

Fairyhouse Steel
Performance Statement



2025

As part of our commitment to our sustainable business practices and transparency Fairyhouse Steel has constructed this booklet to communicate key performances in 2025.

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.

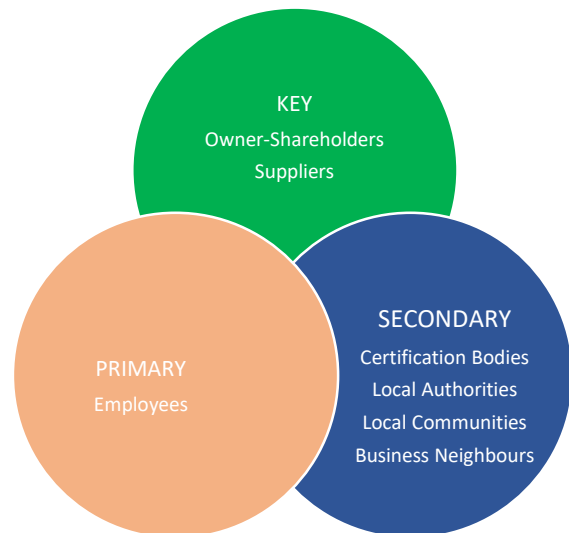
A stakeholder analysis has been carried out as illustrated below

Stakeholders have been categorized as Primary, Secondary and Key.

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

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

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

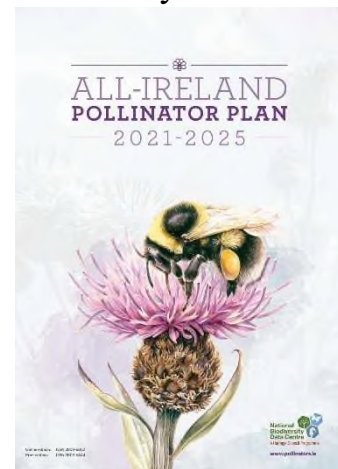


Fairyhouse Steel will engage with stakeholders through face to face communication, e-mail, telephone, site visits and surveillance audits to determine our performance and how we can further improve the long term security of the business.

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

SUPPORTING BIODIVERSITY .

Fairyhouse Steel are pleased to continue our support of Biodiversity Irelands All Ireland Pollinators Plan 2026-2030.



In 2025 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 2025-2030.

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 National School and in 2024 in conjunction

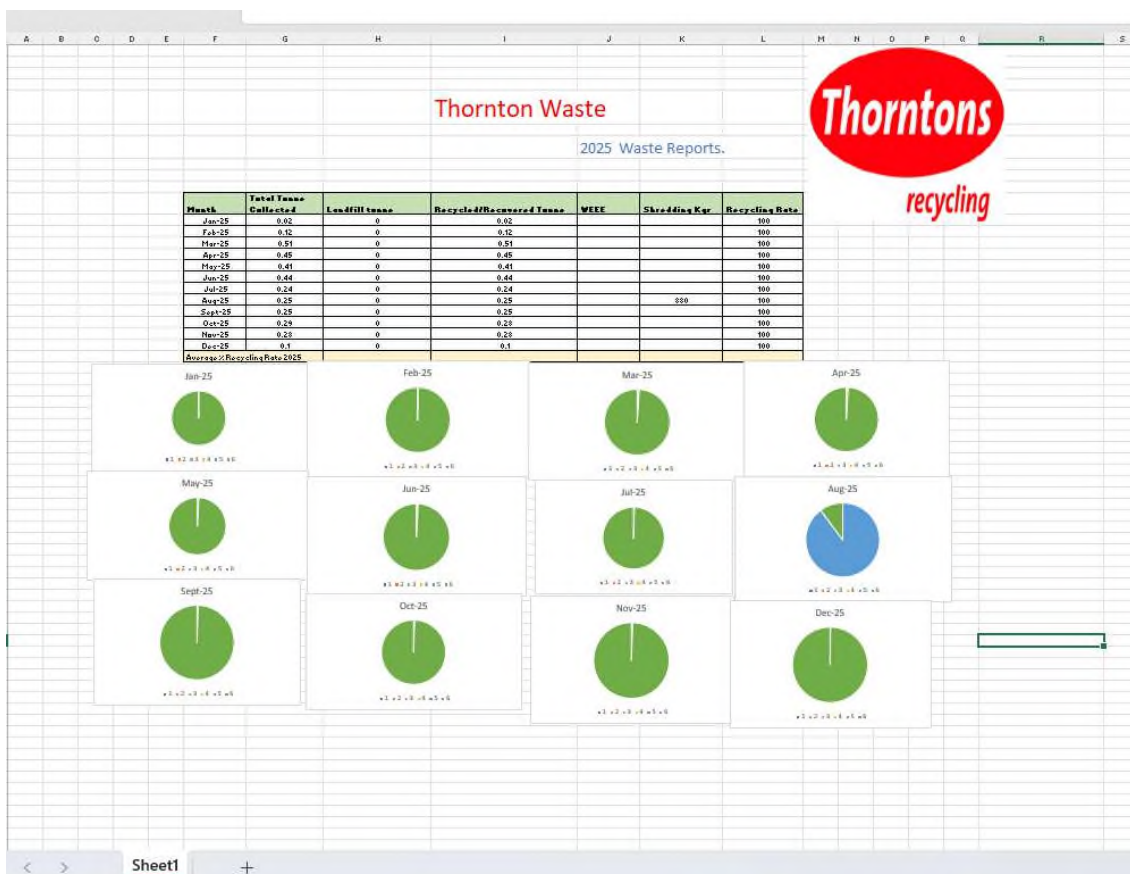
with Active First Responders we continue to provide service and inspection of

the unit and replaced the pads and batteries of the unit. In 2024 10 Employees were trained as Cardiac Responders in medical emergency cases.

Charity Donations

In 2024 the company also supported a number of charities by making donations to charities and local organisations such as Ratoath GAA, Ratoath Rugby Club, Porterstown Lane Text Alert 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 2025 to 100%



Health and Safety Performance and results for 2025.



2025 INTERNATIONAL MEN'S HEALTH WEEK

#menshealthweek



Fairyhouse Steel continued to support Men's Health Week in 2025. 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.

| Employee Name | Date | Work Area | Injury | Body part | Number of Injuries | Injury Classification |
|-----------------|------------|----------------|-------------|-----------|--------------------|-----------------------|
| Damien Bar | 08/09/2025 | Shearline | Muscle Tear | FOFEAPM | 1 | MT |
| Zmita Puhens | 28/02/2025 | Bend Table | Cut | Hand | 1 | Minor |
| Felix Sempelski | 19/04/2025 | Bend Table | Cut | Kneecap | 1 | Minor |
| Maksym Baron | 24/07/2025 | Link's Machine | Cut | Chin | 1 | Minor |
| Vojtech Kazna | 28/01/2025 | Winding | Dist Injery | Eye | 1 | Minor |
| Roger Parnos | 03/09/2025 | Bending | Cut | Forearm | 1 | Minor |
| Michal Moog | 14/08/2025 | Link's Machine | Cut | Wrist | 1 | MT |

| Recorded Injuries | | Number | 06/09/2025 | | | |
|---------------------------------------|--------|-----------|------------|------|------|------|
| Manhours Worked | Factor | 73,280.00 | TICR1 | LTIW | LWDR | DART |
| | | 100,000 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total Recordable | | 0 | | | | |
| Total Lost Time | | 0 | | | | |
| Total Lost Worked | | 0 | | | | |
| Total Days Away | | 0 | | | | |
| Total Incidents from Accident Reports | | 0 | | | | |
| Total Permitted or Transferred Days | | | | | | |
| Total Permitted or Transferred Cases | | | | | | |
| Manhours worked | | | | | | |

| Total Treated Injuries | Approx number of Hours Worked in 2023 |
|------------------------|---------------------------------------|
| 0 | 73280 |

| Year | Near Miss Report per year | Reportable accidents per year |
|------|---------------------------|-------------------------------|
| 2017 | 3 | 6 |
| 2020 | 4 | 1 |
| 2021 | 2 | 1 |
| 2022 | 1 | 1 |
| 2023 | 3 | 1 |
| 2024 | 1 | 2 |
| 2025 | 0 | 0 |

| Employee Name | Number of treatments |
|---------------|----------------------|
| MFA | 1 |

| Work Area | Number of Treatments |
|-------------|----------------------|
| Bend tables | 3 |

Fairyhouse Steel also supports International Women's 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. Certificates in 2025.



Moving forward in 2026.

In accordance with our energy use reduction plan in 2023, we commenced the installation of Solar Panels to produce green electricity on the production sheds this will also reduce the Carbon footprint of our products. In an increasing demanding economic and climatic world we aim to work towards a reduction in our energy requirements in 2025 through more efficient processes and reduced waste. In 2026/2027 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 -2025 Scheme. Onsite planting and Rainwater Harvesting.
- Development and implementation of a Energy Management and Awareness Plan for 2023/24 and more efficient resource use utilizing Solar Energy.
- Biodiversity Development plans for 2026/2027.
- 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 2026/2027

Fairyhouse Steel EMS Team.

* Fairyhouse Steel produces cut and bent reinforcement to the construction industry. It is accredited to ISO 9001, 14001, 45001 & BES6001. Our products can be traced back to the mill of origin where they are produced from scrap iron and steel. Fairyhouse Steel cannot accurately trace further up the supply chain than mill of origin due to variations in scrap supply. We rely on the data within EPDs for upstream traceability.



FAIRYHOUSE STEEL

Key Performance Indicators (KPIs)

| KPI | RECORDED | TARGET |
|---|-----------------|--------------------|
| Stakeholder Complaints and Prosecutions | 2025 | 2026 |
| 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 | 2025 | 2026 |
| Supplier sustainability impact evaluation by mass percentage | 100.00 | 100.00% |
| KPI | RECORDED | TARGET |
| 3.2.3 Recycled Content (RC) | 2025 | 2026 |
| RC should be defined in accordance with BS EN ISO 14021 | | |
| Recycled content of steel procured | 97.46 | >95 |
| KPI | RECORDED | TARGET |
| 3.3.1 Energy Intensity | 2025 | 2026 |
| Energy Intensity | 0.03 | <0.03 |
| KPI | RECORDED | TARGET |
| Renewable Energy | 2025 | 2026 |
| Renewable energy as a proportion of total energy used | 100.00 | 100.00 |
| KPI | RECORDED | TARGET |
| Water Use | 2025 | 2026 |
| Water Use | 0.02 | Keep water use low |
| KPI | RECORDED | TARGET |
| Climate Change - Global Warming Potential performance | 2025 | 2026 |
| GWP (A1-A3 Supplier EPDs) | 380.43 | 375 |
| KPI | RECORDED | TARGET |
| Waste recycled | 2025 | 2026 |
| Waste recycled | 8.35 | >8.35 |
| KPI | RECORDED | TARGET |
| Waste to incineration | 2025 | 2026 |
| Kg per tonne of steel | 0.04 | <0.04 |
| KPI | RECORDED | TARGET |
| Waste to landfill | 2025 | 2026 |
| Waste to landfill (kg per tonne of finished product) | 0.00 | <0.01 |
| KPI | RECORDED | TARGET |
| Employee Turnover | 2025 | 2026 |
| Employee Turnover Rate | 10.77 | <10% |
| KPI | RECORDED | TARGET |
| Gender Pay Equality | 2025 | 2026 |
| Gender Pay Gap | 18% | REDUCE GAP |
| KPI | RECORDED | TARGET |
| Gender Equality | 2025 | 2026 |
| Percentage split in gender of total workforce expressed as %Male/%Female | 88%/11% | maintain/improve |

FAIRYHOUSE STEEL Key Performance Indicators (KPIs)

| | RECORDED | TARGET |
|--|-----------------|---------------|
| KPI | RECORDED | TARGET |
| Lost time injury frequency rate (LTIFR) LTIFR: (LTI) / (WH / 1,000,000) | 2025 | 2026 |
| Total number of lost time injuries of employees and permanent contractors (if any) during the data collection/reporting period - LTI | 1 | reduce |
| LTIFR | 7.37 | <7.37 |
| KPI | RECORDED | TARGET |
| Skills and Training (Development of Employees) | 2025 | 2026 |
| Number of training hours per employee-contractor | 4.72 | 4.75 |
| KPI | RECORDED | TARGET |
| Community Relations (Community initiatives) | 2025 | 2026 |
| Community Initiative Rate | 1.50 | 1.51 |
| KPI | RECORDED | TARGET |
| Contribution to Diversity and Stability of the Local Economy (Local Purchases) | 2025 | 2026 |
| Local Purchases Rate | 68.72 | 68.75 |
| % local purchases in the data collection/reporting period (local purchase/total purchase) | 10.04% | 10.1% |
| KPI | RECORDED | TARGET |
| Contribution to Diversity and Stability of the Local Economy (Local Employment) | 2025 | 2026 |
| Local Employment Rate | 96.92% | >95% |
| KPI | RECORDED | TARGET |
| Pursuing Innovation | 2025 | 2026 |
| Pursuing Innovation Rate | 2.3% | 2.35% |
| KPI | RECORDED | TARGET |
| Fair Treatment of Suppliers | 2025 | 2026 |
| Total number of complaints against the company by suppliers at all sites during the data collection/reporting period. | 0 | 0 |
| KPI | RECORDED | TARGET |
| Taransport Impacts | 2025 | 2026 |
| Non optimised load rate | 38.4% | 38% |
| Single occupancy journey rate | 42.6% | 40% |
| Carbon produced by site visits (kg CO ₂) | 16.72 | 16 |



Modern Slavery and Human Trafficking Statement

For the Financial Year Ending 2025

1. Introduction from the Director

Modern slavery encompasses the grave offenses of human trafficking, slavery, servitude, and forced or compulsory labour. At Fairyhouse Steel, our commitment to operating ethically and with integrity is absolute. This statement formalises our dedication to establishing and enforcing robust systems and controls to ensure these abhorrent practices do not occur within our company or our supply chains. We actively choose to partner with suppliers and contractors who share this vital commitment.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Modern Slavery and Human Trafficking Statement for the financial year ending 2025.

2. About Fairyhouse Steel

Fairyhouse Steel is a family-owned business specialising in providing steel reinforcement bar to the construction industry. Our operations are based in Ireland primarily serving the Irish & UK market.

3. Our Policy and Commitment

Our Policy Statement

We are committed to ensuring our business and entire supply chain remain free from modern slavery and human trafficking. Fairyhouse Steel recognises its moral obligation to report on these efforts, which is why we have implemented our Modern Slavery and Human Trafficking Policy.

This policy supports our existing ethical trading and human rights policies, which are all part of our comprehensive sustainability management system.

4. Supply Chain Due Diligence

Given our specialisation in providing steel reinforcement bar to the construction industry, we recognise that our supply chain, particularly raw material sourcing and manufacturing, carries inherent risk.

Fairyhouse Steel is dedicated to mitigating these risks by ensuring:

- All our suppliers are accredited to the CARES SCS scheme (or BES6001). In rare cases where a supplier does not hold accreditation Fairyhouse Steel will carry out due diligence on the supplier.
- We will provide guidance, advice, and support to our partners whenever needed to address any issues that may arise, fostering a collaborative approach to compliance.



We establish robust systems and controls to ensure that slavery and human trafficking are not taking place anywhere in our business or within our supply chains.

5. Training and Awareness

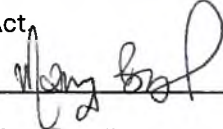
To foster a deep understanding of modern slavery and human trafficking risks across our business and supply chain, we provide **relevant training to all our staff**. This training ensures that all employees, particularly those involved in procurement and supply chain management, are equipped to identify risks and know how to report concerns.

6. Measuring Our Effectiveness (Key Performance Indicators)

We continuously review our Key Performance Indicators (KPIs) to effectively measure our success in preventing modern slavery and human trafficking across all parts of our business and supply chain.

Key indicators of our effectiveness include:

- **100%** of relevant staff completing annual training on modern slavery awareness.
- The percentage of our suppliers accredited to the CARES SCS scheme, BES6001 or have demonstrated via our due diligence process that they comply with the Modern Slavery Act.

Signed: 

Name: Mary Brazil

Title: Managing Director, Fairystone Steel

Date: 10/12/2025