

Fairyhouse Steel

Performance Statement



2020



As part of our commitment to our sustainable business practices and transparency Fairyhouse Steel has constructed this booklet to communicate key performances in 2020.

What is Sustainability?

Sustainable development is development “that meets the needs of the present without compromising the ability of future generations to meet their own needs.”

Sustainability focuses on a balance of the following three areas:

- Maintenance of economic growth and employment
- Social progress, recognizing the needs of everyone (employees and community)
- Effective protection of the environment now and in the future, including preserving natural resources for future generations.

Fairyhouse Steel has adopted these principles of sustainability and aim to reflect them in our vision and values.

Fairyhouse Steel Mission is:

- To be a profitable company
- To be sustainable economically, socially and environmentally
- To maintain an advantage over our competitors
We believe in and are committed to:
- Working in a **SAFE**, ethical and environmentally responsible manner
- Empowering **PEOPLE** by involvement, participation and teamwork.
- Satisfying our **CUSTOMERS** by gaining a full understanding of their needs and providing an excellent service and a wide of quality products.
- Continuously improving our **PROCESSES, ACTIVITIES, and TECHNOLOGY** in order to be **COST COMPETITIVE**.

We believe that by achieving this vision we can deliver a Sustainable future for **ALL** our stakeholders.

Fairyhouse Steel EMS Team



STAKEHOLDER ANALYSIS.

A stakeholder analysis has been carried out as illustrated below

Stakeholders have been categorized as Primary, Secondary and Key.

Primary stakeholders:
are those ultimately
affected, either
positively or negatively
by the organisations
actions

Secondary
stakeholders: are
persons or
organisations who are
indirectly affected by
an organisations action.

Key stakeholders: who
can also belong to the
first two groups have
significant influence
upon or importance
within the organization.



Fairyhouse Steel will engage with stakeholders through face to face communication, e-mail, telephone, site visits and surveillance audits to determine our performance and how we can further improve the long term security of the business.

Fairyhouse Steel will always attempt to ensure our stakeholders views and concerns are considered while making any business decisions.

SUPPORTING BIODIVERSITY .

Fairyhouse Steel are please to continue our support of Biodiversity Irelands All Ireland Pollinators Plan 2015-2020.



**BUSINESS SUPPORTERS:
ANNUAL REVIEW 2019**



In 2020 we continued our biodiversity projects, one being our seeds for schools. We supplied wildflower seeds and pollinator information to two local primary 6th class students. We will continue with this project for 2020-2025.

We also carried out a study of the onsite flora and indicated a planting program of pollinator friendly trees and shrubs 2020-2025.

COMMUNITY RELATIONS.

Community relations are important to Fairyhouse Steel and we use various methods to establish and maintain a mutually beneficial relationship with the communities in which we operate. In 2019 Fairyhouse steel purchases an automatic



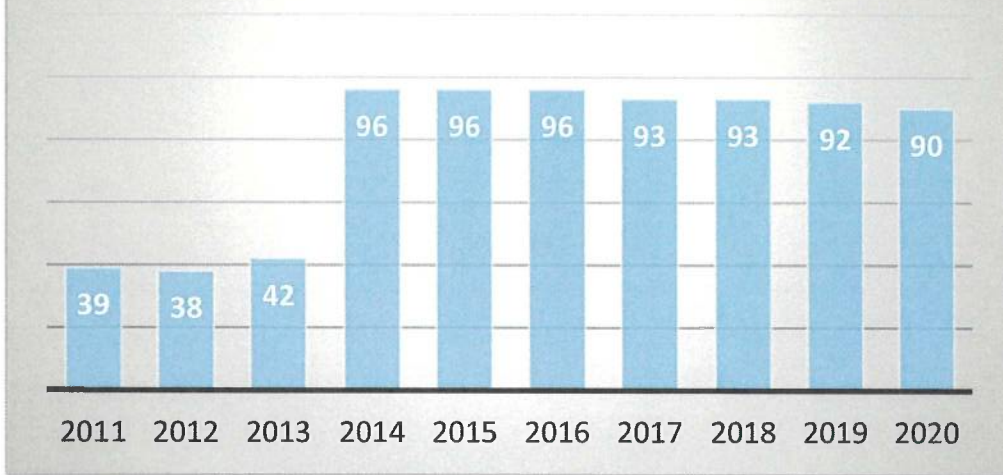
defibrillator for Rathbeggan National and in 2020 in conjunction with Active First Responders we continue to provide service and inspection of the unit. In 2020 the company also supported a number of small businesses in the area, as well as making a donations to charities SVP and Hughes House.



As can be seen by the Pie Charts Recycling is consistent over the year.

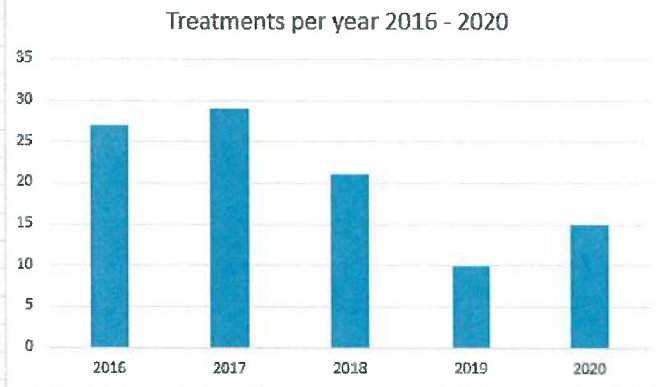


% Rate of Recycling Recovery



Health and Safety Performance and results for 2020

Treatments Per Year	Number of Treatments
2016	27
2017	29
2018	21
2019	10
2020	15



Treatment for 2020

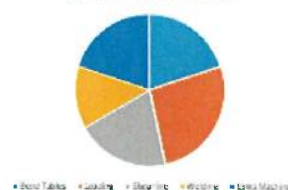
Employee Name	Date	Work Area	Injury	Body part	Number of Injuries	Injury Classification
Malouso Ruzinski	16/01/2020	Links Machine	Cut	Face	1	Minor
Karel Koleska	24/01/2020	Shearline	Bruse	Head	1	MT
Diego Salgueiro	11/02/2020	Band Tables	Bruse/graze	hand	1	Minor
Michal Rigo	29/03/2020	Loading	Bruse	Hip	1	Minor (cut Michal sent home to rest)
Malouso Ruzinski	27/03/2020	links Machine	Cut	Arm	1	Minor
Linaz Bagozidis	25/06/2020	Loading	Cut	Shin	1	Minor
Linaz Bagozidis	29/06/2020	Loading	Bruse	Head	1	Minor
Devidas Ravallis	06/07/2020	Welding	Cut	Face	1	Minor
Devidas Ravallis	27/07/2020	Welding	Cut	Hand	1	Minor
Mariusz Cwiklinski	28/07/2020	Shearline	Grt in eye	Face	1	Minor
Filipe Farrar Salgueiro	10/08/2020	Shearline	Cut	Arm	1	Minor
Andre Salgueiro	17/08/2020	Loading	Cut	Arm	1	MT
Malouso Ruzinski	28/08/2020	Links Machine	Uraze	Arm	1	Minor
Ricardo Alexandre	01/09/2020	Band Tables	Cut	Arm	1	Minor
Ricardo Alexandre	18/09/2020	Band Tables	Cut	Arm	1	Minor

Employee Name	No. of Injuries in 2020
Malouso Ruzinski	4
Linaz Bagozidis	2
Devidas Ravallis	2
Ricardo Alexandre	2
Karel Koleska	1
Michal Rigo	1
Mariusz Cwiklinski	1
Filipe Salgueiro	1
Andre Salgueiro	1
Total	15

Injuries per Employee 2020



Injuries per Work Area 2020.

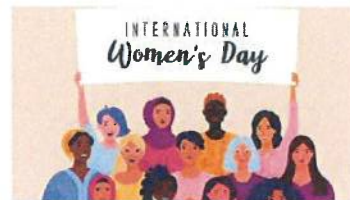


Work Area	No. of Injuries in 2020
Band Tables	3
Loading	4
Shearline	2
Welding	2
Links Machine	1
Total	15

Men's Health Week, fruit baskets ready for staff to eat tomorrow 😊



Fairyhouse Steel continued to support Men's Health Week in 2020. Each year since 2017 Fairyhouse Steel has supported Men's Health Week by supplying Generous Fruit Baskets for all employees during the week. During Men's Health Week employees are also supplied with health information tips and posters. Fairyhouse Steel also supports International Womens Day each year.



MEN'S HEALTH
WEEK 2020
RESTORING THE
BALANCE
BE PART OF THE SOLUTION

Visit www.mhfi.org to find out more


#MensHealthWeek #MHW2020



Fairyhouse Steel Management Systems.

We continue to manage and continually improve on our range of management systems. In 2020 we added ISO 45001:2018 Certification to the list of certification we hold.

CERTIFICATE OF APPROVAL



Product Conformity Certification Page 1 of 3

This is to certify that **Brazil & Co. (Steel) Ltd. T/A Fairyhouse Steel** at its establishment at **Ratoath** has complied with the Authority that it maintains a quality management system that complies with the requirements of BS EN ISO 9001 and the relevant EN6092 Quality Control/Conformance Assessment Schedule, where appropriate, and as listed below if they have notified the Authority that it continuously meets the applicable product test methods and the associated product standards and is entitled to use the CARES and/or its products using the associated test procedures registered with the Authority.

Scope of certification:
Processing of steel reinforcement to relative straight lengths

This certificate remains the property of the Authority and is issued subject to the Regulations of the Authority. This certificate is uncontrolled when printed. To check the validity of this certificate please visit www.ukas.com or contact us on +44 1753 450000.

CERTIFICATE NUMBER	ISSUE DATE	VALID UNTIL	SUPPLY DATE
448894	February 2019	31 January 2020	31 December 2019

See back of certificate for full details of the scope of certification.

See back of certificate for full details of the scope of certification.



CERTIFICATE OF APPROVAL



Environmental Management System Certification

This is to certify that **Brazil & Co. (Steel) Ltd. T/A Fairyhouse Steel** at its establishment at **Ratoath** has been approved by the Authority to the following Management System standard using the processes and procedures registered with the Authority:

BS EN ISO 14001:2015

Scope of certification:
Processing of steel reinforcement products

This certificate remains the property of the Authority and is issued subject to the Regulations of the Authority. This certificate is uncontrolled when printed. To check the validity of this certificate please visit www.ukas.com or contact us on +44 1753 450000.


CERTIFICATE NUMBER	ISSUE DATE	VALID UNTIL	SUPPLY DATE
1278	March 2014	16 June 2017	10 June 2020

See back of certificate for full details of the scope of certification.

See back of certificate for full details of the scope of certification.



APPENDIX TO CARES CERTIFICATE NO. 448894
BRAZIL & CO. (STEEL) LTD. T/A FAIRYHOUSE STEEL
RATOATH



Product Conformity Certification Page 2 of 3

Scope of certification:
Processing of steel reinforcement to BS 4449 and BS 4449-2
Bending and distribution of BS 4449 BS 4449-2 and BS 4449-3

Manufacture of precast/prestressed (PPC) reinforced fabrication using reinforcing bar in the size range 8mm to 32mm to the relevant requirements of BS EN ISO 17890 and BS 4449 and CARES Quality and Operation Assessment Schedule 11 and 12 using rock wells and cone shaped test pieces under factory conditions.

Application of Epoxy Resin Epoxy Resin based standard (A114) and standard (F13) and (F14) mechanical compliance to CARES Appendix 15.18 using BS 4449 grade BS 4449 and BS 4449-2 in the size range 7mm to 32mm for use in accordance with Technical Approval report 15.18 - 2019.


Application of Epoxy Resin Epoxy Resin based standard (A113) and standard (F13) and (F14) mechanical compliance to CARES Appendix 15.18 using BS 4449 grade BS 4449 and BS 4449-2 in the size range 7mm to 32mm for use in accordance with Technical Approval report 15.18 - 2019.

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448894	February 2019	31 January 2020	31 December 2019

See back of certificate for full details of the scope of certification.

See back of certificate for full details of the scope of certification.



CERTIFICATE OF APPROVAL



Occupational Health and Safety Management System Certification

This is to certify that **Brazil & Co. (Steel) Ltd. T/A Fairyhouse Steel** at its establishment at **Ratoath** has been approved by the Authority to the following Management System standard using the processes and procedures registered with the Authority:

OHSA 18001:2007


Scope of certification:
Production of hot rolled steel bar and coil for the reinforcement of concrete to BS 4449-1997/2005 Grade B500B

This certificate remains the property of the Authority and is issued subject to the Regulations of the Authority. This certificate is uncontrolled when printed. To check the validity of this certificate please visit www.ukas.com or contact us on +44 1753 450000.

CERTIFICATE NUMBER	ISSUE DATE	VALID UNTIL	SUPPLY DATE
1494	September 2019	20 September 2020	12 March 2021

See back of certificate for full details of the scope of certification.

See back of certificate for full details of the scope of certification.



CERTIFICATE OF APPROVAL



Quality Management System Certification

This is to certify that **Brazil & Co. (Steel) Ltd, T/A Fairyhouse Steel** at its establishment at **Ratoath**

has been approved by the Authority to the following management system standard using the processes and procedures registered with the Authority:

BS EN ISO 9001: 2015

Scope of certification:
Processing of steel reinforcement products

This certificate remains the property of the Authority and is issued subject to the Regulations of the Authority. This certificate is uncontrolled when printed. To check the validity of this certificate please visit www.ukas.com or contact us on +44 1753 450000

CERTIFICATE NUMBER	ISSUE DATE	VALID DATE	EXPIRES DATE
1548	March 2018	27 February 2019	27 February 2021

ISSUED FOR THE CERTIFICATE HOLDER'S REPRESENTATIVE

Lee Buckley
Lee Buckley
UKAS Customer Officer



The use of this certificate does not constitute an endorsement or approval of the certificate holder or the services provided by the certificate holder. The Authority is not responsible for any loss or damage caused by the use of this certificate. The Authority is not responsible for any loss or damage caused by the use of this certificate. The Authority is not responsible for any loss or damage caused by the use of this certificate.

CERTIFICATE OF APPROVAL



Sustainable Constructional Steel (SCS) scheme certification

Rating
PASS

This is to certify that **Brazil & Co. (Steel) Ltd, T/A Fairyhouse Steel** at its establishment at **Ratoath**

has been approved by the Authority to the CARES sustainable constructional steel scheme for the following operational assessment schedule using the processes and procedures registered with the Authority. The scheme complies with BS 8902:2009.

CARES Sustainability Scheme Appendix 02

Scope of certification:
Processing of steel reinforcement products

This certificate remains the property of the Authority and is issued subject to the Regulations of the Authority. This certificate is uncontrolled when printed. To check the validity of this certificate please visit www.ukas.com or contact us on +44 1753 450000

CERTIFICATE NUMBER	ISSUE DATE	VALID DATE	EXPIRES DATE
1339	December 2012	10 October 2018	22 October 2021

ISSUED FOR THE CERTIFICATE HOLDER'S REPRESENTATIVE

Lee Buckley
Lee Buckley
UKAS Customer Officer



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CERTIFICATE OF APPROVAL



Responsible Sourcing of construction products



This is to certify that **Brazil & Co. (Steel) Ltd, T/A Fairyhouse Steel** at its establishment at **Ratoath**

has been approved by the Authority to the requirements of BS2087 Issue 3.1 using the processes and procedures registered with the Authority. This Responsible Sourcing certification has been issued on order. Please refer to BS's Responsible Sourcing scheme methodology, scheme documentation and underpinning processes. The rating table is shown in a separate appendix to this certificate.

BSI BS2087 Issue 3.1

Scope of certification:
Processing of steel reinforcement products

This certificate remains the property of the Authority and is issued subject to the Regulations of the Authority. This certificate is uncontrolled when printed. To check the validity of this certificate please visit www.ukas.com or contact us on +44 1753 450000

CERTIFICATE NUMBER	ISSUE DATE	VALID DATE	EXPIRES DATE
1491	February 2017	08 December 2019	08 December 2021

ISSUED FOR THE CERTIFICATE HOLDER'S REPRESENTATIVE

Lee Buckley
Lee Buckley
UKAS Customer Officer



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APPENDIX TO CARES CERTIFICATE NO. 1491 BRAZIL & CO. (STEEL) LTD, T/A FAIRYHOUSE STEEL



This Responsible Sourcing certification has been issued on order. Please refer to BS's Responsible Sourcing scheme methodology, scheme documentation and underpinning processes.

Responsible Sourcing of construction products



Sourcing Table:	Section	Points Scored	Max. Available	Risk Applicable	
				High	Medium
1.1	1.1.1 Environmental Sourcing Policy	10	10		
1.2	1.2.1 Legal compliance	10	10		
1.3	1.3.1 Quality management system	10	10		
1.4	1.4.1 Supplier management system	10	10		
1.5	1.5.1 Supplier financial strength	10	10		
1.6	1.6.1 EMS in the supply chain	10	10		
1.7	1.7.1 Health and safety in the supply chain	10	10		
1.8	1.8.1 Environmental performance	10	10		
1.9	1.9.1 Energy management	10	10		
1.10	1.10.1 Resource use	10	10		
1.11	1.11.1 Waste services and management	10	10		
1.12	1.12.1 Water conservation	10	10		
1.13	1.13.1 Air quality management (AQ)	10	10		
1.14	1.14.1 Community	10	10		
1.15	1.15.1 Supplier Impact	10	10		
1.16	1.16.1 Environmental and S&P	10	10		
1.17	1.17.1 Environmental and S&P	10	10		
1.18	1.18.1 Business ability	10	10		

CERTIFICATE NUMBER	ISSUE DATE	VALID DATE	EXPIRES DATE
1491	February 2017	08 December 2019	08 December 2021

ISSUED FOR THE CERTIFICATE HOLDER'S REPRESENTATIVE

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Moving forward in 2021.

2020 saw challenges to business and society due to the Covid-19 SARS Pandemic with reduced working hours and restrictions on movement of our employees, Fairyhouse steel endeavored to assist employees where possible with working from home, and assisting our workforce to maintain and adhere to government guidelines through break changes and outfitting canteens and offices to facilitate social distancing and hygiene practices. In 2021/2022 we are working towards:

- Continual growth of the business.
- Allocation and investment of resources to improve on production and management processes having completed the construction of our production extension.
- Continual improvement in our Management systems, ISO 9001, ISO14001, and ISO 45001 certifications,
- New Employee Training and continual training for staff..
- Greater biodiversity enhancement through our continued involvement with Biodiversity Ireland, as a business supporter and their ALL IRELAND Pollinator Plan 2015-2020 Scheme.
- Development and implementation of a Energy Management and Awareness Plan for 2021 and more efficient resource use..
- Biodiversity Development plans for 2021/2022.
- Continual Improvements in Sustainability and the environment..

- Development of our company Wellbeing and mental health policy.
- Continue to work towards achieving our KIP's as outlined in the following Appendix

Your contribution is essential and appreciated in attaining company objectives and targets.

Together we can achieve the vision we have set for Fairyhouse Steel in 2021/2022

Fairyhouse Steel EMS Team.



FAIRYHOUSE STEEL

Key Performance Indicators (KPIs)

KPI	RECORDED	TARGET
KPI	2020	2021
2.9.5 Stakeholder Complaints and Prosecutions		
Total number of ethical, environmental, social and economic <i>incidents</i> recorded and reported to an external Regulator in the data collection/reporting period.	0	0
Total number of ethical, environmental, social and economic <i>incidents</i> that resulted in the issuance of enforcement and/or prohibition notices by an external Regulator in the data collection/reporting period.	0	0
Total number of ethical, environmental, social and economic <i>incidents</i> that resulted in a successful prosecution by an external Regulator in the data collection/reporting period.	0	0
Total number of ethical, environmental, social and economic <i>complaints</i> recorded and reported to an external Regulator in the data collection/reporting period.	0	0
Total number of ethical, environmental, social and economic <i>complaints</i> that resulted in the issuance of enforcement and/or prohibition notices by an external Regulator in the data collection/reporting period.	0	0
Total number of ethical, environmental, social and economic <i>complaints</i> that resulted in a successful prosecution by an external Regulator in the data collection/reporting period.	0	0
KPI		
2.10.3 Responsible sourcing evaluation scope		
Total mass of raw materials purchased	58789	
Total mass of raw materials supplied evaluated for sustainability impacts	49943	
Supplier sustainability impact evaluation by mass percentage	84.95	90.00
KPI		
3.2.1 Material Efficiency (To be completed by processor and for companies with a Rolling Mill but not a Steel Making Plant)		
Total tonnes of raw materials used over year (Billet, Reinforcing bar and/or coil)	60079	INCREASE
Total tonnes of finished product	59573	OR
Material Efficiency	99.16	MAINTAIN
KPI		
3.3.2 Renewable Energy		
Total energy including : fuel, electricity, heating, cooling, steam or all other energy sources	1464	REDUCE
Total renewable energy produced directly on site, or purchased as certified renewable energy.	531.5784	INCREASE
Renewable energy as a proportion of total energy used	36.31	INCREASE
KPI		
3.3.4 Water Use		
Total volume of water consumed including: Surface water from wetlands, rivers, lakes, sea and oceans; Ground water; Rainwater collected; Municipal water supplies (Potable water)	93.18	REDUCE/MAINTAIN
Total quantity of billet or bloom or slab or finished product produced	60602	INCREASE
Water Use	0.00	REDUCE/MAINTAIN
KPI		
3.4.5 Land Use and Biodiverse Rich Habitats		
Total Land Use by the organisation	14000	INCREASE
Land Use in Biodiversity Rich Habitats	0	MAINTAIN
Land Use in Biodiversity Rich Habitats	0.00	MAINTAIN
KPI		
3.5.1 Climate Change - Global Warming Potential performance (To be completed by processor and for companies with a Rolling Mill but not a Steel Making Plant - Weighted average of GWPs of steel producers)		
GWP	651.85	650
KPI		
3.7.2 By-Product production		
Total quantity of By-Products including : filter dust, slag, sludge, slurry, mill scale and all other by-products.	6000	Below 0.1
Total quantity of billet or bloom or slab produced (Good product) or finished product	59573	
By-Product production	0.10	
KPI		
3.7.3 Waste recycled		
	2020	2021



Total quantity of Waste recycled including: refractory, graphite electrode, skull, steel crop, steel-offcut, scrap rolls, copper mould, waste oil, tyre, batteries/accumulators, packing waste (wood / plastic / paper-cartoon) and all other recycled waste.	508884	INCREASE
Total quantity of billet or bloom or slab produced (Good product) or finished product	59573	INCREASE
Waste recycled	8.54	INCREASE

KPI	RECORDED	TARGET
	2020	2021
3.7.5 Waste to landfill		
Total quantity of Waste to landfill including: general waste, hazardous waste, non-hazardous waste, inert waste and by-products if they are not reused or recycled.	280	DECREASE
Total quantity of billet or bloom or slab produced (Good product) or finished product	59573	INCREASE
Waste to landfill	0.00	DECREASE

KPI	RECORDED	TARGET
	2020	2021
4.1.4 Employee Turnover		
Total average number of employees and permanent contractors (if any) leaving at all sites during the data collection/reporting period.	8	REDUCE
Total average number of employees and permanent contractors (if any) employed at all sites during the data collection/reporting period.	64	INCREASE
Employee Turnover Rate	12.50	REDUCE

KPI	RECORDED	TARGET
	2020	2021
4.1.6 Fair Wages		
Total average number of employees and permanent contractors (if any) employed with minimum wage set by national legal standard at all sites during the data collection/reporting period.	0	MAINTAIN
Total average number of employees and permanent contractors (if any) employed at all sites during data collection/reporting period.	64	MAINTAIN/INCREASE
Minimum Wage Rate	0.00	MAINTAIN/INCREASE

KPI	RECORDED	TARGET
	2020	2021
4.1.8 Gender Pay Equality		
Average (median) earnings of men	35753.77	REDUCE GAP
Average (median) earnings of women	27863.33	
Gender Pay Gap	22	

KPI	RECORDED	TARGET
	2020	2021
4.1.9 Gender Equality		
Percentage split in gender of total workforce expressed as %Male/%Female	8.474576271	INCREASE

KPI	RECORDED	TARGET
	2020	2021
4.1.12 Employee Grievance System		
Total number of grievances about social impacts (e.g. Human Rights, Worker's Conditions, Fair Labour Conditions...etc) resolved through formal grievance system at all sites during the data collection/reporting period.	1	MAINTAIN
Total number of grievances about social impacts (e.g. Human Rights, Worker's Conditions, Fair Labour Conditions...etc) filed through formal grievance system at all sites during the data collection/reporting period.	1	
Grievance Resolution Rate	100.00	

KPI	RECORDED	TARGET
	2020	2021
4.2.1 Lost time injury frequency rate (LTIFR)		
LTIFR: $(LTI) / (WH / 1,000,000)$		
Total number of lost time injuries of employees and permanent contractors (if any) during the data collection/reporting period - LTI	1	<10.83
Total number of work hours of employees and permanent contractors (if any) during the data collection/reporting period - WH	92313	
LTIFR	10.83	

KPI	RECORDED	TARGET
	2020	2021
4.3.5 Skills and Training (Development of Employees)		
Total number of training hours provided by the organization in the reporting period to its employees and permanent contractors (if any) in the data collection/reporting period.	315	MAINTAIN/INCREASE
Total (average) number of employees and permanent contractors (if any) employed at all sites during the data collection/reporting period.	64	
Number of training hours per employee-contractor	4.92	

KPI	RECORDED	TARGET
	2020	2021
4.4.2 Community Relations (Community initiatives)		
Total community initiative expenditure (funding) in the data collection/reporting period.	31000	



Total quantity of output (final product quantity) at all sites during the data collection/reporting period.	59503	INCREASE
Community Initiative Rate	52.10	

KPI	RECORDED	TARGET
5.1.1 Contribution to Diversity and Stability of the Local Economy (Local Purchases)	2020	2021
Total local purchases expenditure in the data collection/reporting period. (Note: Local purchases are limited to national purchases and exclude imports)	120689	INCREASE
Total quantity of output (final product quantity) at all sites during the data collection/reporting period.	59503	
Local Purchases Rate	202.83	INCREASE
Total purchase expenditure in the data collection/reporting period. (Note: Local purchases are limited to national purchases and exclude imports)	60203	
% local purchases in the data collection/reporting period (local purchase/total purchase) (Note: Local purchases are limited to national purchases and exclude imports)	200.4700762	

KPI	RECORDED	TARGET
5.2.3 Contribution to Diversity and Stability of the Local Economy (Local Employment)	2020	2021
Total average number of employees and permanent contractors (if any) from local community/area at all sites during the data collection/reporting period. (Note: 'Local' definition is to be defined and justified based on specific circumstances. As a default this can be national.)	64	MAINTAIN
Total average number of employees and permanent contractors (if any) employed at all sites during the data collection/reporting period.	64	
Local Employment Rate	100.00	

KPI	RECORDED	TARGET
5.3.1 Pursuing Innovation	2020	2021
Total innovation and investment expenditure in the data collection/reporting period.	382346.47	MAINTAIN
Total quantity of output (final product quantity) at all sites during the data collection/reporting period.	60602	
Pursuing Innovation Rate	630.91	

KPI	RECORDED	TARGET
5.4.2 Fair Treatment of Suppliers	2020	2021
Total number of complaints against the company by suppliers at all sites during the data collection/reporting period. Do not include quality complaints from customers. This KPI is for complaints from suppliers only.	0	0