.
- **Encouraging Employee Volunteering - Blood Donation (Middle East, 2024):** Employees from Dubai and Bahrain donated blood for World Blood Donor Day, with the Dubai team recognised by Dubai Health for their contribution.

Together, these initiatives show how our people bring our community programme to life. By combining local action with our global ESG strategy, every effort, whether it's volunteering or sponsorship, contributes to lasting, positive change.

Our Commitment to Charity Work, Continued



Our Valencia Team helps in a crisis

As a stark reminder of the ongoing climate crisis, Valencia suffered devastating floods at the beginning of November 2024. The Jones Engineering team based in Valencia provided organised clean-up efforts in the areas most impacted by the flooding.

The team headed to a nearby town to purchase essential supplies such as gloves, masks, buckets, and brooms, as there was a shortage of these materials in Valencia due to high demand from volunteers and local citizens stepping up to help. Clean-up efforts were focused in Benetússer, where the team assisted the neighbourhood and a local bakery with clearing mud and debris.

Supporting Sports Clubs

At Jones Engineering, we believe access to sport is vital for building healthier, more connected communities. In 2024, we invested €149,000 to support a wide variety of sporting activities, ensuring opportunities reach people of all ages and abilities. Our sponsorships encompass grassroots and community clubs across GAA, basketball, football, rugby, swimming, dance, handball, golf, cycling, and athletics. We support these sports by providing jerseys and sportswear, funding equipment, and facilities, and donating to trips and events.

In addition to supporting sports clubs in Ireland, we also assisted clubs in the Netherlands, Sweden and the UK in 2024. We are proud to back both team-based and individual sports, reflecting our commitment to inclusivity and wellbeing. By supporting sports, we not only promote physical activity and teamwork but also strengthen local communities, thereby fostering resilience, pride, and long-term positive impact.



Looking Forward

As we look ahead, our ambition is to deepen the positive impact we make in the communities where we operate. We will continue to strengthen local partnerships, support charities, and empower our people to take an active role in giving back.

From 2024 onwards, we have committed to allocating over €500,000 annually through a combination of time and funding, in alignment with the UN Sustainable Development Goals. Our impact dashboard allows us to clearly map where contributions are being made and where gaps exist, ensuring investment is directed to areas of greatest need and lasting value.

By working with Business in the Community Ireland and applying their Logic Model, we are embedding a structured, measurable approach to community engagement. At the same time, we are expanding employee volunteering across all our regions, recognising that the most powerful impact comes from the skills, passion, and commitment of our people.

Our vision is simple: to go beyond financial support by fostering partnerships that create opportunities, strengthen communities, and leave a legacy that endures for generations.



VSME-Aligned Report – 2024 Disclosure

As we prepare for the incoming reporting requirements under the CSRD in 2024, we are utilising the VSME standard to report our sustainability disclosures. The VSME, developed by EFRAG, provides a standardised approach to reporting across general company information, environmental, social, and governance-related topics. Jones Engineering has used and adapted the VSME framework to disclose in the table below. Adaptation has been undertaken based on materiality. Our Double Materiality Assessment was developed in alignment with the requirements of the CSRD.

Section	Sub-Section	Disclosure
General Information	B1 - Basis for Preparation	See Page 3, Legal Policy, here
General Information	B1 – Disclosure of Sustainability-related certification(s) or label(s)	See Page 22
General Information	B1 – List of Site(s) & Subsidiaries	Legal Policy, here
General Information	C1 – Strategy: Business Model and Sustainability – Related Initiatives	Page 16, 19 and 20
General Information	C2 – Description of practices, policies and future initiatives for transitioning towards a more sustainable economy	Page 9, 12, 13, 19, 20, 21, and 42
Environmental	B3 - Total Energy Consumption (in MWh)	Page 36
Environmental	B3 - Estimated Greenhouse Gas Emissions considering the GHG Protocol Version 2004 (in tCO2e)	Page 35
Environmental	C3 - GHG Reduction targets (in tCO2e)	Page 37
Environmental	C3 - Disclosure of list of main actions the entity seeks in order to achieve its targets	Page 37
Environmental	C3 - Transition plan for undertakings operating in high climate impact sectors	Page 37
Environmental	B3 - Greenhouse gas emission intensity per turnover (in tCO2e)	Page 36
Environmental	B7 - Description of circular economy principles	Page 45
Environmental	B7 - Waste Generated	Page 39
Environmental	C4 - Climate Risks	Page 11
Environmental	Disclosure of any other environmental and/or entity specific environmental disclosures	Our Planet Section
Social	Total no. Employees	Page 7
Social	B8 – Workforce – General characteristics – Type of contract & Gender	Page 27, 28
Social	B10 – Training	Page 29, 30, 31
Social	C6 - Human rights policies and processes	Modern Slavery Policy, here
Social	B9 – Workforce – Health and safety	Page 33
Governance	C9 – Gender diversity ratio in the governance body	Legal Policy, here