

Fairyhouse Steel
Performance Statement



2021

Leaving the World
A Better Place
for Future
Generations



As part of our commitment to our sustainable business practices and transparency Fairyhouse Steel has constructed this booklet to communicate key performances in 2021.

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.

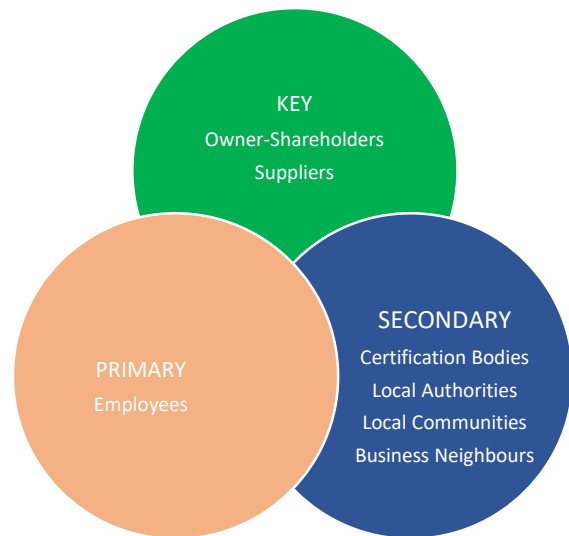
Primary stakeholders: are those ultimately affected, either positively or negatively by the organisations actions

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 2020-2025.



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 purchased an automatic defibrillator for Rathbeggan



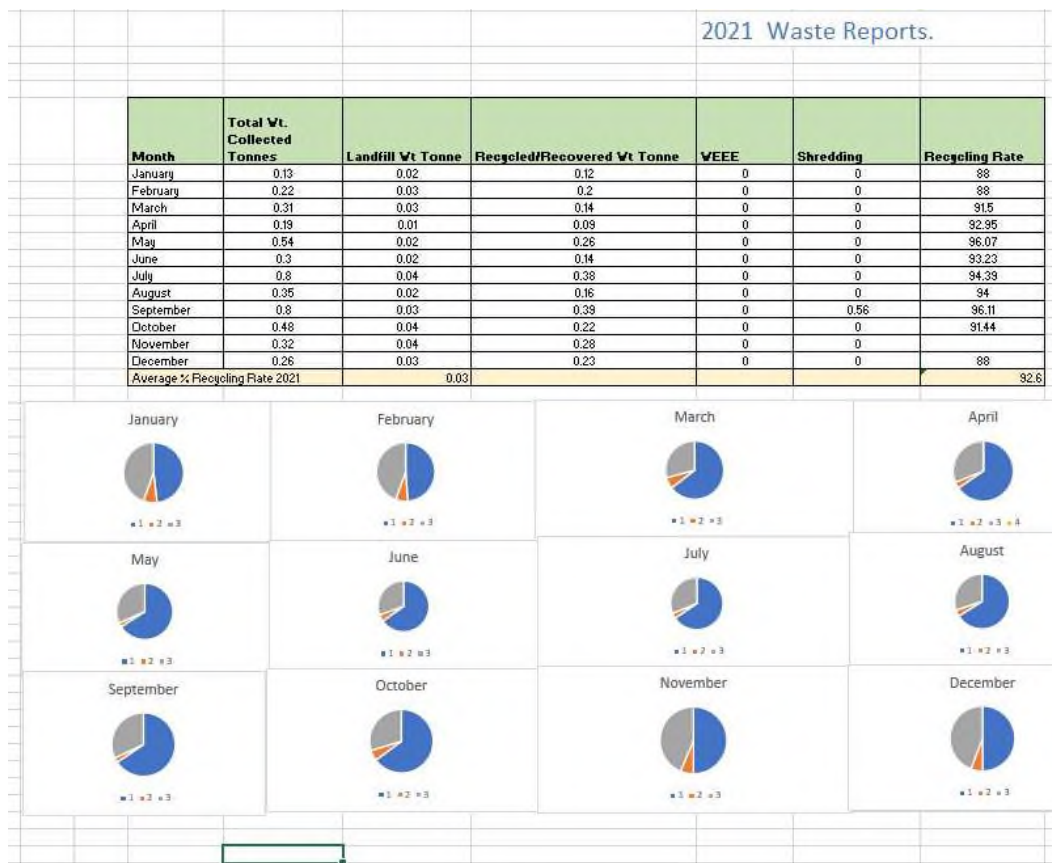
Photo from Dublin First Responders post
© World 101.com

National and in 2021 in conjunction with Active First Responders we continue to provide service and inspection of the unit and replaced the pads and batteries of the unit.

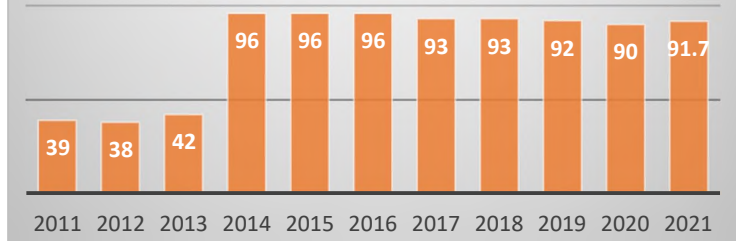
Charity Donations

In 2021 the company also supported a number of charities by making donations to charities such a SVP and Hughes House.

As can be seen by the Pie Charts Recycling is consistent over the year with a slight increase in the overall recycling rate for 2021 to 91.7%..



% Rate of Recycling Recovery



Health and Safety Performance and results for 2021

Treatment for 2021

Employee Name	Date	Work Area	Injury	Body part	Number of Injuries	Injury Classification
Rolandas Petrusis	08.01.2021	Bending	Cut	Finger	1	Minor
Marco Figueiredo	04.05.2021	Threading/chop saw	Crush	Finger	1	MT
Rolandas Petrusis	31.05.2021	Bend Table(in canteen)	Scald	Hand	1	Minor
Linus Bagavicius	03.06.2021	Loading	Cut	Arm	1	Minor
Ricardo Alexander	04.06.2021	Bend Tables	Cut	Finger	1	Minor
Viorel Danadara	21.07.2021	Shearline	Sprain	Wrist	1	MT
Iosif Barlescu	11.08.2021	Shearline	Cut	Arm	1	Minor
Mateusz Rucinski	23.08.2021	Links	Cut	Arm	1	Minor
Dragos Barlescu	24.08.2021	Links	Cut	Face	1	Minor
Daniel Kavalec	26.08.2021	Links	Cut	Arm	1	Minor
Max Brazil	27.08.2021	Shearline	Cut	Forehead	1	Minor
Michal Rigo	10.09.2021	Loading	Cut	Leg	1	Minor
Daniel Kavalec	27.09.2021	Links	Cut	Arm	1	Minor
Diogo Salgueiro	17.11.2021	Bend Table	Bruiuse/sprain	Leg	1	MT
Mateusz Rucinski	14.12.2021	Links	Cut	Neck	1	MT

Lost Time Injury Frequency Rate Calculations

Descriptions	Number	TCIR	LTIR	LWDR	DART
Manhours Worked	14,457,600.00	0.07	0.00	0.21	0.00
Factor	1,000,000				
Total Recordables	1				
Total Lost Time Cases	3				
Total Lost Workdays	3				
Total Days Away	3				
Total Incidents from Accident Reports	2				
Total Restricted or Transferred Days					
Total Restricted or Transferred cases					
Manhours worked	144576				

Descriptions	Number	TRIFR	LTIFR	Severity
Total Restricted or Transferred Days		0.14	0.00	0.2075
Total Restricted or Transferred cases				

Year	Near Miss Report per year	Reportable accidents per year
2017	3	6
2018	3	0
2019	4	1
2020	4	1

Employee Name	Number of treatments
Rolandas Petrusis	2
Mateusz Rucinski	2
Daniel Kavalec	2

Work Area	Number of Treatments
Links	5
Bend Tables	4
Shearlines	3

Near Misses V. Reported Accidents

Employee V Number of treatments

• Rolandas Petrusis • Mateusz Rucinski • Daniel Kavalec

Work Area V Number of Treatments

• Links • Bend Tables • Shearlines

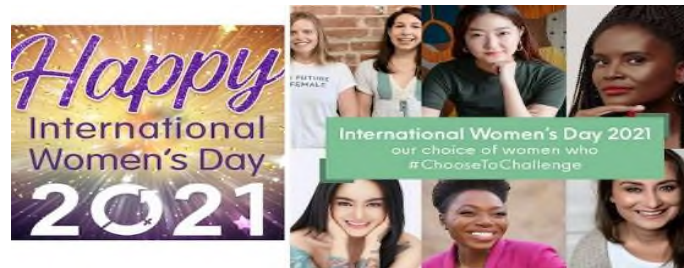


Fairyhouse Steel continued to support Men's Health Week in 2021. Each year since 2017 Fairyhouse Steel has supported Men's Health Week by supplying Generous Fruit Baskets for all employees during the week. During Men's Health Week employees are also supplied with health information tips and posters.



2021 INTERNATIONAL MEN'S HEALTH WEEK

#menshealthweek



Fairyhouse Steel also supports International Womens Day each year.

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 and continue to improve all management systems through ongoing knowledge and experience.



Moving forward in 2022.

2021 saw challenges to business and society for a second year due to the Covid-19 SARS Pandemic with reduced working hours and restrictions on movement of our employees, Fairyhouse steel endeavored to endeavor to continue with our objectives of improving our sustainability and reduction in energy needs and carbon outputs. In an increasing demanding economic and climatic world we aim to work towards a reduction in our energy requirements through more efficient processes and reduced waste. In 2022/2023 we are working towards:

- Continual growth of the business to meet the ever growing construction needs of the country..
- Allocation and investment of resources to improve on production equipment and management processes.
- Continual improvement in our Management systems, ISO 9001, ISO14001, and ISO 45001 certifications,BES 6001.
- 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 2020 -2026 Scheme.
- Development and implementation of a Energy Management and Awareness Plan for 2022/23 and more efficient resource use utilizing Solar Energy.
- Biodiversity Development plans for 2022/2023.
- Continual Improvements in Sustainability and the environment..

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 2022/2023

Fairyhouse Steel EMS Team.



Appendix I
Fairyhause Steel KPIs

FAIRYHOUSE STEEL

Key Performance Indicators (KPIs)

KPI	RECORDED	TARGET
Stakeholder Complaints and Prosecutions	2021	2022
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 that</i> 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	RECORDED	TARGET
Responsible sourcing evaluation scope	2021	2022
Total mass of raw materials purchased	61750	-
Total mass of raw materials supplied evaluated for sustainability impacts	43309	-
Supplier sustainability impact evaluation by mass percentage	70.14	80.00
KPI	RECORDED	TARGET
Material Efficiency (To be completed by processor and for companies with a Rolling Mill but not a Steel Making Plant)	2021	2022
Total tonnes of raw materials used over year (Billet, Reinforcing bar and/or coil)	61750	-
Total tonnes of finished product	61220	-
Material Efficiency	99.14	99.15
KPI	RECORDED	TARGET
Renewable Energy	2021	2022
Total energy including : fuel, electricity, heating, cooling, steam or all other energy sources	2019.29	-
Total renewable energy produced directly on site, or purchased as certified renewable energy.	1286.29	-
Renewable energy as a proportion of total energy used	63.70	64.00
KPI	RECORDED	TARGET
Water Use	2021	2022
Total volume of water consumed including: Surface water from wetlands, rivers, lakes, sea and oceans; Ground water; Rainwater collected; Municipal water supplies (Potable water)	113.16	-
Total quantity of billet or bloom or slab or finished product produced	60602	-
Water Use	0.00	110
KPI	RECORDED	TARGET
Land Use and Biodiverse Rich Habitats	2021	2022
Total Land Use by the organisation	16394	-
Land Use in Biodiversity Rich Habitats	0	-
Land Use in Biodiversity Rich Habitats	0.00	0
KPI	RECORDED	TARGET
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)	2021	2022
GWP	586.17	580
KPI	RECORDED	TARGET
By-Product production	2021	2022
Total quantity of By-Products including : filter dust, slag, sludge, slurry, mill scale and all other by-products.	15900	-
Total quantity of billet or bloom or slab produced (Good product) or finished product	58762	-
By-Product production	0.27	0.26
KPI	RECORDED	TARGET
Waste recycled	2021	2022

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.	537390	-
Total quantity of billet or bloom or slab produced (Good product) or finished product	58762	-
Waste recycled	9.15	9.1

KPI	RECORDED	TARGET
Waste to landfill	2021	2022
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.	7719	REDUCTION
Total quantity of billet or bloom or slab produced (Good product) or finished product	58762	-
Waste to landfill	0.13	0.13

KPI	RECORDED	TARGET
Employee Turnover	2021	2022
Total average number of employees and permanent contractors (if any) leaving at all sites during the data collection/reporting period.	4	<4
Total average number of employees and permanent contractors (if any) employed at all sites during the data collection/reporting period.	60	-
Employee Turnover Rate	6.67	<6.67

KPI	RECORDED	TARGET
Fair Wages	2021	2022
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	0
Total average number of employees and permanent contractors (if any) employed at all sites during data collection/reporting period.	64	64
Minimum Wage Rate	0.00	0

KPI	RECORDED	TARGET
Gender Pay Equality	2021	2022
Average (median) earnings of men	35821.65	REDUCE GAP
Average (median) earnings of women	27863.34	
Gender Pay Gap	22	

KPI	RECORDED	TARGET
Gender Equality	2021	2022
Percentage split in gender of total workforce expressed as %Male/%Female	8.33	>8.33

KPI	RECORDED	TARGET
Employee Grievance System	2021	2022
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	-
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	100

KPI	RECORDED	TARGET
Lost time injury frequency rate (LTIFR)	2021	2022
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	2	<0.14
Total number of work hours of employees and permanent contractors (if any) during the data collection/reporting period - WH	14457600	
LTIFR	0.14	

KPI	RECORDED	TARGET
Skills and Training (Development of Employees)	2021	2022
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.	235	-
Total (average) number of employees and permanent contractors (if any) employed at all sites during the data collection/reporting period.	60	-
Number of training hours per employee-contractor	3.92	>3.92

KPI	RECORDED	TARGET
Community Relations (Community initiatives)	2021	2022
Total community initiative expenditure (funding) in the data collection/reporting period.	381778	>310000

Total quantity of output (final product quantity) at all sites during the data collection/reporting period.	58762	-
Community Initiative Rate	649.70	-

KPI	RECORDED	TARGET
Contribution to Diversity and Stability of the Local Economy (Local Purchases)	2021	2022
Total local purchases expenditure in the data collection/reporting period. (Note: Local purchases are limited to national purchases and exclude imports)	3449097	-
Total quantity of output (final product quantity) at all sites during the data collection/reporting period.	58762	-
Local Purchases Rate	5869.60	1000
Total purchase expenditure in the data collection/reporting period. (Note: Local purchases are limited to national purchases and exclude imports)	44,900,393.00	-
% local purchases in the data collection/reporting period (local purchase/total purchase) (Note: Local purchases are limited to national purchases and exclude imports)	7.681663276	8%

KPI	RECORDED	TARGET
Contribution to Diversity and Stability of the Local Economy (Local Employment)	2021	2022
Total average number of employees and permanent contractors (if any) from <u>local community/area</u> 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.)	55	-
Total average number of employees and permanent contractors (if any) employed at all sites during the data collection/reporting period.	60	-
Local Employment Rate	91.67	92

KPI	RECORDED	TARGET
Pursuing Innovation	2021	2022
Total innovation and investment expenditure in the data collection/reporting period.	540000	200000
Total quantity of output (final product quantity) at all sites during the data collection/reporting period.	58762	-
Pursuing Innovation Rate	918.96	>630

KPI	RECORDED	TARGET
Fair Treatment of Suppliers	2021	2022
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