



WRITECH  
Fire Protection Engineering

WTECH  
FIRE

WRITECH

January - December 2024

# Wtech Fire Group ESG Report

## Our Companies







January - December 2024

# Writtech ESG Report

Writtech prioritise protection and environmental sustainability through innovative practices and integrated safety measures. Quality and innovation shape our systems, processes, and culture, allowing us to exceed expectations. Writtech is an employee-driven business, continuously reviewing and optimising our practices to deliver the best quality for our Clients and our People.



# INTRODUCTION

Writech is a leading provider of innovative Fire Protection Solutions. As the demand for reliable, state-of-the-art fire safety systems grows, Writech remains dedicated to providing premium, sustainable, and accredited engineering services. This report highlights the Company's efforts in operational excellence, sustainability leadership, and corporate social responsibility (CSR) for the period from January 2024 to December 2024.

Throughout the year, Writech has focused on advancing its sustainability goals, supporting the environment, promoting employee wellbeing, and contributing to the wider community. This report reflects on the achievements, new policies, and innovations undertaken by Writech to achieve its sustainable development objectives.





# COMPANY OVERVIEW

Writech Ltd., with over 40 years' of award-winning experience - designs, manufactures, installs, commissions, and services cutting-edge fire protection systems that safeguard large buildings and complex facilities. Operating in sectors such as data centres, life sciences, industrial, residential, commercial, and renewables, Writech is committed to delivering fire protection solutions that meet the highest standards.

With 170 employees spanning two locations in Westmeath, ROI, and Manchester, UK, the Company serves over 500 clients worldwide. Writech's success stems from its dedication to quality, safety, and sustainability. The Company's focus on modular designs and turnkey solutions ensures optimal performance for all its fire protection systems.

170 employees

40 years award winning experience

2 locations across Ireland & the UK

500+ Clients worldwide

Over 55 projects across Europe

25% Female participation in the leadership Team

Achieved Bronze Investors in Diversity Award

Sunday Times Best Places to Work Ireland & UK

# SUSTAINABILITY LEADERSHIP

---

Writech's sustainability leadership is demonstrated through the Company's ambitious goals, employee training programs, and community-based initiatives. The Company actively works towards reducing its environmental footprint, encouraging energy-efficient designs, and incorporating renewable energy solutions.

Writech's leadership in sustainability is embedded in every aspect of its operations, from product design to customer service. Through strategic decision-making, the Company ensures that its growth and development consider long-term environmental impacts. Writech's commitment to sustainability sets an example for the industry, positioning the Company as a leader in both fire protection engineering and environmental responsibility.





# UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



## Environment SDG's

- Energy Use Policy: We reduce energy consumption with energy-efficient practices.
- Sustainable Travel Policy: We encourage eco-friendly travel options ie. electric vehicles.
- Recycling and Waste Management: We have recycling programs across all locations ie compost bins and Re-Turn deposit return scheme.
- Promotion of Renewable Energy: We invest in renewable energy, supported by a Micro-Generation Grant.



## Social SDG's

- Gender Pay Gap Reporting: Figures on page 14-17.
- Female Representation in Management: We promote gender parity in leadership roles.
- Diversity, Equity & Inclusion (DEI) Policy: We support a diverse and inclusive workplace.
- Health, Safety & Wellbeing: We provide safe working environment , noise monitoring and employee assistant program.
- Employee Development: We offer career growth opportunities and educational funding.
- Awards for Achievement: We recognise employee contributions through awards.
- PPE and Uniforms: We provide free PPE and uniforms to ensure safety.
- Mental Health First Aiders: We have trained mental health support staff.

# UNITED NATION SUSTAINABLE DEVELOPMENT GOALS

## GOVERNANCE



### Governance SDG's

- Anti-Bribery and Corruption Policy: We have a clear Anti-Bribery and Corruption Policy that ensures all our business transactions are conducted ethically and transparently.
- Anti-Fraud and Anti-Slavery Policies: We maintain a strict stance against fraud and modern slavery with dedicated policies to prevent such practices.
- Supplier Code of Conduct: Our Supplier Code of Conduct ensures that all our suppliers adhere to ethical practices, promoting accountability and transparency throughout our supply chain.
- Diversity, Equity & Inclusion (DEI) Leadership: We provide DEI training to our leaders and managers, ensuring our governance is inclusive, equitable, and fair.
- Sustainable Product Design: We are committed to modular designs and the disassembly of materials for re-use, ensuring our product lifecycle management supports sustainability.
- Waste Reduction: We focus on reducing waste in our manufacturing processes and continuously enhance our recycling efforts across all operations.
- Sustainable Travel: Our sustainable travel policy reduces carbon emissions from employee travel, encouraging eco-friendly alternatives.
- Energy Efficient Manufacturing: We utilise energy-efficient technologies in our manufacturing processes to minimise our environmental impact and reduce energy consumption.



# SUPPLY CHAIN RESILIENCE

Building a resilient and agile supply chain is a cornerstone of Writtech's commitment to operational excellence and sustainability. By creating strong relationships with local suppliers and leveraging advanced technologies, we ensure that our supply chain remains robust, efficient, and adaptable to changing market demands. Our proactive approach enhances not only the reliability of our operations but also our positive impact on local economies and the global environment.



## Our Approach

- **Local Collaboration:** We work with regional suppliers to reduce transportation emissions, support local businesses, and contribute to community growth.
- **Technological Integration:** Advanced IT systems enable real-time supply chain management, improving efficiency, transparency, and responsiveness.
- **Ethical Governance:** Our Supplier Code of Conduct ensures partners meet high standards for integrity, sustainability, and social responsibility.

## Key Highlights

- **Local Sourcing:** Partnering with local suppliers reduces costs, environmental impact, and delivery times while strengthening regional economies and ensuring high-quality service.
- **Supplier Code of Conduct:** We uphold ethical practices and sustainability by requiring suppliers to follow strict guidelines on labour standards and environmental responsibility.
- **IT Investments:** Cutting-edge systems streamline procurement and logistics, helping us manage inventory efficiently and address potential disruptions proactively.
- **Supplier Diversification:** Expanding our supplier base enhances resilience, ensuring adaptability to global challenges like market changes and supply chain disruptions.

Our focus on supply chain resilience ensures that we deliver excellence while supporting ethical, sustainable, and localised practices. By continuously investing in innovation and creating responsible supplier relationships, we are better equipped to meet the needs of our clients and contribute to a sustainable future.

# CUSTOMER SATISFACTION AND CORPORATE SOCIAL RESPONSIBILITY

At Writtech, our dedication to customer satisfaction goes hand in hand with our commitment to corporate social responsibility (CSR). We believe exceptional service is not only about meeting client needs but also about contributing positively to the communities and environments in which we operate. By integrating CSR into our service ethos, we ensure that our actions benefit both our clients and the wider world.

## Customer Satisfaction Initiatives

- 24/7 Emergency Support - We provide a 24/7 emergency line to ensure our clients receive immediate assistance whenever required.
- Client Surveys and Feedback - Regular surveys and feedback sessions allow us to understand our clients' needs and expectations.
- Continuous Improvement - Feedback from clients drives innovation and service enhancements, ensuring that we consistently deliver exceptional, client-focused solutions.

## CSR Highlights



**All individual bins removed**



**Launched our Writtech Litter Picking initiative**



**Launched Depository initiative with Mullingar Tidy Towns**



**Hosted Dream Big Program**



**Doubled our TY Program**



# RECOGNITION OF WRITECH'S ACHIEVEMENTS

At Writech, our commitment to excellence, innovation, and sustainability has been acknowledged through a range of prestigious awards and accolades. These recognitions are a testament to the hard work, dedication, and collaborative efforts of our entire team, as well as our focus on delivering outstanding value to our clients and communities.

## 2024 Achievements

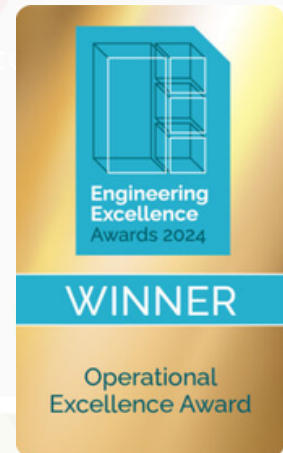
**Mullingar Chamber of Commerce:** Outstanding Large Business of the Year 2023. This award celebrates our significant contributions to the local economy, our innovative practices, and our role as a leader in the industry. It reflects our strong community ties and consistent delivery of high-quality services.

**Operational Excellence in Construction Award 2024:** Recognised for setting benchmarks in operational efficiency and excellence, this award highlights our ability to optimise processes, uphold quality, and maintain a commitment to sustainable practices across our projects.

**The Sunday Times Ireland: Best Places to Work 2024:** Being named one of the Best Places to Work demonstrates our dedication to being a positive, inclusive, and supportive workplace culture. This recognition, based on anonymous staff surveys & company policies & procedures underscores the value we place on employee wellbeing, development, and engagement.

**Deloitte Best Managed Company:** This incredible achievement is a testament to the hard work, dedication, and excellence that each and every employee bring to Writech.

**Celebrating Success** - These accolades inspire us to continually strive for improvement and innovation in all areas of our operations. They also reinforce our mission to lead with integrity, sustainability, and exceptional service.



# EMPLOYEE ENGAGEMENT AND WELLBEING

At Writtech, we understand that a thriving business starts with a thriving workforce. That's why we make employee engagement and well-being a top priority. We aim to create a work environment where employees feel valued, supported, and motivated to succeed. Our commitment to a positive workplace culture is reflected in a wide range of initiatives designed to enhance the health, satisfaction, and professional growth of our team.

## Initiatives:

### Free On-Site Gym with Extended 24/7 Access:

We offer employees free access to our on site gym, available round the clock. This provides our team with the flexibility to prioritise their health and wellbeing at their convenience.



### Diversity, Equity & Inclusion Leadership Training:

We are committed to developing a diverse and inclusive workplace. Our leadership training programme equips managers with the tools and knowledge needed to promote inclusivity, fairness, and equal opportunity within the organisation.



### Enhanced Wellness Programmes and Further

**Education Funding Assistance:** Our wellness programmes offer support for mental and physical health, while our education funding assistance encourages employees to continue developing their skills and expertise.



### Female Representation in Management and DE&I

**Initiatives:** Writtech actively promotes diversity and inclusion, working to ensure equal representation in management roles. We continue to implement DE&I initiatives aimed at empowering underrepresented groups, particularly women in leadership and STEM roles.





# ENVIRONMENTAL INITIATIVES

Writech is committed to integrating sustainable practices across every facet of our operations. From reducing our carbon footprint to promoting renewable energy, we continuously explore ways to minimise environmental impact and contribute to a greener future.

## Achievements:

- **Installation of Compost Bins and Recycling Facilities:** We have set up compost bins and recycling stations across our facilities to ensure waste is managed responsibly, diverting waste from landfills and promoting a circular economy.
- **Purchase of Five Electric Company Cars and Promotion of Carpooling:** In an effort to reduce emissions, we have invested in five electric vehicles for our fleet and actively encourage carpooling among employees.
- **Implementation of a Sustainable Travel Policy:** Our sustainable travel policy encourages greener commuting options, reducing carbon emissions and promoting eco-friendly travel practices.
- **Participation in Micro-Generation Grants for Renewable Energy:** We have applied for micro-generation grants to explore and implement renewable energy solutions in our facilities, advancing our commitment to clean energy.



## Future Plans:

- **Energy Use Training for Employees:** We will introduce energy use training to help employees adopt energy-saving practices in both their work and home environments.
- **Researching HVO Fuel Sources for Company Vehicles:** We are investigating HVO (Hydrotreated Vegetable Oil) as an alternative fuel source for our vehicles, aiming to further reduce our environmental impact.
- **Increasing Recycled and Renewable Material Inputs:** We will prioritise the use of recycled and renewable materials in our operations, reinforcing our commitment to sustainable production methods.



# NEW POLICIES IMPLEMENTED

At Writtech, we are constantly evolving our policies to ensure that we uphold the highest standards in ethics, sustainability, and employee well-being. Our recent policy updates reflect our commitment to building a responsible, fair, and forward-thinking company culture.

## New Policies Include:

- **Anti-Bribery and Corruption Policy:** This policy aims to prevent unethical practices and ensure that all business transactions are conducted with integrity.
- **Anti-Fraud Policy:** Writtech has introduced measures to detect and prevent fraud, safeguarding the organisation's financial health and reputation.
- **Diversity, Equity & Inclusion Policy:** This policy promotes inclusivity, ensuring all employees have equal access to opportunities and are treated with respect, regardless of their background.
- **Environmental Policy:** Our Environmental Policy sets out the guidelines for managing our environmental footprint and committing to sustainable practices in all areas of our operations.
- **Right to Disconnect Policy:** In recognition of work-life balance, we have implemented a policy that encourages employees to disconnect from work during their time off.
- **Sustainability and Sustainable Travel Policies:** These policies are designed to reduce our environmental impact by promoting sustainable commuting and eco-friendly business practices.



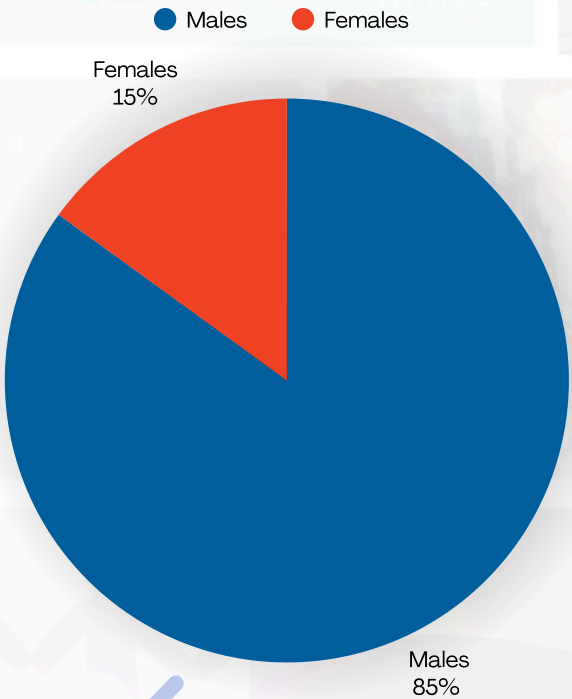


# GENDER PAY GAP

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. It compares the pay of all working men and women; not just those in similar jobs, with similar working pattern or with similar competencies, qualifications or experience.

## June 2023- June 2024 at a glance

### Total Workforce by gender (%)



**5.1%**  
Overall  
Mean  
Pay gap



The mean gender pay gap is the difference between women’s mean hourly wage and men’s mean hourly wage. The mean hourly wage is the average hourly wage across the entire organisation.



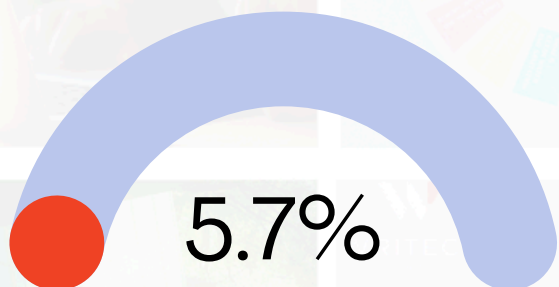
**11.4%**  
Overall  
Median  
Pay gap



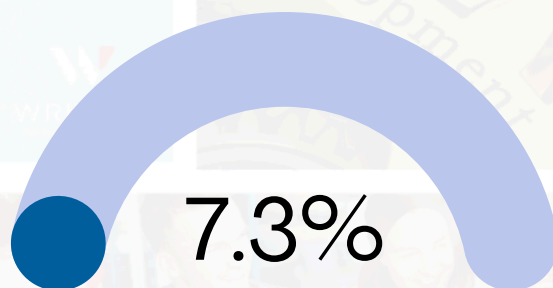
The median gender pay gap is the difference between women’s median hourly wage (the middle-paid woman) and men’s median hourly wage (the middle-paid man). The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle.

# GENDER PAY GAP

## Employees who Receive Bonus Pay



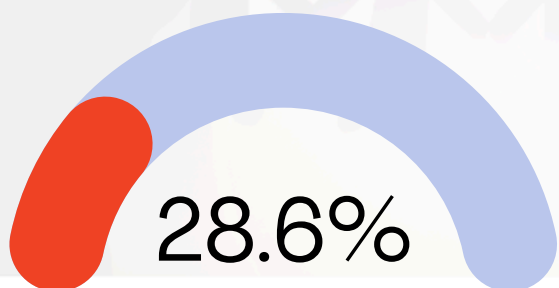
Females



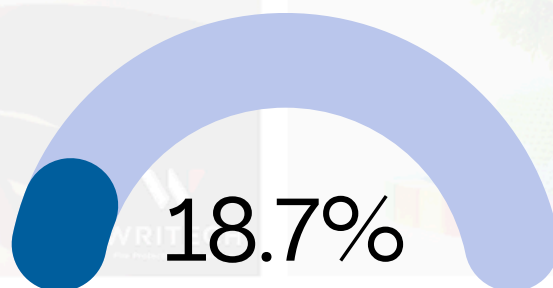
Males

- Bonuses are a sum of money added to a person's wages or salary, usually related to performance. Where a company does pay bonuses or offer BIK to employees.

## Employees who Receive Benefit in Kind



Females



Males

- BIK represents benefits that cannot be converted into cash but have a cash value, e.g. the use of a company car, company health insurance, etc

## GENDER PAY GAP VS EQUAL PAY

- Writtech Ltd provide equal pay to males and females performing the same job role or work of equal value. This is fundamental to obtain an inclusive work environment and is supported by clear legislation requirements.

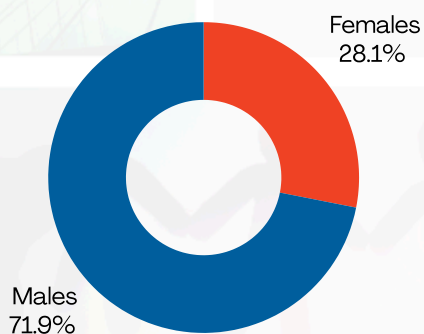
# GENDER PAY GAP

## Quartile bands?

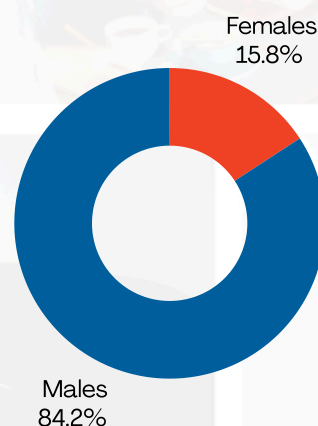
Quartile refers to the division of employees into four even segments based on the value of their hourly wage and looking at the proportion of male and female employees in each segment. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

Each quartile represents one quarter of the relevant employee population when every employee in the organisation is listed from the highest hourly paid.

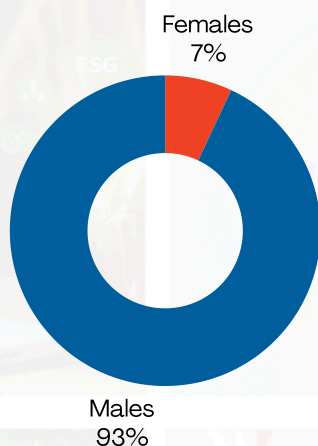
### Composition of Quartile 1 2024



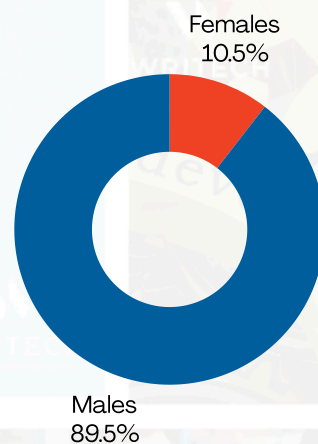
### Composition of Quartile 2 2024



### Composition of Quartile 3 2024



### Composition of Quartile 4 2024





# GENDER PAY GAP

## CLOSING THE GENDER PAY

### What have we done

Awareness, Education, Policies & Practices.

- All Management attended D&I classroom training.
- Created bespoke D&I internal training schedule.
- We continued to offer a comprehensive range learning and development opportunities including including our academic Education Assistance program.
- Celebrated International Women Day.
- Achieved Investors in Diversity Bronze Accreditation

## WHAT ARE WE COMMITTING TO DO IN 2025

Awareness ,Education, Policies & Practices.

- Continue our D&I learning & create bespoke training available for all colleagues.
- Continued inclusive leadership and targeted awareness campaigns including enhanced focus on International Woman's day 2025.
- Pursue Investors in Diversity Silver Accreditation as a means to benchmark our progress.
- Continue to proactively pursue an inclusive approach to talent attraction , retention and development.
- Continued analysis and action Planning ,regularly review our pay structures to identify any disparities and implement corrective actions where necessary.

## WHAT IS DRIVING OUR GENDER PAY GAP

In preparing our analysis of the gender pay gap within Writtech ltd , our data points to one primary driving factor:

The most significant driver of the gender pay gap is the gender representation.



# HEALTH, SAFETY, AND WELLBEING

Ensuring the Health, Safety & Wellbeing of our employees is a core principle at Writtech. We implement a wide range of measures to provide a safe, healthy, and supportive work environment, in line with both legal and industry standards.

## Health, Safety & WellBeing Measures:

- **Dedicated Health, Safety & WellBeing Officer:** We have a dedicated officer who ensures that all health, safety, and well-being protocols are in place and that employees are fully supported.
- **Mental Health First Aiders and WellBeing Induction Training:** We provide mental health first-aid training and offer well-being induction sessions to support the mental health of our employees.
- **Alignment with ISO 9001 Standards:** We comply with internationally recognised health and safety standards to ensure that our operations are both safe and of the highest quality.





# COMMUNITY ENGAGEMENT

Writtech is passionate about making a positive impact on the communities we serve. Through volunteering, support for local events, and participation in important social causes, we strive to contribute to a more sustainable and inclusive society.

## Community Engagement Initiatives:

- **Volunteering for Mullingar Tidy Towns:** Our team actively participates in the Mullingar Tidy Towns initiative, helping to clean up and maintain local areas.
- **Supporting Cultural Events:** We support and engage with cultural events such as Pride Month, Fleadh Cheoil, and St. Patrick's Day, celebrating diversity and inclusion.
- **Promoting Zero Discrimination Day and World Meditation Day:** We raise awareness about important causes like Zero Discrimination Day and support mental health initiatives such as World Meditation Day.
- **Sponsorship of Grass Roots Sporting Clubs:** Writtech proudly supports grassroots sports, empowering local communities, promoting teamwork, encouraging youth development, and inspiring active, healthy lifestyles.





# SUSTAINABILITY GOALS FOR 2024–2025

Writtech continues to set ambitious sustainability targets to reduce our environmental impact and promote ethical business practices. We are committed to making significant strides in 2025 to achieve our sustainability goals.

## Planned Initiatives;

- **Achieving the Ecovadis Sustainability Rating Award:**

We aim to achieve an Ecovadis sustainability rating, demonstrating our commitment to responsible and sustainable business practices.

- **Carbon Footprint Assessments and Reduction Initiatives:**

We will conduct a thorough carbon footprint assessment and implement strategies to reduce our emissions.

- **Expanding DE&I, Employee Engagement, and WellBeing Programmes:**

We plan to build on our existing DE&I efforts and employee well-being programmes, ensuring a more inclusive and supportive workplace for all.



## And also;

- Irish Centre for Diversity – D,E& I Silver Accreditation.
- D,E&I, Wellbeing Annual Calendar.
- New Starter & Diversity Surveys.
- Rollout of Energy Use Policy.
- Group ESG Report Internally & Externally.
- Research HVO – Fuel Source for Company Vehicles.
- Increase recycled and/or renewable material inputs.
- MORPH Project – Design/Manufacturing Design Process efficiencies.

# RESEARCH AND DEVELOPMENT

---

At Writtech, innovation is central to our mission of delivering advanced fire protection technologies and sustainable solutions. Our ongoing investments in research and development (R&D) reflect our dedication to raising industry standards while prioritising environmental responsibility. By adopting new materials and technologies, we aim to improve efficiency, reduce our carbon footprint, and meet the evolving needs of our clients

## Current R&D Projects:

- **Exploring Renewable Materials for Fire Protection Systems:** We are actively investigating the use of renewable and recyclable materials in our fire protection solutions. This approach aligns with our sustainability objectives by reducing dependence on traditional resources and supporting a circular economy, all while maintaining the highest safety standards.
- **Digital Transformation Initiatives:** We are integrating cutting-edge digital technologies into our processes to enhance operational efficiency and reduce environmental impact. By adopting advanced data analytics, automation, and smart systems, we are streamlining operations and delivering more responsive, customised solutions to our clients.
- **Future Focus:** Our future plans include expanding R&D efforts into smart fire protection systems using IoT technology and further exploring bio-based materials. These initiatives will ensure Writtech remains at the forefront of innovation, continuously adapting to technological advancements and sustainability goals.





# ENVIRONMENTAL CERTIFICATIONS AND COMPLIANCE

At Writech, environmental responsibility is integral to our operations, ensuring that our processes, products, and services align with global standards for sustainability and environmental care. We actively monitor and improve our practices to reduce environmental impact and uphold the trust placed in us by clients, partners, and the wider community.

## Accreditations:

- **Compliance with International Standards:** Writech ensures all our fire protection systems meet stringent global fire safety and environmental benchmarks, delivering solutions that balance safety, functionality, and sustainability.

Our dedication to environmental excellence extends beyond certification, as we continuously explore innovative ways to minimise our ecological footprint.



# EMPLOYEE DEVELOPMENT

Writtech places a high value on the growth and advancement of its employees, recognising that our people are at the heart of our success. By equipping staff with the skills and knowledge they need to thrive, we build a workforce ready to meet the challenges of the future.

## Key Initiatives:

- **Graduate and Internship Programmes:** These initiatives provide aspiring professionals with hands-on experience in engineering and fire protection, helping them gain critical industry insights and practical expertise.
- **Transition Year Opportunities:** Our programme introduces secondary school students to career possibilities, offering guidance, mentorship, and exposure to our dynamic work environment.
- **Continued Learning Assistance Programmes:** To support lifelong learning, Writtech offers financial assistance and resources for employees pursuing additional education, certifications, or professional development courses.

Through these programmes, we empower our employees to grow in their careers while contributing meaningfully to Writtech's mission and goals.





# CONCLUSION



Writtech's journey is defined by our commitment to innovation, sustainability, and responsible business practices. We have achieved significant milestones, from earning prestigious awards to implementing forward-thinking strategies that benefit our clients, employees, and the environment.

Our focus on environmental stewardship ensures that we remain at the forefront of sustainable practices, while our investment in social responsibility creates a positive impact on the communities we serve. Ethical governance underpins all aspects of our operations, ensuring that we act with transparency, fairness, and integrity.

As we move forward, Writtech is dedicated to building a greener, safer, and more equitable future. We aim to be leaders in our industry by consistently delivering innovative solutions that address global challenges while maintaining our commitment to excellence and accountability.

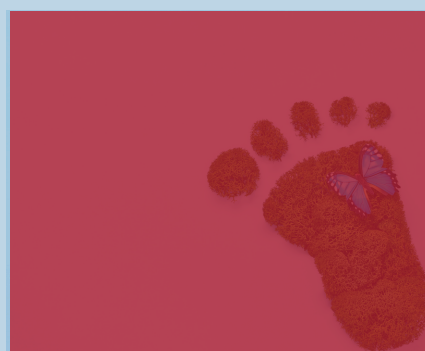
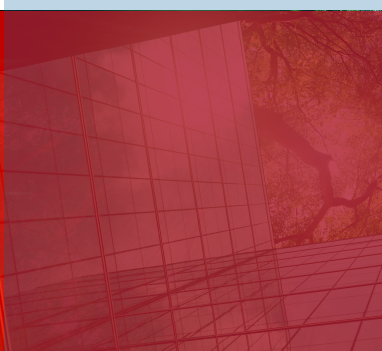




January - December 2024

# CompcO ESG Annual Report

At CompcO Fire Systems, whether the project is prestigious and well documented, or a small remedial installation for an end user, our team of Fire Protection Specialists offer a competitive price and compliant completion of work that exceeds expectations, every time. This attention to detail has allowed us to build up an enviable portfolio of Clients.

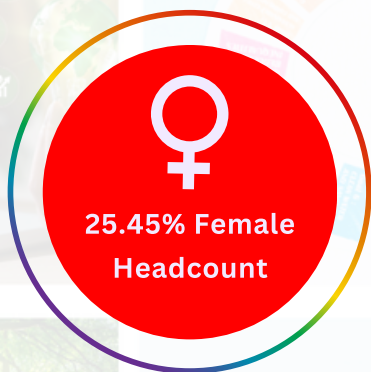




# COMPCO OVERVIEW

Compco are a trusted Fire Protection Specialist and have been since 1988. From initial design to installation and maintenance of Automatic Sprinkler Systems, Gas Suppression Systems, Hydrants & Risers, and Pressured Water Mist Systems, we are proud to be one of the UK's largest Fire Engineering Businesses. Compco is part of the WTech Fire Group and we have offices in London, Wales, Leeds, Scotland, and Oldbury, our Head Office is located in Worcester.

Compco currently have 215 employees and throughout the year Compco has focused on advancing its sustainability goals, supporting the environment, promoting Employee wellbeing, and contributing to the wider community. This report reflects on the achievements, new policies, and innovations undertaken by Compco to achieve its sustainable development objectives.



# COMPCO ESG CHAMPIONS

Our Project Manager, Charlotte Blackmore, a STEM Ambassador with [The Chartered Institute of Building](#) will spearhead initiatives across all areas of our operations.

Under Charlotte's leadership, our ESG strategy focuses on three key pillars; Environmental Stewardship, Social Responsibility, and Governance Excellence. Her objectives include minimising waste, embracing renewable energy, prioritising employee wellbeing, and upholding transparency, accountability, and ethical decision-making.

"I am keen to recognise and champion the great work already being done, and to help build on those efforts to create a more sustainable and responsible future for Compco Fire Systems and our Clients." says our ESG Lead, Charlotte Blackmore.



Wtech Fire Group's Head of HR, Sandra Lynam, reflects on the 2024 ESG report, highlighting major progress in employee wellbeing, diversity, and environmental sustainability. This year focused on fostering an inclusive culture with strong support for mental and physical health.

The Company launched initiatives to boost engagement, promote work-life balance, and offer mental health resources, while also advancing gender equality and cutting energy use and waste. The report details both achievements and areas for improvement, reaffirming Wtech Fire Group's commitment to sustainability and social responsibility at the core of its operations.





# WTECH FIRE GROUP OVERVIEW

## About Us – Wtech Fire Group

- **Industry Leader:**
  - Wtech Fire Group delivers innovative fire protection and detection and security solutions across a wide range of global industries.
- **Expertise and Quality:**
  - Decades of experience in designing, manufacturing, and supplying advanced fire safety and security systems.
- **Sustainability Focus:**
  - Strong commitment to environmental responsibility, reducing waste and energy consumption.
- **People-Centred Culture:**
  - Promotes employee wellbeing, diversity, inclusivity, and mental health support across all levels.
- **ESG Commitment:**
  - Continuous investment in Environmental, Social, and Governance initiatives to drive positive change.
- **Vision for the Future:**
  - Leading the way with smarter, safer, and more sustainable fire protection and detection and security technologies worldwide.



# COMPCO SUSTAINABILITY STRATEGY

Compcos is committed to aligning its operations and growth with the United Nations Sustainable Development Goals (SDGs). Our sustainability strategy aligns with the UN SDGs, driving climate action, circular design, inclusive culture, ethical sourcing, and community impact through innovation, transparency, and long-term environmental stewardship.

## Planet – Environmental Responsibility

🔗 Aligned with SDG 12, 13, 15

🚗 Green Mobility – 62 of 125 (50%) vehicles within our fleet are a type of low emission vehicle (full Electric, Hybrid derivative)

📊 Carbon KPIs – Targets on efficiency & footprint.

📦 Sustainable Materials – Recycled & renewable input increases.



## Product & Innovation

🔗 Aligned with SDG 9, 12, 17

Eco-Design – Disassembly for reuse and less waste 🛠️

Modular Systems – Built to adapt, reduce waste 🧩

Chamber Memberships – Industry collaboration & innovation sharing 🤝

## People & Culture

🔗 Aligned with SDG 3, 5, 8, 10

🗣️ Staff Voice – Surveys, Right to Disconnect, Engagement Committees .

👤 Wellbeing & Safety – Reps, programs, and training culture.

👤 25.5 % Female Headcount.





# COMPCO SUSTAINABILITY STRATEGY

## Community & Social Impact

🔗 Aligned with SDG 4, 11, 17

- ♥ Giving Back – Sports sponsorship & Charity Partnerships.
- 🎓 Educational Partnerships – Work experience & awareness days
- 🌱 World Environment Day – Annual promotion & engagement.



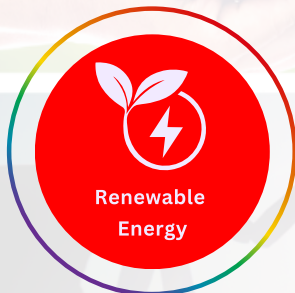
## Governance & Ethics

🔗 Aligned with SDG 16, 17

- ESG Policy Framework – ESG, Environmental, Travel, Purchasing 📋
- Policy Culture – Clean Desk, Gender Identity, Wellbeing policies ✅
- Transparent Targets – Carbon KPIs, public reporting readiness 📈



# COMPCO COMMITMENTS





# COMPCO 2024 ESG ACHIEVEMENTS

## Environmental



Relocated our London Major Contracts office from a leased premises to serviced offices in West London. Reducing carbon impact.



Encouraged Carpooling & promote use of Public Transport. Where possible, staff shared transport to reduce emissions.



Sourced Eco-Friendly PPE & Materials – Where possible, we prioritised sustainable safety gear and materials.



Recycling Bins in the offices.

## Social



Launched a new mental health support programme for site workers.



Team Building Events for Employees.

## Governance



Rolled out Whistleblowing Policy & Procedure.



Introduced supplier ESG screening during procurement processes.



ESG Annual Reviews.



Company ESG Champion.

# COMPCO 2024 ESG ACHIEVEMENTS

## ENVIRONMENT



### Environment SDG's

- Energy Use Policy: We reduce energy consumption with energy-efficient practices.
- Sustainable Travel Policy: As of today, 62 of 125 (50%) vehicles within our fleet are a type of low emission vehicle (full Electric, Hybrid derivative).
- Recycling and Waste Management: We have recycling programs across all locations ie: compost bins.

## SOCIAL



### Social SDG's

- Female Representation in Management: We promote gender parity in leadership roles.
- Diversity, Equity & Inclusion (DEI) Policy: We support a diverse and inclusive workplace.
- Health, Safety & Wellbeing: We provide safe working environment and employee assistant program.
- Employee Development: We offer career growth opportunities,
- Awards for Achievement: We recognise employee contributions through awards.
- PPE and Uniforms: We provide free PPE and uniforms to ensure safety.
- Mental Health First Aiders: We have trained mental health support staff.



# COMPCO 2024 ESG ACHIEVEMENTS

## GOVERNANCE



### Governance SDG's

- **Anti-Bribery and Corruption Policy:** We have a clear Anti-Bribery and Corruption Policy that ensures all our business transactions are conducted ethically and transparently.
- **Anti-Fraud and Anti-Slavery Policies:** We maintain a strict stance against fraud and modern slavery with dedicated policies to prevent such practices.
- **Supplier Code of Conduct:** Our Supplier Code of Conduct ensures that all our suppliers adhere to ethical practices, promoting accountability and transparency throughout our supply chain.
- **Sustainable Product Design:** We are committed to modular designs and the disassembly of materials for re-use, ensuring our product lifecycle management supports sustainability.
- **Waste Reduction:** We focus on reducing waste in our manufacturing processes and continuously enhance our recycling efforts across all operations.
- **Sustainable Travel:** Our sustainable travel policy reduces carbon emissions from employee travel, encouraging eco-friendly alternatives.
- **Energy Efficient Manufacturing:** We utilise energy-efficient technologies in our manufacturing processes to minimise our environmental impact and reduce energy consumption.

# COMPCO CARBON ASSESSMENT - SCOPE 1 & 2 REPORT 2024

	Category	2023	2024
Indicators	Renewable energy consumption (%)	8%	4%
	Market-based scope 2 emissions (tCO2e)	21	11
	Location-based scope 2 emissions (tCO2e)	20	15
Scope 1	Emissions from Direct Operations	136	243
	<b>Stationary combustion</b> Direct greenhouse (GHG) emissions that occur from stationary sources that are controlled or owned by an organization.	2	112
	<b>Mobile combustion</b> Direct greenhouse (GHG) emissions that occur from mobile sources that are controlled or owned by an organization.	134	131
	<b>Fugitive emissions</b> Unintentional releases/leaks of greenhouse gasses, such as refrigerant gasses or gasses from air-conditioning units.	-	-
	<b>Process emissions</b> The release of greenhouse gases (GHGs) and other pollutants that occur directly from industrial processes and activities, rather than from the combustion of fossil fuels for energy.	-	-
Scope 2	Emissions from Purchased Energy	21	11
	<b>Generation of purchased electricity</b> Indirect GHG emissions associated with the purchase of electricity.	21	11
	<b>Heat related activities</b> Indirect GHG emissions associated with the purchase of steam, heat or cooling.	-	-

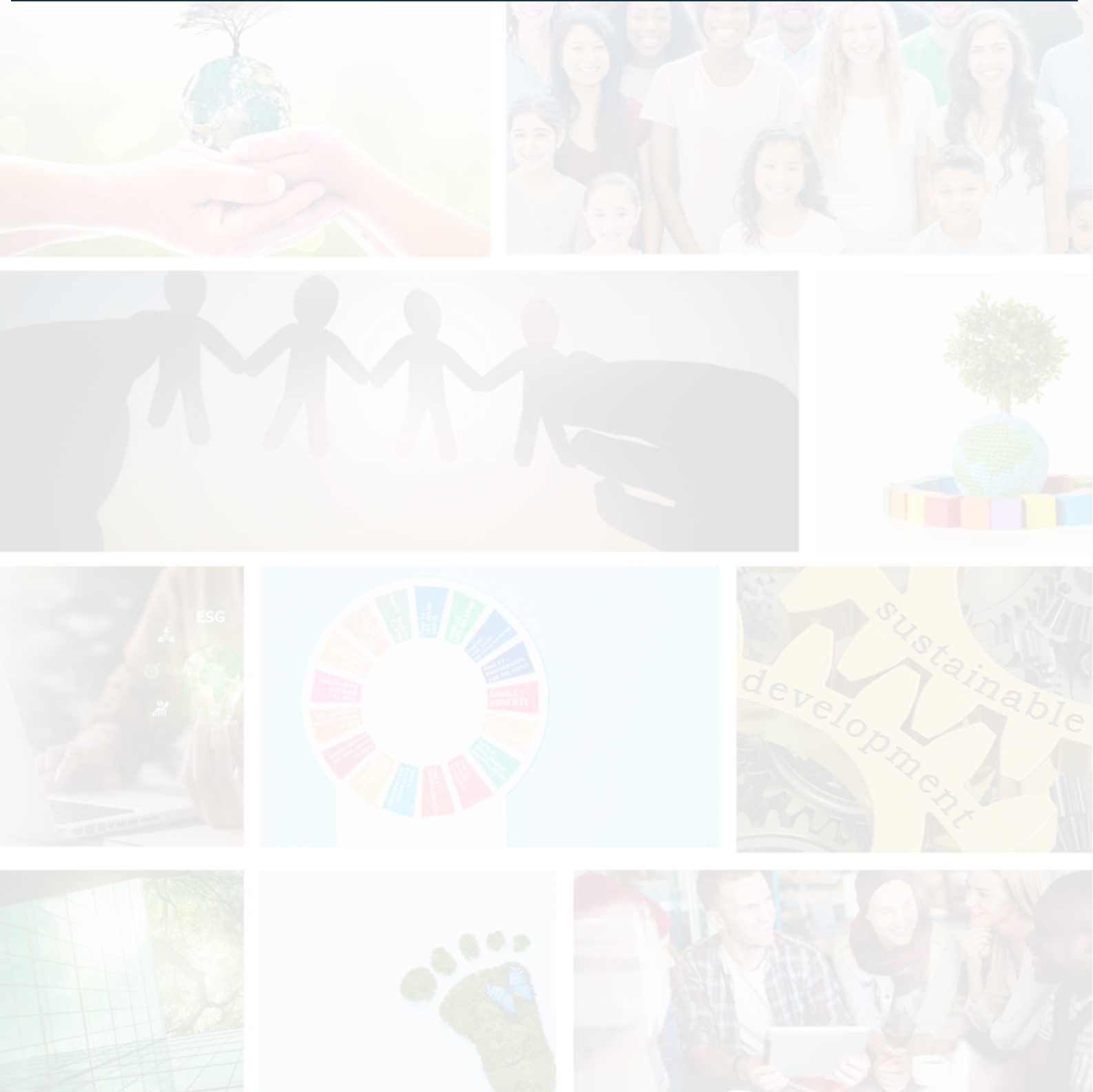


# COMPCO CARBON ASSESSMENT - SCOPE 3 REPORT 2024

Scope 3	<b>Emissions from Indirect Sources</b>	4,976	9,889
	<b>Purchased goods and services</b> Extraction, production, and transportation of goods and services purchased or acquired by the reporting company in the reporting year.	4,448	8,774
	<b>Capital goods</b> Extraction, production, and transportation of capital goods purchased or acquired by the reporting company in the reporting year.	33	103
	<b>Fuel and energy related activities</b> Extraction, production, and transportation of fuels and energy purchased or acquired by the reporting company in the reporting year.	35	52
	<b>Upstream transportation and distribution</b> Transportation and distribution of products purchased by the reporting company in the reporting year.	30	84
	<b>Waste generated in operations</b> Disposal and treatment of waste generated in the reporting company's operations in the reporting year.	3	5
	<b>Business travel</b> Transportation of employees for business-related activities during the reporting year.	28	78
	<b>Employee commuting</b> Transportation of employees between their homes and their worksites during the reporting year.	208	426
	<b>Upstream leased assets</b> Operation of assets leased by the reporting company (lessee) in the reporting year.	189	369
	<b>Downstream transportation and distribution</b> Transportation and distribution of sold products in vehicles and facilities not owned or controlled by the reporting	-	-
	<b>Processing of sold products</b> Processing of sold intermediate products by third parties (e.g. manufacturers) subsequent to sale by the reporting company.	-	-
	<b>Use of sold products</b> Use of goods and services sold by the reporting company in the reporting year.	-	-
	<b>End-of-life treatment of sold products</b> Waste disposal and treatment of products sold by the reporting company (in the reporting year) at the end of their life.	-	-
	<b>Downstream leased assets</b> Operation of assets that are owned by the reporting company (acting as lessor) and leased to other entities in the reporting year that are not already included in scope 1 or scope 2.	-	-
	<b>Franchises</b> Operation of franchises not included in scope 1 or scope 2.	-	-
	<b>Investments</b> Reporting company's investments in the reporting year, not already included in scope 1 or scope 2.	-	-
Total Emissions	<b>Emissions across Scope 1, 2 and 3 (tCO<sub>2</sub>e)</b>	5,133	10,144
	<b>Reduction through supported projects</b>	-	-
	<b>Total emissions including reduction projects (tCO<sub>2</sub>e)</b>	5,133	10,144

# COMPCO CARBON ASSESSMENT - TOTAL EMISSIONS REPORT 2024

Total Emissions	Emissions across Scope 1,2 and 3 (tCO2e)	5,133	10,144
	Reduction through supported projects	-	-
	Total emissions including reduction projects (tCO2e)	5,133	10,144





# COMPCO 2025 ESG INITIATIVES

## Carbon & Waste Reduction



Preventative Maintenance Programme to improve fuel efficiency and vehicle performance. (SDG 13)



Eliminate Single-Use Plastics on job sites. (SDG 12)



Carbon Offsetting Plans under consideration to mitigate unavoidable emissions. (SDG 13)

## Supply Chain Responsibility



ESG Supplier Criteria Review to ensure alignment with sustainability and ethical sourcing standards. (SDG 8 & 12)



Sustainable Procurement Policy Review to formalise requirements across supplier partnerships. (SDG 12)

## Staff Empowerment & Sustainability Culture



Sustainability Training for staff on low-impact practices and responsible travel. (SDG 4)



Expanded Team Building activities to strengthen collaboration and wellbeing. (SDG 3)



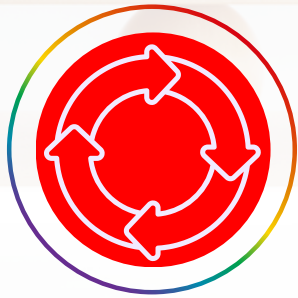
Sponsorship of Local Sports Team to support health, wellbeing, and community engagement. (SDG 3 & 11)



Promotion of Volunteering Initiatives to encourage giving back to local causes. (SDG 11 & 17)

# COMPCO 2025 ESG INITIATIVES

## Material Sustainability



Drafting Carbon Reduction Blueprint.



Modular Design Focus to extend product life and simplify maintenance. (SDG 9)

## Long-Term Commitments



Integration of ESG into Decision-Making at all operational levels. (SDG 16 & 17)



Annual ESG Impact Reporting. Publish transparent, data-driven reports on environmental, social, and governance metrics to track progress and engage stakeholders. (SDG 12 & 16)



Participation in Industry Sustainability Pledges. Join national or sector-wide carbon neutrality or circular economy commitments to collaborate on systemic impact. (SDG 17)



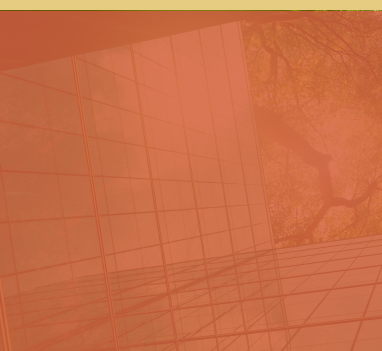


January - December 2024

# Ce Sprinkler AB

## ESG Annual Report

Ce Sprinkler AB protects both life and property through the installation of sprinkler systems, regardless of whether it concerns industries, properties, residential sprinklers or other businesses. We are a certified Company for water sprinklers according to SBF 1020 and have worked with water sprinklers since 1950. With over 70 years' experience in the industry, we offer complete solutions - from consultation and design to our own prefabrication, installation, service and aftersales.



# CE SPRINKLER AB OVERVIEW

Ce Sprinkler AB are a trusted partner in Fire Protection System Installation for residential and industrial properties since 1950. At Ce Sprinkler, we take pride in our unwavering dedication to safeguarding homes, providing reliable and efficient fire protection installations that prioritise the wellbeing of residents. Ce Sprinkler AB is part of the WTech Fire Group and our head office is located in Nyköping, Sweden.


Ce Sprinkler AB currently have 28 Employees and throughout the year Ce Sprinkler AB has focused on advancing its sustainability goals, supporting the environment, promoting employee wellbeing, and contributing to the wider community. This report reflects on the achievements, new policies, and innovations undertaken by Ce Sprinkler AB to achieve its sustainable development objectives.



28 Employees



75 Years' Industry Experience



33.33 % Female Headcount in Management roles



Located in Sweden



# CE SPRINKLER AB ESG CHAMPIONS



Ayliin Zubicueta is our dedicated ESG Champion for the business. Being an ESG (Environmental, Social, and Governance) Champion means taking an active Leadership role in promoting sustainability within our Company. It's about being a dedicated advocate for responsible business practices that reduce environmental impact, support social wellbeing, and ensure strong governance.

As an ESG Champion, Ayliin is the driving force behind integrating these principles into everyday operations, engaging teams, and cultivating a culture of accountability and continuous improvement.



Wtech Fire Group's Head of HR, Sandra Lynam, reflects on the 2024 ESG report, highlighting major progress in employee wellbeing, diversity, and environmental sustainability. This year focused on fostering an inclusive culture with strong support for mental and physical health.

The Company launched initiatives to boost engagement, promote work-life balance, and offer mental health resources, while also advancing gender equality and cutting energy use and waste. The report details both achievements and areas for improvement, reaffirming Wtech Fire Group's commitment to sustainability and social responsibility at the core of its operations.

# WTECH FIRE GROUP OVERVIEW

## About Us – Wtech Fire Group

- **Industry Leader:**

- Wtech Fire Group delivers innovative fire protection and detection solutions across a wide range of global industries.



- **Expertise and Quality:**

- Decades of experience in designing, manufacturing, and supplying advanced fire safety and security systems.



- **Sustainability Focus:**

- Strong commitment to environmental responsibility, reducing waste and energy consumption.



- **People-Centred Culture:**

- Promotes employee wellbeing, diversity, inclusivity, and mental health support across all levels.



- **ESG Commitment:**

- Continuous investment in Environmental, Social, and Governance initiatives to drive positive change.



- **Vision for the Future:**

- Leading the way with smarter, safer, and more sustainable fire protection and detection technologies worldwide.





# Ce Sprinkler AB ESG STRATEGY

Ce Sprinkler AB is committed to aligning its operations and growth with the United Nations Sustainable Development Goals (SDGs). Our sustainability strategy aligns with the UN SDGs, driving climate action, circular design, inclusive culture, ethical sourcing, and community impact through innovation, transparency, and long-term environmental stewardship.

## Planet – Environmental Responsibility

🔗 Aligned with SDG 12, 13, 15

- 🚗 Green Mobility – Carpooling.
- 🏠 Carbon KPIs – Targets on efficiency & footprint.
- 📦 Sustainable Materials – Recycled & renewable input increases



## Product & Innovation

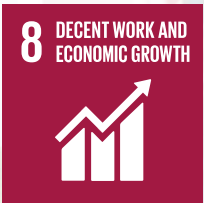
🔗 Aligned with SDG 9, 12, 17

- Materials – High quality products with long life cycle 🌿
- Chamber Memberships – Industry collaboration & innovation sharing 🤝

## People & Culture

🔗 Aligned with SDG 3, 5, 8, 10

- 🗣️ Staff Voice – Surveys, Right to Disconnect, Engagement Committees.
- 👥 Wellbeing & Safety – Reps, programs, and training culture.
- 👩 33.33 % Female Headcount in Management roles.



# CE SPRINKLER AB ESG STRATEGY

## Community & Social Impact

🔗 Aligned with SDG 4, 11, 17

- ♥ Giving Back – Sports sponsorship.
- 🎓 Educational Partnerships – Work experience & awareness days
- 🌿 World Environment Day – Annual promotion & engagement.



## Governance & Ethics

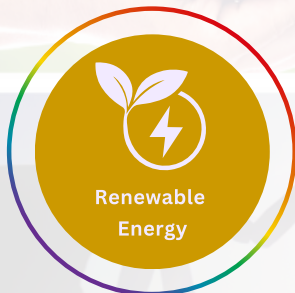
🔗 Aligned with SDG 16, 17

- ESG Policy Framework – ESG, Environmental, Travel, Purchasing 📄
- Policy Culture – Clean Desk, Gender Identity, Wellbeing policies ✓
- Transparent Targets – Carbon KPIs, public reporting readiness 📈





# CE SPRINKLER AB COMMITMENTS



# CE SPRINKLER AB 2024 ESG ACHIEVEMENTS

## Environmental



Optimised Travel Routes – We utilised GPS tracking and route-planning tools to minimise unnecessary mileage and fuel consumption.



Encouraged Carpooling & promote use of Public Transport. Where possible, staff shared transport to reduce emissions.



Sourced Eco-Friendly PPE & Materials – Where possible, we prioritised sustainable safety gear and materials.



Recycling Bins in the offices.

## Social



Team Building Events for Employees.



## Governance



Rolled out Whistleblowing policy and procedure along with GDPR Data Compliance practices.



Introduced supplier ESG screening during procurement processes.



ESG Annual Reviews.



Company  
ESG Champion.



# CE SPRINKLER 2024 ESG ACHIEVEMENTS



## Environment SDG's

- Energy Use Policy: We reduce energy consumption with energy-efficient practices.
- Sustainable Travel Policy: We encourage eco-friendly travel options ie: carpooling.
- Recycling and Waste Management: We have recycling programs across all locations ie compost bins.



## Social SDG's

- Female Representation in Management: We promote gender parity in leadership roles.
- Diversity, Equity & Inclusion (DEI) Policy: We support a diverse and inclusive workplace.
- Health, Safety & Wellbeing: We provide safe working environment and employee assistant program.
- Employee Development: We offer career growth opportunities and educational funding.
- PPE and Uniforms: We provide free PPE and uniforms to ensure safety.

# CE SPRINKLER AB 2024 ESG ACHIEVEMENTS

## GOVERNANCE



### Governance SDG's

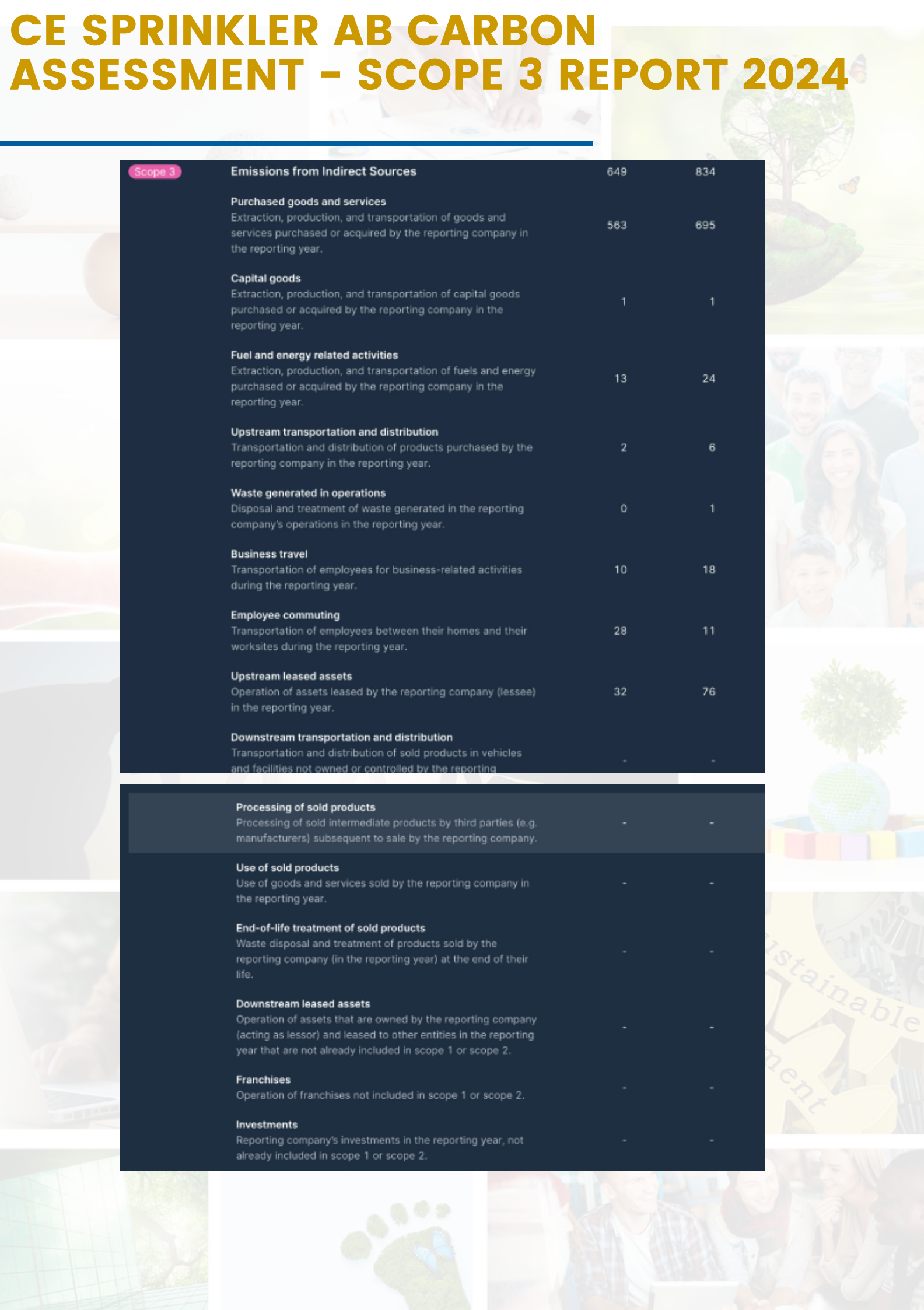
- **Anti-Bribery and Corruption Policy:** We have a clear Anti-Bribery and Corruption Policy that ensures all our business transactions are conducted ethically and transparently.
- **Anti-Fraud and Anti-Slavery Policies:** We maintain a strict stance against fraud and modern slavery with dedicated policies to prevent such practices.
- **Supplier Code of Conduct:** Our Supplier Code of Conduct ensures that all our suppliers adhere to ethical practices, promoting accountability and transparency throughout our supply chain.
- **Diversity, Equity & Inclusion (DEI) Leadership:** We provide DEI training to our leaders and managers, ensuring our governance is inclusive, equitable, and fair.
- **Sustainable Product Design:** We are committed to modular designs and the disassembly of materials for re-use, ensuring our product lifecycle management supports sustainability.
- **Waste Reduction:** We focus on reducing waste in our manufacturing processes and continuously enhance our recycling efforts across all operations.
- **Sustainable Travel:** Our sustainable travel policy reduces carbon emissions from employee travel, encouraging eco-friendly alternatives.
- **Energy Efficient Manufacturing:** We utilise energy-efficient technologies in our manufacturing processes to minimise our environmental impact and reduce energy consumption.



# CE SPRINKLER AB CARBON ASSESSMENT – SCOPE 1 & 2 REPORT 2024

	Category	2023	2024
Indicators	Renewable energy consumption (%)	-	-
	Market-based scope 2 emissions (tCO2e)	-	-
	Location-based scope 2 emissions (tCO2e)	-	-
Scope 1	Emissions from Direct Operations	61	113
	<b>Stationary combustion</b> Direct greenhouse (GHG) emissions that occur from stationary sources that are controlled or owned by an organization.	-	-
	<b>Mobile combustion</b> Direct greenhouse (GHG) emissions that occur from mobile sources that are controlled or owned by an organization.	61	113
	<b>Fugitive emissions</b> Unintentional releases/leaks of greenhouse gasses, such as refrigerant gasses or gasses from air-conditioning units.	-	-
	<b>Process emissions</b> The release of greenhouse gases (GHGs) and other pollutants that occur directly from industrial processes and activities, rather than from the combustion of fossil fuels for energy.	-	-

Scope 2	Emissions from Purchased Energy	-	-
	<b>Generation of purchased electricity</b> Indirect GHG emissions associated with the purchase of electricity.	-	-
	<b>Heat related activities</b> Indirect GHG emissions associated with the purchase of steam, heat or cooling.	-	-



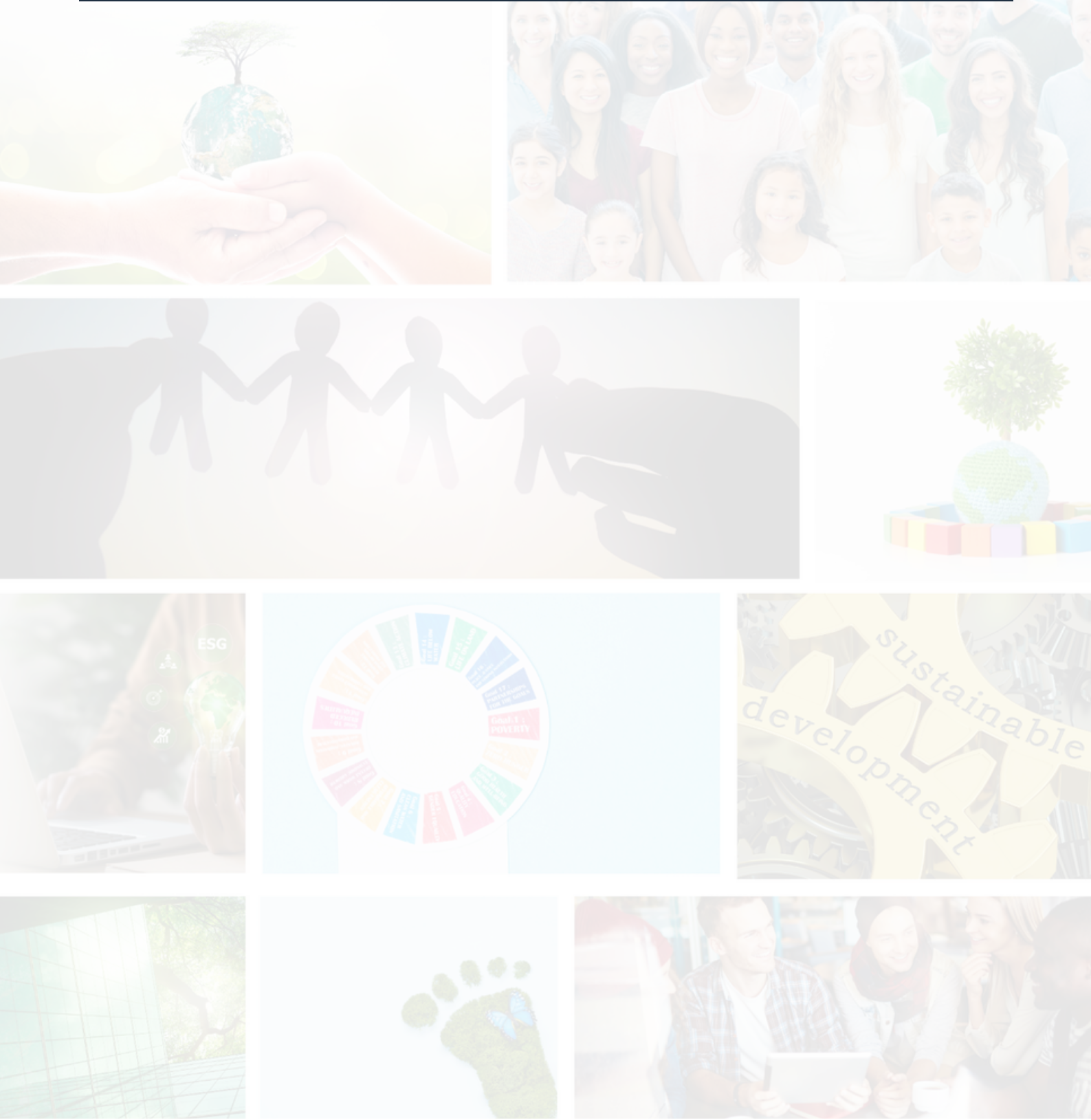
# CE SPRINKLER AB CARBON ASSESSMENT – SCOPE 3 REPORT 2024

Scope 3	Emissions from Indirect Sources	649	834
	<b>Purchased goods and services</b> Extraction, production, and transportation of goods and services purchased or acquired by the reporting company in the reporting year.	563	695
	<b>Capital goods</b> Extraction, production, and transportation of capital goods purchased or acquired by the reporting company in the reporting year.	1	1
	<b>Fuel and energy related activities</b> Extraction, production, and transportation of fuels and energy purchased or acquired by the reporting company in the reporting year.	13	24
	<b>Upstream transportation and distribution</b> Transportation and distribution of products purchased by the reporting company in the reporting year.	2	6
	<b>Waste generated in operations</b> Disposal and treatment of waste generated in the reporting company's operations in the reporting year.	0	1
	<b>Business travel</b> Transportation of employees for business-related activities during the reporting year.	10	18
	<b>Employee commuting</b> Transportation of employees between their homes and their worksites during the reporting year.	28	11
	<b>Upstream leased assets</b> Operation of assets leased by the reporting company (lessee) in the reporting year.	32	76
	<b>Downstream transportation and distribution</b> Transportation and distribution of sold products in vehicles and facilities not owned or controlled by the reporting	-	-
	<b>Processing of sold products</b> Processing of sold intermediate products by third parties (e.g. manufacturers) subsequent to sale by the reporting company.	-	-
	<b>Use of sold products</b> Use of goods and services sold by the reporting company in the reporting year.	-	-
	<b>End-of-life treatment of sold products</b> Waste disposal and treatment of products sold by the reporting company (in the reporting year) at the end of their life.	-	-
	<b>Downstream leased assets</b> Operation of assets that are owned by the reporting company (acting as lessor) and leased to other entities in the reporting year that are not already included in scope 1 or scope 2.	-	-
	<b>Franchises</b> Operation of franchises not included in scope 1 or scope 2.	-	-
	<b>Investments</b> Reporting company's investments in the reporting year, not already included in scope 1 or scope 2.	-	-



# CE SPRINKLER AB CARBON ASSESSMENT – TOTAL EMISSIONS REPORT 2024

Total Emissions	Emissions across Scope 1,2 and 3 (tCO2e)	710	946
	Reduction through supported projects	-	-
	Total emissions including reduction projects (tCO2e)	710	946



# CE SPRINKLER AB 2025 ESG INITIATIVES

## Carbon & Waste Reduction



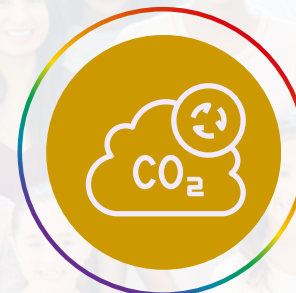
Preventative Maintenance Programme to improve fuel efficiency and vehicle performance. (SDG 13)



Eliminate Single-Use Plastics on job sites. (SDG 12)



Reusable Staff Merchandise like: water bottles and coffee cups to cut waste. (SDG 12)



Carbon Offsetting Plans under consideration to mitigate unavoidable emissions. (SDG 13)

## Supply Chain Responsibility



ESG Supplier Criteria Review to ensure alignment with sustainability and ethical sourcing standards. (SDG 8 & 12)



Sustainable Procurement Policy Review to formalise requirements across supplier partnerships. (SDG 12)

## Staff Empowerment & Sustainability Culture



Sustainability Training for staff on low-impact practices and responsible travel. (SDG 4)



Expanded Team Building activities to strengthen collaboration and wellbeing. (SDG 3)



Sponsorship of Local Sports Team to support health, wellbeing, and community engagement. (SDG 3 & 11)



Promotion of Volunteering Initiatives to encourage giving back to local causes. (SDG 11 & 17)



# CE SPRINKLER AB 2025 ESG INITIATIVES

## Material Sustainability



CPVC Lifecycle Management to reduce waste and promote reuse. (SDG 9 & 12)



Modular Design Focus to extend product life and simplify maintenance. (SDG 9)

## Long-Term Commitments



Integration of ESG into Decision-Making at all operational levels. (SDG 16 & 17)



Annual ESG Impact Reporting. Publish transparent, data-driven reports on environmental, social, and governance metrics to track progress and engage stakeholders. (SDG 12 & 16)



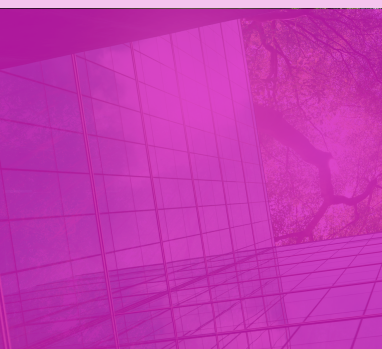
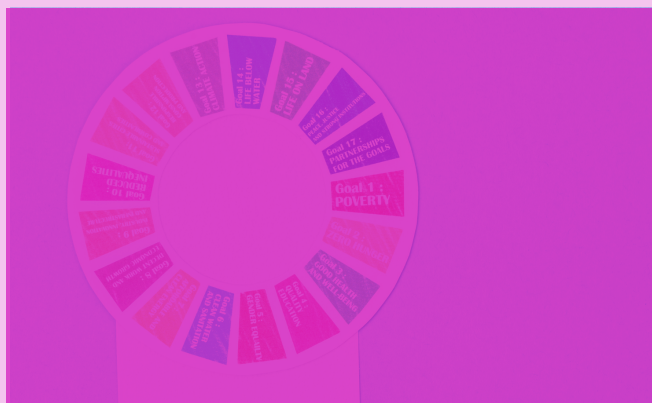
Participation in Industry Sustainability Pledges. Join national or sector-wide carbon neutrality or circular economy commitments to collaborate on systemic impact. (SDG 17)



January - December 2024

# JEM Fire Pumps Ltd ESG Annual Report

Established over 30 years ago, JEM is a leading provider of field service support on rotating and reciprocating equipment in the UK and across the globe.





# JEM FIRE PUMPS LTD

Based in Rochdale, UK. JEM Fire Pumps Ltd is an independent Company with over 30 years' experience in the Implementation and servicing of electric and diesel driven pumps. Our service facilities are fully equipped to carry out major overhauls of pumps, drivers and associated control equipment. We carry out maintenance and service work of all equipment brands.

The Company has grown to 12 employees. throughout the year Jem has focused on advancing its sustainability goals, supporting the environment, promoting employee wellbeing, and contributing to the wider community. This report reflects on the achievements, new policies, and innovations undertaken by Jem to achieve its sustainable development objectives.



12 Employees



30 Years' Industry  
Experience



18.18% Female  
Headcount



Located in  
Rochdale, UK.

# JEM FIRE PUMPS LTD ESG CHAMPIONS



Matt Parker is our ESG Champion. Being an ESG (Environmental, Social, and Governance) Champion means taking an active leadership role in promoting sustainability within your organisation. It's about being a dedicated advocate for responsible business practices that reduce environmental impact, support social well-being, and ensure strong governance.

As an ESG Champion, Matt is the driving force behind integrating these principles into everyday operations, engaging teams, and cultivating a culture of accountability and continuous improvement.



Wtech Fire Group's Head of HR, Sandra Lynam, reflects on the 2024 ESG report, highlighting major progress in employee wellbeing, diversity, and environmental sustainability. This year focused on fostering an inclusive culture with strong support for mental and physical health.

The Company launched initiatives to boost engagement, promote work-life balance, and offer mental health resources, while also advancing gender equality and cutting energy use and waste. The report details both achievements and areas for improvement, reaffirming Wtech Fire Group's commitment to sustainability and social responsibility at the core of its operations.



# WTECH FIRE GROUP OVERVIEW

## About Us – Wtech Fire Group

- **Industry Leader:**

- Wtech Fire Group delivers innovative fire protection and detection solutions across a wide range of global industries.

- **Expertise and Quality:**

- Decades of experience in designing, manufacturing, and supplying advanced fire safety and security systems.

- **Sustainability Focus:**

- Strong commitment to environmental responsibility, reducing waste and energy consumption.

- **People-Centred Culture:**

- Promotes employee wellbeing, diversity, inclusivity, and mental health support across all levels.

- **ESG Commitment:**

- Continuous investment in Environmental, Social, and Governance initiatives to drive positive change.

- **Vision for the Future:**

- Leading the way with smarter, safer, and more sustainable fire protection Detection & Security technologies worldwide.



# JEM FIRE PUMPS LTD COMMITMENTS





# JEM FIRE PUMPS LTD

## 2024 ESG ACHIEVEMENTS

### Environmental



Streamline scheduling to reduce van mileage



Encouraged Carpooling & promote use of Public Transport. Where possible, staff shared transport to reduce emissions.



Recycling Bins in the offices.

### Social



Launched a new mental health support programme for site workers.



Team Building Events for employees.

### Governance



Rolled out whistleblowing training and implemented updated GDPR-compliant data handling policies.



Introduced supplier ESG screening during procurement processes.



ESG Annual Reviews.



Company ESG Champion.

# JEM FIRE PUMPS LTD ESG ACHIEVEMENTS

## ENVIRONMENT



### Environment SDG's

- Energy Use Policy: We reduce energy consumption with energy-efficient practices.
- Sustainable Travel Policy: Carpooling.
- Recycling and Waste Management: We have recycling program.

## SOCIAL



### Social SDG's

- Female Representation in Management: We promote gender parity in leadership roles.
- Diversity, Equity & Inclusion (DEI) Policy: We support a diverse and inclusive workplace.
- Health, Safety & Wellbeing: We provide safe working environment and employee assistant program.
- Employee Development: We offer career growth opportunities,
- PPE and Uniforms: We provide free PPE and uniforms to ensure safety.



# JEM FIRE PUMPS LTD

## 2024 ESG ACHIEVEMENTS

### GOVERNANCE



### Governance SDG's

- **Anti-Bribery and Corruption Policy:** We have a clear Anti-Bribery and Corruption Policy that ensures all our business transactions are conducted ethically and transparently.
- **Anti-Fraud and Anti-Slavery Policies:** We maintain a strict stance against fraud and modern slavery with dedicated policies to prevent such practices.
- **Supplier Code of Conduct:** Our Supplier Code of Conduct ensures that all our suppliers adhere to ethical practices, promoting accountability and transparency throughout our supply chain.
- **Sustainable Product Design:** We are committed to modular designs and the disassembly of materials for re-use, ensuring our product lifecycle management supports sustainability.
- **Waste Reduction:** We focus on reducing waste in our manufacturing processes and continuously enhance our recycling efforts across all operations.
- **Sustainable Travel:** Our sustainable travel policy reduces carbon emissions from employee travel, encouraging eco-friendly alternatives.
- **Energy Efficient Manufacturing:** We utilise energy-efficient technologies in our manufacturing processes to minimise our environmental impact and reduce energy consumption.



# JEM FIRE PUMPS LTD CARBON ASSESSMENT – SCOPE 1 & 2 REPORT 2023–2024

	Category	2023	2024
Indicators	Renewable energy consumption (%)	1%	2%
	Market-based scope 2 emissions (tCO2e)	1	4
	Location-based scope 2 emissions (tCO2e)	1	4
Scope 1	<b>Emissions from Direct Operations</b>	43	86
	<b>Stationary combustion</b> Direct greenhouse (GHG) emissions that occur from stationary sources that are controlled or owned by an organization.	2	-
	<b>Mobile combustion</b> Direct greenhouse (GHG) emissions that occur from mobile sources that are controlled or owned by an organization.	42	86
	<b>Fugitive emissions</b> Unintentional releases/leaks of greenhouse gasses, such as refrigerant gasses or gasses from air-conditioning units.	-	-
	<b>Process emissions</b> The release of greenhouse gases (GHGs) and other pollutants that occur directly from industrial processes and activities, rather than from the combustion of fossil fuels for energy.	-	-

Scope 2	<b>Emissions from Purchased Energy</b>	1	4
	<b>Generation of purchased electricity</b> Indirect GHG emissions associated with the purchase of electricity.	1	4
	<b>Heat related activities</b> Indirect GHG emissions associated with the purchase of steam, heat or cooling.	-	-

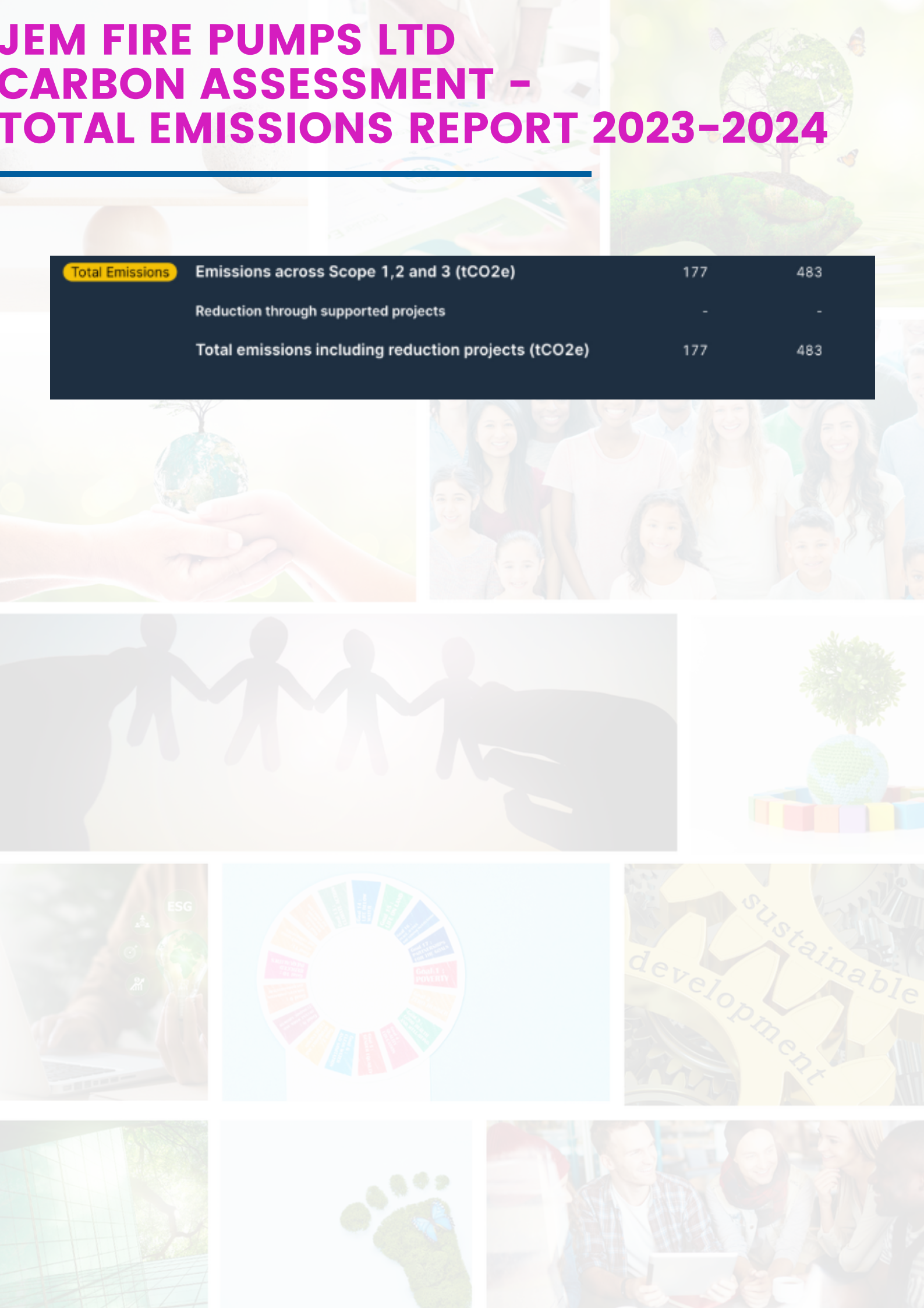


# JEM FIRE PUMPS LTD CARBON ASSESSMENT – SCOPE 3 REPORT 2023–2024

<b>Scope 3</b>	<b>Emissions from Indirect Sources</b>	133	394
	<b>Purchased goods and services</b> Extraction, production, and transportation of goods and services purchased or acquired by the reporting company in the reporting year.	107	323
	<b>Capital goods</b> Extraction, production, and transportation of capital goods purchased or acquired by the reporting company in the reporting year.	-	1
	<b>Fuel and energy related activities</b> Extraction, production, and transportation of fuels and energy purchased or acquired by the reporting company in the reporting year.	9	19
	<b>Upstream transportation and distribution</b> Transportation and distribution of products purchased by the reporting company in the reporting year.	1	9
	<b>Waste generated in operations</b> Disposal and treatment of waste generated in the reporting company's operations in the reporting year.	2	2
	<b>Business travel</b> Transportation of employees for business-related activities during the reporting year.	0	5
	<b>Employee commuting</b> Transportation of employees between their homes and their worksites during the reporting year.	7	35
	<b>Upstream leased assets</b> Operation of assets leased by the reporting company (lessee) in the reporting year.	5	0
	<b>Downstream transportation and distribution</b> Transportation and distribution of sold products in vehicles and facilities not owned or controlled by the reporting	-	-
	<b>Processing of sold products</b> Processing of sold intermediate products by third parties (e.g. manufacturers) subsequent to sale by the reporting company.	-	-
	<b>Use of sold products</b> Use of goods and services sold by the reporting company in the reporting year.	-	-
	<b>End-of-life treatment of sold products</b> Waste disposal and treatment of products sold by the reporting company (in the reporting year) at the end of their life.	-	-
	<b>Downstream leased assets</b> Operation of assets that are owned by the reporting company (acting as lessor) and leased to other entities in the reporting year that are not already included in scope 1 or scope 2.	-	-
	<b>Franchises</b> Operation of franchises not included in scope 1 or scope 2.	-	-
	<b>Investments</b> Reporting company's investments in the reporting year, not already included in scope 1 or scope 2.	-	-

# JEM FIRE PUMPS LTD CARBON ASSESSMENT – TOTAL EMISSIONS REPORT 2023–2024

Total Emissions	Emissions across Scope 1,2 and 3 (tCO2e)	177	483
	Reduction through supported projects	-	-
	Total emissions including reduction projects (tCO2e)	177	483





# JEM FIRE PUMPS LTD 2025 ESG INITIATIVES

## Carbon & Waste Reduction



Preventative Maintenance Programme to improve fuel efficiency and vehicle performance. (SDG 13)



Eliminate Single-Use Plastics on job sites. (SDG 12)



Carbon Offsetting Plans under consideration to mitigate unavoidable emissions. (SDG 13)

## Supply Chain Responsibility



ESG Supplier Criteria Review to ensure alignment with sustainability and ethical sourcing standards. (SDG 8 & 12)



Sustainable Procurement Policy Review to formalise requirements across supplier partnerships. (SDG 12)

## Staff Empowerment & Sustainability Culture



Sustainability Training for staff on low-impact practices and responsible travel. (SDG 4)



Expanded Team Building activities to strengthen collaboration and wellbeing. (SDG 3)



Sponsorship of Local Sports Team to support health, wellbeing, and community engagement. (SDG 3 & 11)



Promotion of Volunteering Initiatives to encourage giving back to local causes. (SDG 11 & 17)

# JEM FIRE PUMPS LTD 2025 ESG INITIATIVES

## Material Sustainability



Utilise local suppliers wherever possible to reduce transportation impact.

## Long-Term Commitments



Integration of ESG into Decision-Making at all operational levels.  
(SDG 16 & 17)



Annual ESG Impact Reporting. Publish transparent, data-driven reports on environmental, social, and governance metrics to track progress and engage stakeholders.  
(SDG 12 & 16)



Participation in Industry Sustainability Pledges. Join national or sector-wide carbon neutrality or circular economy commitments to collaborate on systemic impact. (SDG 17)

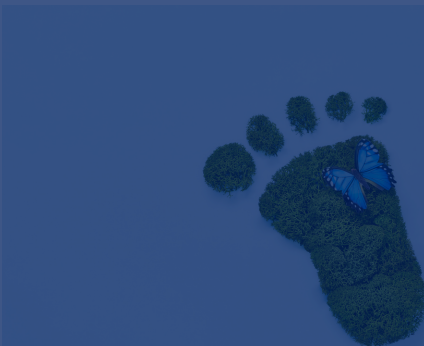




January - December 2024

# Wilec Fire & Security Limited ESG Annual Report

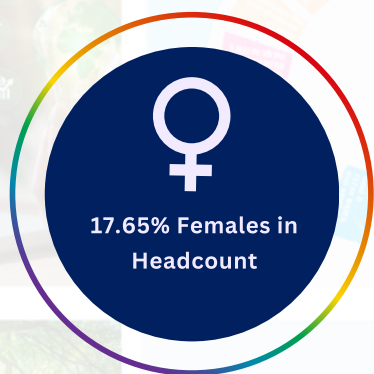
Wilec are specialist providers of complete life safety and security system solutions to all sectors of the Irish Marketplace. We cater to a range of Clients from small, single site businesses up to complex, high-risk, multiple site installations for blue chip Clients.



# WILEC FIRE & SECURITY LIMITED

In business since 2002, we specialise in the design, delivery and maintenance of life safety and security systems. This encompasses small, single-site business premises and complex, multi-site, high risk installations. Wilec Fire & Security Ltd provides an integrated end-to-end solution for all of your life safety and security requirements. Founded on strong values and committed to providing sophisticated technology in a fast-paced environment, we pride ourselves on providing a personal and tailored service regardless of the size of your project. We have collaborated with some of the largest Pharmaceutical, Financial and Commercial organisations in the country.

The Company has 35 Employees. Throughout the year, Wilec has focused on advancing its sustainability goals, supporting the environment, promoting Employee wellbeing, and contributing to the wider community. This report reflects on the achievements, new policies, and innovations undertaken by Wilec to achieve its sustainable development objectives.





# WILEC FIRE & SECURITY LIMITED

## ESG CHAMPIONS



Michelle Kenny is our dedicated ESG Champion for the business. Being an ESG (Environmental, Social, and Governance) Champion means taking an active Leadership role in promoting sustainability within our Company. It's about being a dedicated advocate for responsible business practices that reduce environmental impact, support social wellbeing, and ensure strong governance.

As an ESG Champion, Michelle is the driving force behind integrating these principles into everyday operations, engaging teams, and cultivating a culture of accountability and continuous improvement.



Wtech Fire Group's Head of HR, Sandra Lynam, reflects on the 2024 ESG report, highlighting major progress in employee wellbeing, diversity, and environmental sustainability. This year focused on fostering an inclusive culture with strong support for mental and physical health.

The Company launched initiatives to boost engagement, promote work-life balance, and offer mental health resources, while also advancing gender equality and cutting energy use and waste. The report details both achievements and areas for improvement, reaffirming Wtech Fire Group's commitment to sustainability and social responsibility at the core of its operations.

# WTECH FIRE GROUP OVERVIEW

## About Us – Wtech Fire Group

- **Industry Leader:**

- Wtech Fire Group delivers innovative fire protection and detection and security solutions across a wide range of global industries.

- **Expertise and Quality:**

- Decades of experience in designing, manufacturing, and supplying advanced fire safety and security systems.

- **Sustainability Focus:**

- Strong commitment to environmental responsibility, reducing waste and energy consumption.

- **People-Centred Culture:**

- Promotes employee wellbeing, diversity, inclusivity, and mental health support across all levels.

- **ESG Commitment:**

- Continuous investment in Environmental, Social, and Governance initiatives to drive positive change.

- **Vision for the Future:**

- Leading the way with smarter, safer, and more sustainable fire protection and detection and security technologies worldwide.





# WILEC FIRE & SECURITY LIMITED

Wilec is committed to aligning its operations and growth with the United Nations Sustainable Development Goals (SDGs). Our sustainability strategy aligns with the UN SDGs, driving climate action, circular design, inclusive culture, ethical sourcing, and community impact through innovation, transparency, and long-term environmental stewardship.

## Planet – Environmental Responsibility

🔗 Aligned with SDG 12, 13, 15

- 🚗 Green Mobility – Carpooling.
- 🏠 Carbon KPIs – Targets on efficiency & footprint.
- 📦 Sustainable Materials – Recycled & renewable input increases



## Product & Innovation

🔗 Aligned with SDG 9, 12, 17

Servicing – We ensure to maintain spare parts level for customers so they components can be changed rather than full units having to be supplied. 🌱

Chamber Memberships – Industry collaboration & innovation sharing 🤝

## People & Culture

🔗 Aligned with SDG 3, 5, 8, 10

- 🗣️ Staff Voice – Surveys, Right to Disconnect, Engagement Committees .
- 👤 Wellbeing & Safety – Reps, programs, and training culture.
- 👥 17.65 % Female Headcount in Management roles.



# WILEC FIRE & SECURITY LIMITED

## Community & Social Impact

🔗 Aligned with SDG 4, 11, 17

- ♥ Giving Back – Sports sponsorship.
- 🎓 Educational Partnerships – Work experience & awareness days
- 🌱 World Environment Day – Annual promotion & engagement.



## Governance & Ethics

🔗 Aligned with SDG 16, 17

ESG Policy Framework – ESG, Environmental, Travel, Purchasing 📋

Policy Culture – Clean Desk, Gender Identity, Wellbeing policies ✅

Transparent Targets – Carbon KPIs, public reporting readiness 📈





# WILEC FIRE & SECURITY LIMITED



# WILEC FIRE & SECURITY LIMITED

## Environmental



Streamline scheduling to reduce van mileage.



Encouraged Carpooling & promote use of Public Transport. Where possible, staff shared transport to reduce emissions.



We have changed an additional 5 company vehicles to electric vehicles.



Recycling Bins in the offices.

## Social



Launched a new mental health support programme for site workers.



Team Building Events for Employees.

## Governance



Rolled out Whistleblowing Policy and Procedure and implemented updated GDPR-compliant data handling policies.



Introduced supplier ESG screening during procurement processes.



ESG Annual Reviews.



Company ESG Champion.



# WILEC FIRE & SECURITY LTD

## CARBON ASSESSMENT

### SCOPE 1 & 2

	Category	2023	2024
Indicators	Renewable energy consumption (%)	3%	9%
	Market-based scope 2 emissions (tCO2e)	5	5
	Location-based scope 2 emissions (tCO2e)	4	5
Scope 1	<b>Emissions from Direct Operations</b>	49	77
	<b>Stationary combustion</b> Direct greenhouse (GHG) emissions that occur from stationary sources that are controlled or owned by an organization.	-	0
	<b>Mobile combustion</b> Direct greenhouse (GHG) emissions that occur from mobile sources that are controlled or owned by an organization.	49	77
	<b>Fugitive emissions</b> Unintentional releases/leaks of greenhouse gasses, such as refrigerant gasses or gasses from air-conditioning units.	-	-
	<b>Process emissions</b> The release of greenhouse gases (GHGs) and other pollutants that occur directly from industrial processes and activities, rather than from the combustion of fossil fuels for energy.	-	-

Scope 2	<b>Emissions from Purchased Energy</b>	5	5
	<b>Generation of purchased electricity</b> Indirect GHG emissions associated with the purchase of electricity.	5	5
	<b>Heat related activities</b> Indirect GHG emissions associated with the purchase of steam, heat or cooling.	-	-

# WILEC FIRE & SECURITY LTD

## CARBON ASSESSMENT –

### SCOPE 3

Scope 3	Emissions from Indirect Sources	707	1,739
	<b>Purchased goods and services</b> Extraction, production, and transportation of goods and services purchased or acquired by the reporting company in the reporting year.	614	1,456
	<b>Capital goods</b> Extraction, production, and transportation of capital goods purchased or acquired by the reporting company in the reporting year.	19	33
	<b>Fuel and energy related activities</b> Extraction, production, and transportation of fuels and energy purchased or acquired by the reporting company in the reporting year.	12	26
	<b>Upstream transportation and distribution</b> Transportation and distribution of products purchased by the reporting company in the reporting year.	8	20
	<b>Waste generated in operations</b> Disposal and treatment of waste generated in the reporting company's operations in the reporting year.	0	3
	<b>Business travel</b> Transportation of employees for business-related activities during the reporting year.	14	71
	<b>Employee commuting</b> Transportation of employees between their homes and their worksites during the reporting year.	25	87
	<b>Upstream leased assets</b> Operation of assets leased by the reporting company (lessee) in the reporting year.	15	43
	<b>Downstream transportation and distribution</b> Transportation and distribution of sold products in vehicles and facilities not owned or controlled by the reporting	-	-
	<b>Processing of sold products</b> Processing of sold intermediate products by third parties (e.g. manufacturers) subsequent to sale by the reporting company.	-	-
	<b>Use of sold products</b> Use of goods and services sold by the reporting company in the reporting year.	-	-
	<b>End-of-life treatment of sold products</b> Waste disposal and treatment of products sold by the reporting company (in the reporting year) at the end of their life.	-	-
	<b>Downstream leased assets</b> Operation of assets that are owned by the reporting company (acting as lessor) and leased to other entities in the reporting year that are not already included in scope 1 or scope 2.	-	-
	<b>Franchises</b> Operation of franchises not included in scope 1 or scope 2.	-	-
	<b>Investments</b> Reporting company's investments in the reporting year, not already included in scope 1 or scope 2.	-	-



# WILEC FIRE & SECURITY LIMITED CARBON ASSESSMENT TOTAL EMISSIONS

## Total Emissions

Emissions across Scope 1,2 and 3 (tCO<sub>2</sub>e)

762

1,821

Reduction through supported projects

-

-

Total emissions including reduction projects (tCO<sub>2</sub>e)

762

1,821

# WILEC FIRE & SECURITY LIMITED

## ENVIRONMENT



### Environment SDG's

- Energy Use Policy: We reduce energy consumption with energy-efficient practices.
- Sustainable Travel Policy: We have changed an additional 5 company vehicles to electric vehicles.
- Recycling and Waste Management: We have recycling programs across all locations ie compost bins.

## SOCIAL



### Social SDG's

- Female Representation in Management: We promote gender parity in leadership roles.
- Diversity, Equity & Inclusion (DEI) Policy: We support a diverse and inclusive workplace.
- Health, Safety & Wellbeing: We provide safe working environment and Employee Assistance Program.
- Employee Development: We offer career growth opportunities,
- Awards for Achievement: We recognise employee contributions through awards.
- PPE and Uniforms: We provide free PPE and uniforms to ensure safety.



# WILEC FIRE & SECURITY LIMITED

## GOVERNANCE



### Governance SDG's

- **Anti-Bribery and Corruption Policy:** We have a clear Anti-Bribery and Corruption Policy that ensures all our business transactions are conducted ethically and transparently.
- **Anti-Fraud and Anti-Slavery Policies:** We maintain a strict stance against fraud and modern slavery with dedicated policies to prevent such practices.
- **Supplier Code of Conduct:** Our Supplier Code of Conduct ensures that all our suppliers adhere to ethical practices, promoting accountability and transparency throughout our supply chain.
- **Diversity, Equity & Inclusion (DEI) Leadership:** We provide DEI training to our leaders and managers, ensuring our governance is inclusive, equitable, and fair.
- **Sustainable Product Design:** We are committed to modular designs and the disassembly of materials for re-use, ensuring our product lifecycle management supports sustainability.
- **Waste Reduction:** We focus on reducing waste in our manufacturing processes and continuously enhance our recycling efforts across all operations.
- **Sustainable Travel:** Our sustainable travel policy reduces carbon emissions from employee travel, encouraging eco-friendly alternatives.
- **Energy Efficient Manufacturing:** We utilise energy-efficient technologies in our manufacturing processes to minimise our environmental impact and reduce energy consumption.

# WILEC FIRE & SECURITY LIMITED

## Carbon & Waste Reduction



Preventative Maintenance Programme to improve fuel efficiency and vehicle performance. (SDG 13)



Eliminate Single-Use Plastics on job sites. (SDG 12)



Carbon Offsetting Plans under consideration to mitigate unavoidable emissions. (SDG 13)

## Supply Chain Responsibility



ESG Supplier Criteria Review to ensure alignment with sustainability and ethical sourcing standards. (SDG 8 & 12)



Sustainable Procurement Policy Review to formalise requirements across supplier partnerships. (SDG 12)

## Staff Empowerment & Sustainability Culture



Sustainability Training for staff on low-impact practices and responsible travel. (SDG 4)



Expanded Team Building activities to strengthen collaboration and wellbeing. (SDG 3)



Sponsorship of Local Sports Team to support health, wellbeing, and community engagement. (SDG 3 & 11)



Promotion of Volunteering Initiatives to encourage giving back to local causes. (SDG 11 & 17)



# WILEC FIRE & SECURITY LIMITED

## Material Sustainability



Maintain spare parts level for customers so the components can be changed rather than full units having to be supplied.



Focus to extend product life and simplify maintenance. (SDG 9)

## Long-Term Commitments



Integration of ESG into Decision-Making at all operational levels. (SDG 16 & 17)



Annual ESG Impact Reporting. Publish transparent, data-driven reports on environmental, social, and governance metrics to track progress and engage stakeholders. (SDG 12 & 16)



Participation in Industry Sustainability Pledges. Join national or sector-wide carbon neutrality or circular economy commitments to collaborate on systemic impact. (SDG 17)

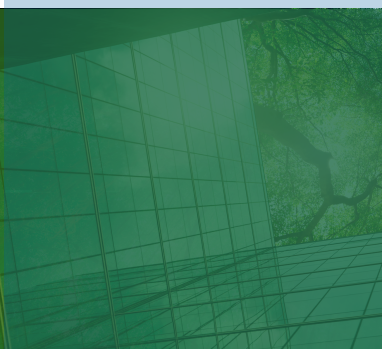
# IDEAL FIRE

COMPLETE FIRE SAFETY SOLUTIONS

January - December 2024

## IDEAL FIRE ESG ANNUAL REPORT

Ideal Fire Ltd. supply, design, install, commission and provide certification on all life safety systems. We provide remote monitoring and maintenance on a wide range of systems.



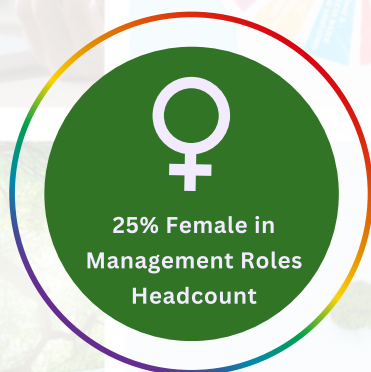


# IDEAL FIRE OVERVIEW

Ideal Fire provides planned preventative maintenance on a wide range of life safety systems such as fire alarm systems, wireless fire alarm systems, air sampling systems, emergency lighting systems, fire extinguishers, automatic opening vents, gas suppression systems, disable refuge systems, dry risers and hydrants.

With 28 years' experience in the fire safety industry providing the personal touch to all our Clients. Our experience, reliability and trustworthy service is key to providing a comprehensive Fire Safety Solution. Ideal Fire is part of the WTech Fire Group and our head office is located in Dublin 12, Ireland.

Ideal Fire currently has 28 Employees. Throughout the year, Ideal Fire has focused on advancing its sustainability goals, supporting the environment, promoting employee wellbeing, and contributing to the wider community. This report reflects on the achievements, new policies, and innovations undertaken by Ideal Fire to achieve its sustainable development objectives.



# ESG CHAMPIONS



Laura Byrne is our dedicated ESG Champion for the business. Being an ESG (Environmental, Social, and Governance) Champion means taking an active Leadership role in promoting sustainability within our Company. It's about being a dedicated advocate for responsible business practices that reduce environmental impact, support social wellbeing, and ensure strong governance.

As an ESG Champion, Laura is the driving force behind integrating these principles into everyday operations, engaging teams, and cultivating a culture of accountability and continuous improvement.



Wtech Fire Group's Head of HR, Sandra Lynam, reflects on the 2024 ESG report, highlighting major progress in employee wellbeing, diversity, and environmental sustainability. This year focused on fostering an inclusive culture with strong support for mental and physical health.

The Company launched initiatives to boost engagement, promote work-life balance, and offer mental health resources, while also advancing gender equality and cutting energy use and waste. The report details both achievements and areas for improvement, reaffirming Wtech Fire Group's commitment to sustainability and social responsibility at the core of its operations.



# WTECH FIRE GROUP OVERVIEW

## About Us – Wtech Fire Group

- **Industry Leader:**

- Wtech Fire Group delivers innovative fire protection and detection and security solutions across a wide range of global industries.

- **Expertise and Quality:**

- Decades of experience in designing, manufacturing, and supplying advanced fire safety and security systems.

- **Sustainability Focus:**

- Strong commitment to environmental responsibility, reducing waste and energy consumption.

- **People-Centred Culture:**

- Promotes employee wellbeing, diversity, inclusivity, and mental health support across all levels.

- **ESG Commitment:**

- Continuous investment in Environmental, Social, and Governance initiatives to drive positive change.

- **Vision for the Future:**

- Leading the way with smarter, safer, and more sustainable fire protection, detection and security technologies worldwide.



# IDEAL FIRE ESG STRATEGY

Ideal Fire is committed to aligning its operations and growth with the United Nations Sustainable Development Goals (SDGs). Our sustainability strategy aligns with the UN SDGs, driving climate action, circular design, inclusive culture, ethical sourcing, and community impact through innovation, transparency, and long-term environmental stewardship.

## Planet – Environmental Responsibility

🔗 Aligned with SDG 12, 13, 15

- 🚗 Green Mobility – Carpooling.
- 📊 Carbon KPIs – Targets on efficiency & footprint.
- 📦 Sustainable Materials – Recycled & renewable input increases



## Product & Innovation

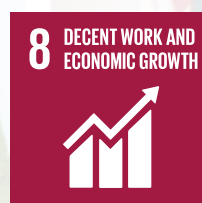
🔗 Aligned with SDG 9, 12, 17

- Efficient ordering – Purchase bulk rather than singular products to reduce deliveries 🌱
- Chamber Memberships – Industry collaboration & innovation sharing 🤝

## People & Culture

🔗 Aligned with SDG 3, 5, 8, 10

- 🗣️ Staff Voice – Surveys, Right to Disconnect, Engagement Committees .
- 👤 Wellbeing & Safety – Reps, programs, and training culture.
- 👥 25 % Female Headcount in Management roles.





# IDEAL FIRE SUSTAINABILITY STRATEGY

## Community & Social Impact

🔗 Aligned with SDG 4, 11, 17

- ♥ Giving Back – Sports sponsorship.
- 🎓 Educational Partnerships – Work experience & awareness days
- 🌿 World Environment Day – Annual promotion & engagement.



## Governance & Ethics

🔗 Aligned with SDG 16, 17

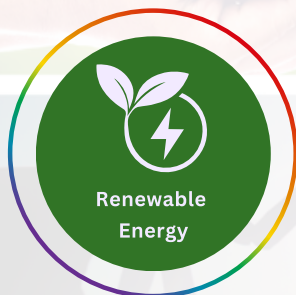
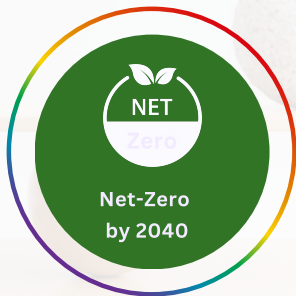
ESG Policy Framework – ESG, Environmental, Travel, Purchasing 📄

Policy Culture – Clean Desk, Gender Identity, Wellbeing policies ✅

Transparent Targets – Carbon KPIs, public reporting readiness 📈



# IDEAL FIRE COMMITMENTS





# IDEAL FIRE 2024 ESG ACHIEVEMENTS

## Environmental



Streamline scheduling to reduce van mileage.



Encouraged Carpooling & promote use of Public Transport. Where possible, staff shared transport to reduce emissions.



Sourced Eco-Friendly PPE & Materials – Where possible, we prioritised sustainable safety gear and materials.



Recycling Bins in the offices.

## Social



Launched a new mental health support programme for site workers.



Team Building Events for Employees.

## Governance



Rolled out Whistleblowing Policy & Procedure and implemented updated GDPR-compliant data handling policies.



Introduced Supplier ESG screening during procurement processes.



ESG Annual Reviews.



Company ESG Champion.

# IDEAL FIRE 2024 ESG ACHIEVEMENTS

## ENVIRONMENT



### Environment SDG's

- Energy Use Policy: We reduce energy consumption with energy-efficient practices.
- Recycling and Waste Management: We have recycling programs across all locations ie compost bins.

## SOCIAL



### Social SDG's

- Female Representation in Management: We promote gender parity in leadership roles.
- Diversity, Equity & Inclusion (DEI) Policy: We support a diverse and inclusive workplace.
- Health, Safety & Wellbeing: We provide safe working environment and Employee Assistance Program.
- Employee Development: We offer career growth opportunities.
- PPE and Uniforms: We provide free PPE and uniforms to ensure safety.



# IDEAL FIRE 2024 ESG ACHIEVEMENTS

## GOVERNANCE



### Governance SDG's

- **Anti-Bribery and Corruption Policy:** We have a clear Anti-Bribery and Corruption Policy that ensures all our business transactions are conducted ethically and transparently.
- **Anti-Fraud and Anti-Slavery Policies:** We maintain a strict stance against fraud and modern slavery with dedicated policies to prevent such practices.
- **Supplier Code of Conduct:** Our Supplier Code of Conduct ensures that all our suppliers adhere to ethical practices, promoting accountability and transparency throughout our supply chain.
- **Sustainable Product Design:** We are committed to modular designs and the disassembly of materials for re-use, ensuring our product lifecycle management supports sustainability.
- **Waste Reduction:** We focus on reducing waste in our manufacturing processes and continuously enhance our recycling efforts across all operations.
- **Sustainable Travel:** Our sustainable travel policy reduces carbon emissions from employee travel, encouraging eco-friendly alternatives.
- **Energy Efficient Manufacturing:** We utilise energy-efficient technologies in our manufacturing processes to minimise our environmental impact and reduce energy consumption.



# IDEAL FIRE CARBON ASSESSMENT – SCOPE 1 & 2 REPORT 2024

	Category	2023	2024
Indicators	Renewable energy consumption (%)	-	-
	Market-based scope 2 emissions (tCO2e)	-	-
	Location-based scope 2 emissions (tCO2e)	-	-
Scope 1	Emissions from Direct Operations	35	70
	<b>Stationary combustion</b> Direct greenhouse (GHG) emissions that occur from stationary sources that are controlled or owned by an organization.	1	-
	<b>Mobile combustion</b> Direct greenhouse (GHG) emissions that occur from mobile sources that are controlled or owned by an organization.	34	70
	<b>Fugitive emissions</b> Unintentional releases/leaks of greenhouse gasses, such as refrigerant gasses or gasses from air-conditioning units.	-	-
	<b>Process emissions</b> The release of greenhouse gases (GHGs) and other pollutants that occur directly from industrial processes and activities, rather than from the combustion of fossil fuels for energy.	-	-

Scope 2	Emissions from Purchased Energy	-	-
	<b>Generation of purchased electricity</b> Indirect GHG emissions associated with the purchase of electricity.	-	-
	<b>Heat related activities</b> Indirect GHG emissions associated with the purchase of steam, heat or cooling.	-	-

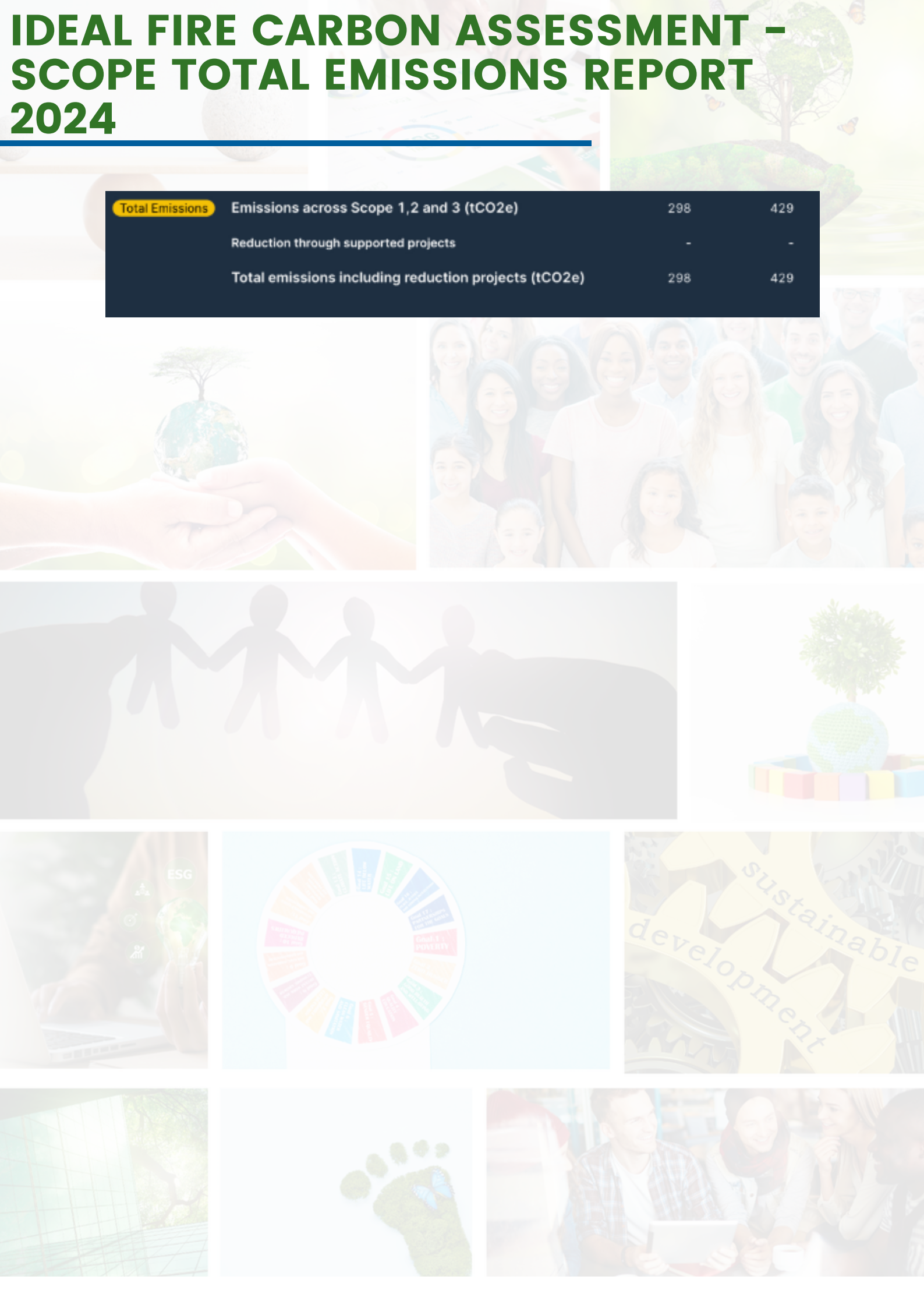


# IDEAL FIRE CARBON ASSESSMENT – SCOPE 3 REPORT 2024

Scope 3	<b>Emissions from Indirect Sources</b>	263	359
	<b>Purchased goods and services</b> Extraction, production, and transportation of goods and services purchased or acquired by the reporting company in the reporting year.	208	348
	<b>Capital goods</b> Extraction, production, and transportation of capital goods purchased or acquired by the reporting company in the reporting year.	1	5
	<b>Fuel and energy related activities</b> Extraction, production, and transportation of fuels and energy purchased or acquired by the reporting company in the reporting year.	7	13
	<b>Upstream transportation and distribution</b> Transportation and distribution of products purchased by the reporting company in the reporting year.	0	10
	<b>Waste generated in operations</b> Disposal and treatment of waste generated in the reporting company's operations in the reporting year.	0	0
	<b>Business travel</b> Transportation of employees for business-related activities during the reporting year.	0	-4
	<b>Employee commuting</b> Transportation of employees between their homes and their worksites during the reporting year.	21	27
	<b>Upstream leased assets</b> Operation of assets leased by the reporting company (lessee) in the reporting year.	24	-41
	<b>Downstream transportation and distribution</b> Transportation and distribution of sold products in vehicles and facilities not owned or controlled by the reporting	-	-
	<b>Processing of sold products</b> Processing of sold intermediate products by third parties (e.g. manufacturers) subsequent to sale by the reporting company.	-	-
	<b>Use of sold products</b> Use of goods and services sold by the reporting company in the reporting year.	-	-
	<b>End-of-life treatment of sold products</b> Waste disposal and treatment of products sold by the reporting company (in the reporting year) at the end of their life.	-	-
	<b>Downstream leased assets</b> Operation of assets that are owned by the reporting company (acting as lessor) and leased to other entities in the reporting year that are not already included in scope 1 or scope 2.	-	-
	<b>Franchises</b> Operation of franchises not included in scope 1 or scope 2.	-	-
	<b>Investments</b> Reporting company's investments in the reporting year, not already included in scope 1 or scope 2.	-	-

# IDEAL FIRE CARBON ASSESSMENT – SCOPE TOTAL EMISSIONS REPORT 2024

Total Emissions	Emissions across Scope 1,2 and 3 (tCO2e)	298	429
	Reduction through supported projects	-	-
	Total emissions including reduction projects (tCO2e)	298	429





# IDEAL FIRE 2025 ESG INITIATIVES

## Carbon & Waste Reduction



Preventative Maintenance Programme to improve fuel efficiency and vehicle performance. (SDG 13)



Eliminate Single-Use Plastics on job sites. (SDG 12)



Carbon Offsetting Plans under consideration to mitigate unavoidable emissions. (SDG 13)

## Supply Chain Responsibility



ESG Supplier Criteria Review to ensure alignment with sustainability and ethical sourcing standards. (SDG 8 & 12)



Sustainable Procurement Policy Review to formalise requirements across supplier partnerships. (SDG 12)

## Staff Empowerment & Sustainability Culture



Sustainability Training for staff on low-impact practices and responsible travel. (SDG 4)



Expanded Team Building activities to strengthen collaboration and wellbeing. (SDG 3)



Sponsorship of Local Sports Team to support health, wellbeing, and community engagement. (SDG 3 & 11)



Promotion of Volunteering Initiatives to encourage giving back to local causes. (SDG 11 & 17)

# IDEAL FIRE 2025 ESG INITIATIVES

## Material Sustainability



Reduce printing  
promoting  
paperless.



Purchase bulk rather than  
singular products to reduce  
deliveries. (SDG 9)

## Long-Term Commitments



Integration of ESG into  
Decision-Making at all  
operational levels.  
(SDG 16 & 17)



Annual ESG Impact Reporting. Publish transparent, data-  
driven reports on environmental, social, and governance  
metrics to track progress and engage stakeholders.  
(SDG 12 & 16)



Participation in Industry Sustainability Pledges.  
Join national or sector-wide carbon neutrality or  
circular economy commitments to collaborate on  
systemic impact. (SDG 17)



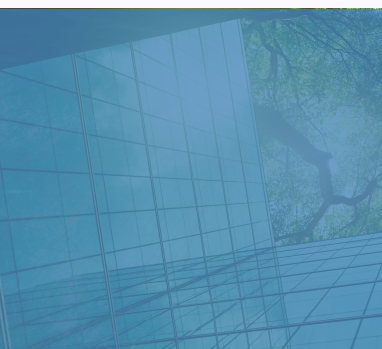


January - December 2024

# FIRECON

## ESG Annual Report

Firecon Group Oy is one of the Finland's largest fire-extinguishing system contractor. Its service package includes consultation, extinguishing system design, installation and handover procedures, as well as after sales and service operations. Firecon Group Oy is owned by Wtech Fire Group, a pan-European fire suppression Company from Ireland.



# FIRECON OVERVIEW

Firecon roots date back to the early 1980's, when a family-owned Company named Paloinsinööritoimisto Spezplan Ky started extinguishing system design operations in 1981. Sprinkler installation operations were started in 2001 under the name FPM-Trading Oy. In 2002, the design and installation operations were merged under the name Firecon Oy. Our Clients are construction firms of varying sizes, project management contractors, building technology contractors, and real estate owners and developers both in the public and private sectors.

Firecon currently have 58 employees and throughout the year Firecon has focused on advancing its sustainability goals, supporting the environment, promoting Employee wellbeing, and contributing to the wider community. This report reflects on the achievements, new policies, and innovations undertaken by Firecon to achieve its sustainable development objectives.





# FIRECON ESG CHAMPIONS

Lea Rautio is our dedicated ESG Champion for the business. Being an ESG (Environmental, Social, and Governance) Champion means taking an active Leadership role in promoting sustainability within our Company. It's about being a dedicated advocate for responsible business practices that reduce environmental impact, support social wellbeing, and ensure strong governance.

As an ESG Champion, Lea is the driving force behind integrating these principles into everyday operations, engaging teams, and cultivating a culture of accountability and continuous improvement.



Wtech Fire Group's Head of HR, Sandra Lynam, reflects on the 2024 ESG report, highlighting major progress in employee wellbeing, diversity, and environmental sustainability. This year focused on fostering an inclusive culture with strong support for mental and physical health.

The Company launched initiatives to boost engagement, promote work-life balance, and offer mental health resources, while also advancing gender equality and cutting energy use and waste. The report details both achievements and areas for improvement, reaffirming Wtech Fire Group's commitment to sustainability and social responsibility at the core of its operations.



# WTECH FIRE GROUP OVERVIEW

## About Us – Wtech Fire Group

- **Industry Leader:**

- Wtech Fire Group delivers innovative fire protection and detection and security solutions across a wide range of global industries.

- **Expertise and Quality:**

- Decades of experience in designing, manufacturing, and supplying advanced fire safety and security systems.

- **Sustainability Focus:**

- Strong commitment to environmental responsibility, reducing waste and energy consumption.

- **People-Centred Culture:**

- Promotes employee wellbeing, diversity, inclusivity, and mental health support across all levels.

- **ESG Commitment:**

- Continuous investment in Environmental, Social, and Governance initiatives to drive positive change.

- **Vision for the Future:**

- Leading the way with smarter, safer, and more sustainable fire protection and detection and security technologies worldwide.





# FIRECON ESG STRATEGY

Firecon is committed to aligning its operations and growth with the United Nations Sustainable Development Goals (SDGs). Our sustainability strategy aligns with the UN SDGs, driving climate action, circular design, inclusive culture, ethical sourcing, and community impact through innovation, transparency, and long-term environmental stewardship.

## Planet – Environmental Responsibility

🔗 Aligned with SDG 12, 13, 15

- 🚗 Green Mobility – Purchased our 1<sup>st</sup> Hybrid vehicle.
- 📊 Carbon KPIs – Targets on efficiency & footprint.
- 📦 Sustainable Materials – Recycled & renewable input increases.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



15 LIFE ON LAND



## Product & Innovation

🔗 Aligned with SDG 9, 12, 17

Materials– Purchasing environmentally friendly materials 🌿

Design – Prioritise repairability in our designs 🛠️

Chamber Memberships – Industry collaboration & innovation sharing 🤝

## People & Culture

🔗 Aligned with SDG 3, 5, 8, 10

🗣️ Staff Voice – Surveys, Right to Disconnect, Engagement Committees .

👤 Wellbeing & Safety – Reps, programs, and training culture

3 GOOD HEALTH AND WELL-BEING



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



# FIRECON ESG STRATEGY

## Community & Social Impact

🔗 Aligned with SDG 4, 11, 17

🎓 Educational Partnerships – Work experience & awareness days

🌱 World Environment Day – Annual promotion & engagement.



## Governance & Ethics

🔗 Aligned with SDG 16, 17

ESG Policy Framework – ESG, Environmental, Travel, Purchasing 📋

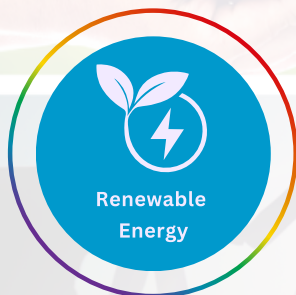
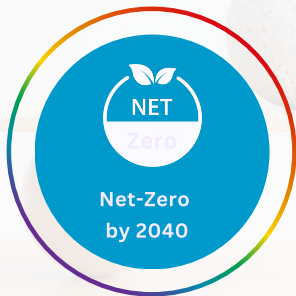
Policy Culture – Clean Desk, Gender Identity, Wellbeing policies ✅

Transparent Targets – Carbon KPIs, public reporting readiness 📈





# FIRECON COMMITMENTS



# FIRECON 2024 ESG ACHIEVEMENTS

## Environmental



Relocated our London Major Contracts office from a leased premises to serviced offices in West London. Reducing carbon impact.



Encouraged Carpooling & promote use of Public Transport. Where possible, staff shared transport to reduce emissions.



We closed down our office in Kaarina due to very low usage.



Recycling Bins in the offices.

## Social



Team Building Events for Employees.



## Governance



Rolled out whistleblowing policy.



Introduced supplier ESG screening during procurement processes.



ESG Annual Reviews.



Company ESG Champion.



# FIRECON 2024 ESG ACHIEVEMENTS

## ENVIRONMENT



### Environment SDG's

- Energy Use Policy: We reduce energy consumption with energy-efficient practices.
- Sustainable Travel Policy: Purchased our first hybrid Vehicle.
- Recycling and Waste Management: We have recycling programs across all locations ie: compost bins.

## SOCIAL



### Social SDG's

- Female Representation in Management: We promote gender parity in leadership roles.
- Diversity, Equity & Inclusion (DEI) Policy: We support a diverse and inclusive workplace.
- Health, Safety & Wellbeing: We provide safe working environment and employee assistant program.
- Employee Development: We offer career growth opportunities,
- Awards for Achievement: We recognise employee contributions through awards.
- PPE and Uniforms: We provide free PPE and uniforms to ensure safety.
- Mental Health First Aiders: We have trained mental health support staff.

# FIRECON 2024 ESG ACHIEVEMENTS

## GOVERNANCE



### Governance SDG's

- **Anti-Bribery and Corruption Policy:** We have a clear Anti-Bribery and Corruption Policy that ensures all our business transactions are conducted ethically and transparently.
- **Anti-Fraud and Anti-Slavery Policies:** We maintain a strict stance against fraud and modern slavery with dedicated policies to prevent such practices.
- **Supplier Code of Conduct:** Our Supplier Code of Conduct ensures that all our suppliers adhere to ethical practices, promoting accountability and transparency throughout our supply chain.
- **Sustainable Product Design:** We are committed to modular designs and the disassembly of materials for re-use, ensuring our product lifecycle management supports sustainability.
- **Waste Reduction:** We focus on reducing waste in our manufacturing processes and continuously enhance our recycling efforts across all operations.
- **Sustainable Travel:** Our sustainable travel policy reduces carbon emissions from employee travel, encouraging eco-friendly alternatives.
- **Energy Efficient Manufacturing:** We utilise energy-efficient technologies in our manufacturing processes to minimise our environmental impact and reduce energy consumption.



# FIRECON CARBON ASSESSMENT – SCOPE 1 & 2 REPORT 2024

	Category	2023	2024
Indicators	Renewable energy consumption (%)	37%	16%
	Market-based scope 2 emissions (tCO2e)	16	9
	Location-based scope 2 emissions (tCO2e)	5	9
Scope 1	Emissions from Direct Operations	37	97
	<b>Stationary combustion</b> Direct greenhouse (GHG) emissions that occur from stationary sources that are controlled or owned by an organization.	10	48
	<b>Mobile combustion</b> Direct greenhouse (GHG) emissions that occur from mobile sources that are controlled or owned by an organization.	27	49
	<b>Fugitive emissions</b> Unintentional releases/leaks of greenhouse gasses, such as refrigerant gasses or gasses from air-conditioning units.	-	-
	<b>Process emissions</b> The release of greenhouse gases (GHGs) and other pollutants that occur directly from industrial processes and activities, rather than from the combustion of fossil fuels for energy.	-	-
Scope 2	Emissions from Purchased Energy	16	9
	<b>Generation of purchased electricity</b> Indirect GHG emissions associated with the purchase of electricity.	16	9
	<b>Heat related activities</b> Indirect GHG emissions associated with the purchase of steam, heat or cooling.	-	-

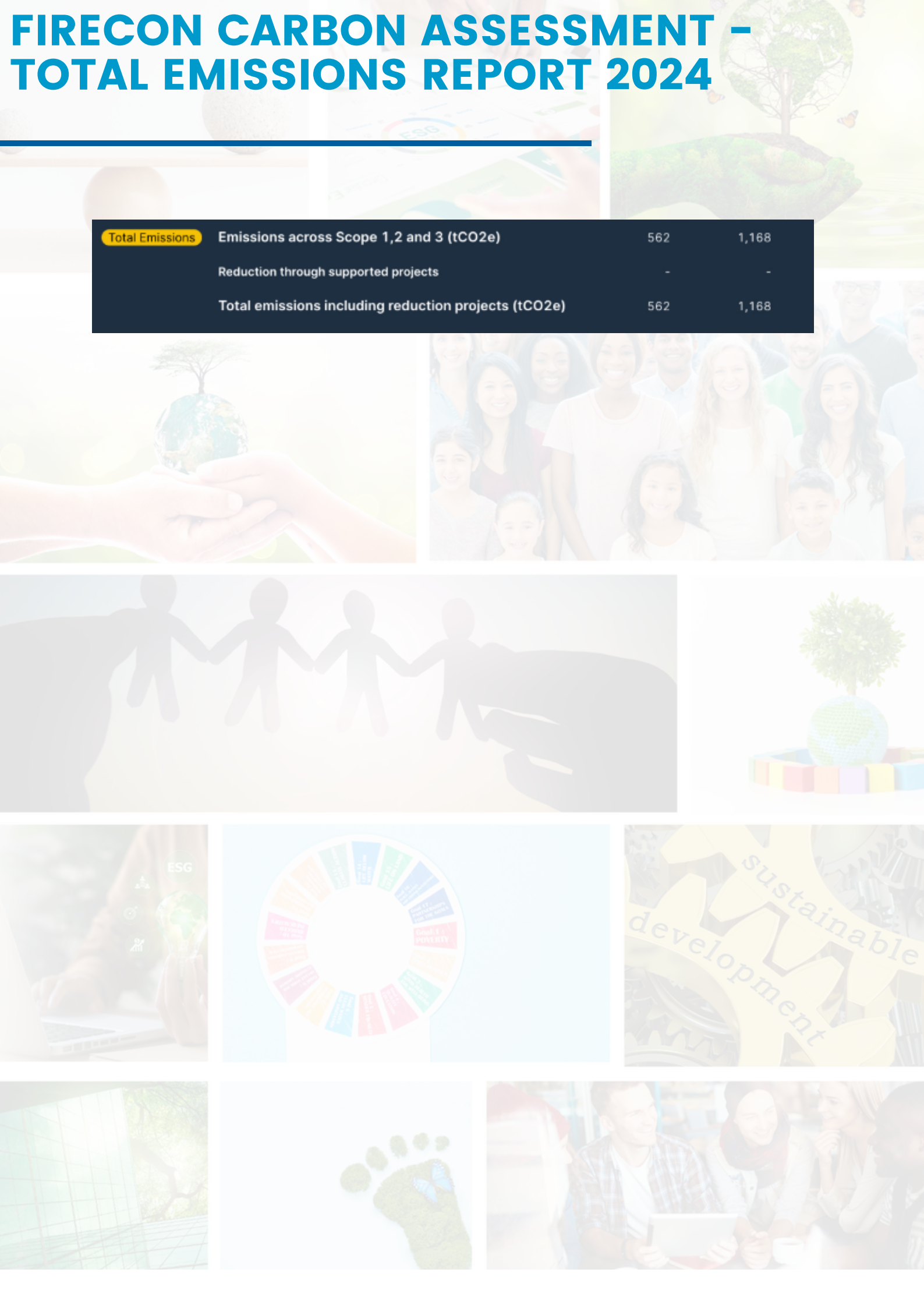
# FIRECON CARBON ASSESSMENT – SCOPE 3 REPORT 2024

<b>Scope 3</b>	<b>Emissions from Indirect Sources</b>	509	1,062
	<b>Purchased goods and services</b> Extraction, production, and transportation of goods and services purchased or acquired by the reporting company in the reporting year.	353	843
	<b>Capital goods</b> Extraction, production, and transportation of capital goods purchased or acquired by the reporting company in the reporting year.	4	2
	<b>Fuel and energy related activities</b> Extraction, production, and transportation of fuels and energy purchased or acquired by the reporting company in the reporting year.	9	27
	<b>Upstream transportation and distribution</b> Transportation and distribution of products purchased by the reporting company in the reporting year.	9	18
	<b>Waste generated in operations</b> Disposal and treatment of waste generated in the reporting company's operations in the reporting year.	8	1
	<b>Business travel</b> Transportation of employees for business-related activities during the reporting year.	19	30
	<b>Employee commuting</b> Transportation of employees between their homes and their worksites during the reporting year.	42	61
	<b>Upstream leased assets</b> Operation of assets leased by the reporting company (lessee) in the reporting year.	66	78
	<b>Downstream transportation and distribution</b> Transportation and distribution of sold products in vehicles and facilities not owned or controlled by the reporting	-	-
	<b>Processing of sold products</b> Processing of sold intermediate products by third parties (e.g. manufacturers) subsequent to sale by the reporting company.	-	-
	<b>Use of sold products</b> Use of goods and services sold by the reporting company in the reporting year.	-	-
	<b>End-of-life treatment of sold products</b> Waste disposal and treatment of products sold by the reporting company (in the reporting year) at the end of their life.	-	-
	<b>Downstream leased assets</b> Operation of assets that are owned by the reporting company (acting as lessor) and leased to other entities in the reporting year that are not already included in scope 1 or scope 2.	-	-
	<b>Franchises</b> Operation of franchises not included in scope 1 or scope 2.	-	-
	<b>Investments</b> Reporting company's investments in the reporting year, not already included in scope 1 or scope 2.	-	-



# FIRECON CARBON ASSESSMENT – TOTAL EMISSIONS REPORT 2024

Total Emissions	Emissions across Scope 1,2 and 3 (tCO2e)	562	1,168
	Reduction through supported projects	-	-
	Total emissions including reduction projects (tCO2e)	562	1,168



# FIRECON 2025 ESG INITIATIVES

## Carbon & Waste Reduction



Preventative Maintenance Programme to improve fuel efficiency and vehicle performance. (SDG 13)



Eliminate Single-Use Plastics on job sites. (SDG 12)



Carbon Offsetting Plans under consideration to mitigate unavoidable emissions. (SDG 13)

## Supply Chain Responsibility



ESG Supplier Criteria Review to ensure alignment with sustainability and ethical sourcing standards. (SDG 8 & 12)



Sustainable Procurement Policy Review to formalise requirements across supplier partnerships. (SDG 12)

## Staff Empowerment & Sustainability Culture



Sustainability Training for staff on low-impact practices and responsible travel. (SDG 4)



Expanded Team Building activities to strengthen collaboration and wellbeing. (SDG 3)



Sponsorship of Local Sports Team to support health, wellbeing, and community engagement. (SDG 3 & 11)



Promotion of Volunteering Initiatives to encourage giving back to local causes. (SDG 11 & 17)



# FIRECON 2025 ESG INITIATIVES

## Material Sustainability



We prioritise repairability in our designs, ensuring that components can be easily serviced and maintained, which reduces the need for disposal and supports sustainability. (SDG 9)

## Long-Term Commitments



Integration of ESG into Decision-Making at all operational levels. (SDG 16 & 17)



Annual ESG Impact Reporting. Publish transparent, data-driven reports on environmental, social, and governance metrics to track progress and engage stakeholders. (SDG 12 & 16)



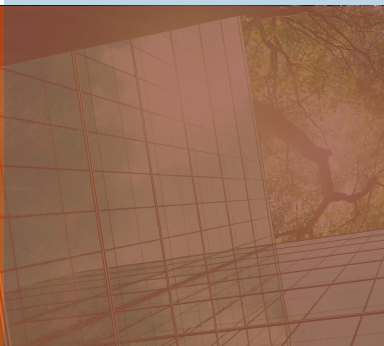
Participation in Industry Sustainability Pledges. Join national or sector-wide carbon neutrality or circular economy commitments to collaborate on systemic impact. (SDG 17)



January - December 2024

# SRS Alert Fire Systems Ltd ESG Annual Report

At SRS Alert Fire, we are a dedicated independent fire and life safety solutions and training provider to a range of customer markets including property and facilities management, electrical contractors, and industrial sectors. Our years of fire and life safety industry experience has ensured that we have a reputation for delivering the best solutions, products, and training to our Clients.

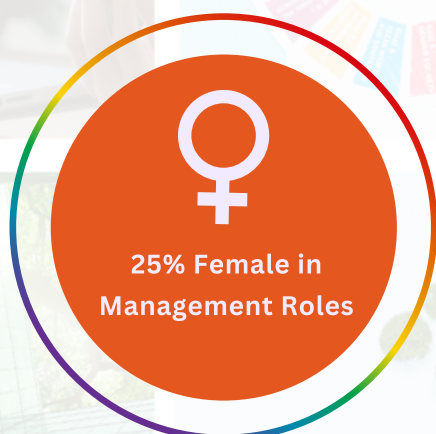




# SRS ALERT FIRE SYSTEMS LTD

SRS Alert Fire are a leading Fire and Life safety services provider operating throughout Ireland, working with Clients in a range of residential, commercial, and industrial sectors. The Company was born in 2021 with the amalgamation of SRS Fire and Alert Fire. The Companies joined forces to become better together creating a business with decades of fire safety industry experience and knowledge and a proven history of innovation and performance. Our experience, reliability and trustworthy service is key to providing a comprehensive Fire Safety Solutions is part of the WTech Fire Group and our head office is located in Dublin 15, Ireland.

SRS Alert Fire currently has 46 Employees and throughout the year Ideal Fire has focused on advancing its sustainability goals, supporting the environment, promoting employee wellbeing, and contributing to the wider community. This report reflects on the achievements, new policies, and innovations undertaken by SRS Alert Fire to achieve its sustainable development objectives.



# SRS ESG CHAMPIONS



Jennifer Coker is our dedicated ESG Champion for the business. Being an ESG (Environmental, Social, and Governance) Champion means taking an active Leadership role in promoting sustainability within our Company. It's about being a dedicated advocate for responsible business practices that reduce environmental impact, support social wellbeing, and ensure strong governance.

As an ESG Champion, Jennifer is the driving force behind integrating these principles into everyday operations, engaging teams, and cultivating a culture of accountability and continuous improvement.



Wtech Fire Group's Head of HR, Sandra Lynam, reflects on the 2024 ESG report, highlighting major progress in employee wellbeing, diversity, and environmental sustainability. This year focused on fostering an inclusive culture with strong support for mental and physical health.

The Company launched initiatives to boost engagement, promote work-life balance, and offer mental health resources, while also advancing gender equality and cutting energy use and waste. The report details both achievements and areas for improvement, reaffirming Wtech Fire Group's commitment to sustainability and social responsibility at the core of its operations.



# WTECH FIRE GROUP OVERVIEW

## About Us – Wtech Fire Group

- **Industry Leader:**

- Wtech Fire Group delivers innovative fire protection and detection and security solutions across a wide range of global industries.



- **Expertise and Quality:**

- Decades of experience in designing, manufacturing, and supplying advanced fire safety and security systems.



- **Sustainability Focus:**

- Strong commitment to environmental responsibility, reducing waste and energy consumption.



- **People-Centred Culture:**

- Promotes employee wellbeing, diversity, inclusivity, and mental health support across all levels.



- **ESG Commitment:**

- Continuous investment in Environmental, Social, and Governance initiatives to drive positive change.



- **Vision for the Future:**

- Leading the way with smarter, safer, and more sustainable fire protection, detection and security technologies worldwide.



# SRS ALERT FIRE SYSTEMS LTD

## ESG STRATEGY

SRS Alert Fire is committed to aligning its operations and growth with the United Nations Sustainable Development Goals (SDGs). Our sustainability strategy aligns with the UN SDGs, driving climate action, circular design, inclusive culture, ethical sourcing, and community impact through innovation, transparency, and long-term environmental stewardship.

### Planet – Environmental Responsibility

🔗 Aligned with SDG 12, 13, 15

- 🚗 Green Mobility – Carpooling.
- 🏢 Carbon KPIs – Targets on efficiency & footprint.
- ♻️ Sustainable Materials – Recycled & renewable input increases



### Product & Innovation

🔗 Aligned with SDG 9, 12, 17

Solar Panels – For energy usage 🌱

Chamber Memberships – Industry collaboration & innovation sharing 🤝

### People & Culture

🔗 Aligned with SDG 3, 5, 8, 10

- 🗣️ Staff Voice – Surveys, Right to Disconnect, Engagement Committees .
- 👥 Wellbeing & Safety – Reps, programs, and training culture.
- 👩 25% Female in Management roles.





# SRS ALERT FIRE SYSTEMS LTD

## ESG STRATEGY

### Community & Social Impact

🔗 Aligned with SDG 4, 11, 17

- ♥ Giving Back – Sports sponsorship.
- 🎓 Educational Partnerships – Work experience & awareness days.
- 🌿 World Environment Day – Annual promotion & engagement.



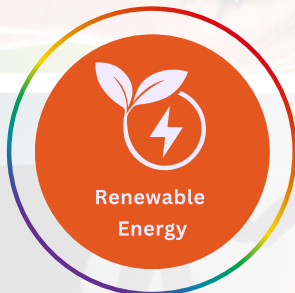
### Governance & Ethics

🔗 Aligned with SDG 16, 17

- ESG Policy Framework – ESG, Environmental, Travel, Purchasing. 📋
- Policy Culture – Clean Desk, Gender Identity, Wellbeing policies. ✅
- Transparent Targets – Carbon KPIs, public reporting readiness. 📈



# SRS ALERT FIRE SYSTEMS LTD COMMITMENTS





# SRS ALERT FIRE SYSTEMS LTD

## 2024 ESG ACHIEVEMENTS

### Environmental



Streamline scheduling to reduce van mileage



Encouraged Carpooling & promote use of Public Transport. Where possible, staff shared transport to reduce emissions.



Solar Panels installed.



Recycling Bins in the offices.

### Social



Launched a new mental health support programme for site workers.



Team Building Events for employees.

### Governance



Rolled out Whistleblowing Policies & Procedures and implemented updated GDPR-compliant data handling policies.



Introduced supplier ESG screening during procurement processes.



ESG Annual Reviews.



Company ESG Champion.

# SRS ALERT FIRE SYSTEMS LTD

## 2024 ESG ACHIEVEMENTS

### ENVIRONMENT



#### Environment SDG's

- Energy Use Policy: We reduce energy consumption with energy-efficient practices.
- Sustainable Travel Policy: Additions of further hybrid electrical vehicles to fleet.
- Recycling and Waste Management: We have recycling programs across all locations ie: compost bins.

### SOCIAL



#### Social SDG's

- Female Representation in Management: We promote gender parity in leadership roles.
- Diversity, Equity & Inclusion (DEI) Policy: We support a diverse and inclusive workplace.
- Health, Safety & Wellbeing: We provide safe working environment and Employee Assistance Program.
- Employee Development: We offer career growth opportunities,
- Awards for Achievement: We recognise employee contributions through awards.
- PPE and Uniforms: We provide free PPE and uniforms to ensure safety.



# SRS ALERT FIRE SYSTEMS LTD

## 2024 ESG ACHIEVEMENTS

### GOVERNANCE



### Governance SDG's

- **Anti-Bribery and Corruption Policy:** We have a clear Anti-Bribery and Corruption Policy that ensures all our business transactions are conducted ethically and transparently.
- **Anti-Fraud and Anti-Slavery Policies:** We maintain a strict stance against fraud and modern slavery with dedicated policies to prevent such practices.
- **Supplier Code of Conduct:** Our Supplier Code of Conduct ensures that all our suppliers adhere to ethical practices, promoting accountability and transparency throughout our supply chain.
- **Sustainable Product Design:** We are committed to modular designs and the disassembly of materials for re-use, ensuring our product lifecycle management supports sustainability.
- **Waste Reduction:** We focus on reducing waste in our manufacturing processes and continuously enhance our recycling efforts across all operations.
- **Sustainable Travel:** Our sustainable travel policy reduces carbon emissions from employee travel, encouraging eco-friendly alternatives.
- **Energy Efficient Manufacturing:** We utilise energy-efficient technologies in our manufacturing processes to minimise our environmental impact and reduce energy consumption.

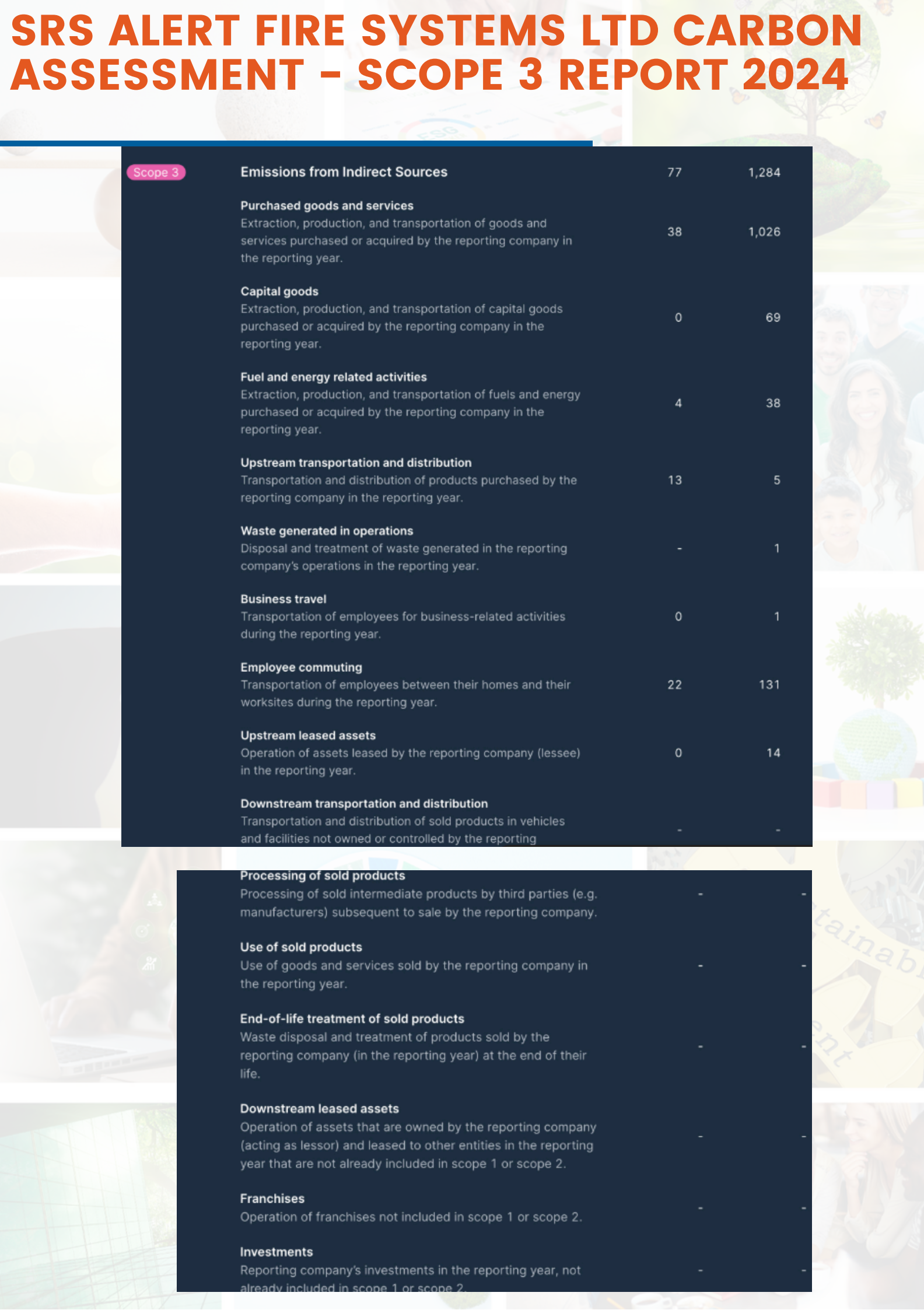


# SRS ALERT FIRE SYSTEMS LTD CARBON ASSESSMENT – SCOPE 1 & 2 REPORT 2024

	Category	2023	2024
Indicators	Renewable energy consumption (%)	6%	2%
	Market-based scope 2 emissions (tCO2e)	-	7
	Location-based scope 2 emissions (tCO2e)	-	7
Scope 1	Emissions from Direct Operations	12	169
	<b>Stationary combustion</b> Direct greenhouse (GHG) emissions that occur from stationary sources that are controlled or owned by an organization.	-	-
	<b>Mobile combustion</b> Direct greenhouse (GHG) emissions that occur from mobile sources that are controlled or owned by an organization.	12	169
	<b>Fugitive emissions</b> Unintentional releases/leaks of greenhouse gasses, such as refrigerant gasses or gasses from air-conditioning units.	-	-
	<b>Process emissions</b> The release of greenhouse gases (GHGs) and other pollutants that occur directly from industrial processes and activities, rather than from the combustion of fossil fuels for energy.	-	-
Scope 2	Emissions from Purchased Energy	-	7
	<b>Generation of purchased electricity</b> Indirect GHG emissions associated with the purchase of electricity.	-	7
	<b>Heat related activities</b> Indirect GHG emissions associated with the purchase of steam, heat or cooling.	-	-







# SRS ALERT FIRE SYSTEMS LTD CARBON ASSESSMENT – SCOPE 3 REPORT 2024

Scope 3	Emissions from Indirect Sources	77	1,284
	<b>Purchased goods and services</b> Extraction, production, and transportation of goods and services purchased or acquired by the reporting company in the reporting year.	38	1,026
	<b>Capital goods</b> Extraction, production, and transportation of capital goods purchased or acquired by the reporting company in the reporting year.	0	69
	<b>Fuel and energy related activities</b> Extraction, production, and transportation of fuels and energy purchased or acquired by the reporting company in the reporting year.	4	38
	<b>Upstream transportation and distribution</b> Transportation and distribution of products purchased by the reporting company in the reporting year.	13	5
	<b>Waste generated in operations</b> Disposal and treatment of waste generated in the reporting company's operations in the reporting year.	-	1
	<b>Business travel</b> Transportation of employees for business-related activities during the reporting year.	0	1
	<b>Employee commuting</b> Transportation of employees between their homes and their worksites during the reporting year.	22	131
	<b>Upstream leased assets</b> Operation of assets leased by the reporting company (lessee) in the reporting year.	0	14
	<b>Downstream transportation and distribution</b> Transportation and distribution of sold products in vehicles and facilities not owned or controlled by the reporting	-	-
	<b>Processing of sold products</b> Processing of sold intermediate products by third parties (e.g. manufacturers) subsequent to sale by the reporting company.	-	-
	<b>Use of sold products</b> Use of goods and services sold by the reporting company in the reporting year.	-	-
	<b>End-of-life treatment of sold products</b> Waste disposal and treatment of products sold by the reporting company (in the reporting year) at the end of their life.	-	-
	<b>Downstream leased assets</b> Operation of assets that are owned by the reporting company (acting as lessor) and leased to other entities in the reporting year that are not already included in scope 1 or scope 2.	-	-
	<b>Franchises</b> Operation of franchises not included in scope 1 or scope 2.	-	-
	<b>Investments</b> Reporting company's investments in the reporting year, not already included in scope 1 or scope 2.	-	-

# SRS ALERT FIRE SYSTEMS LTD

## CARBON ASSESSMENT –

## TOTAL EMISSIONS REPORT 2024

Total Emissions	Emissions across Scope 1,2 and 3 (tCO2e)	89	1,459
	Reduction through supported projects	-	-
	Total emissions including reduction projects (tCO2e)	89	1,459





# SRS ALERT FIRE SYSTEMS LTD

## 2025 ESG INITIATIVES

### Carbon & Waste Reduction



Preventative Maintenance Programme to improve fuel efficiency and vehicle performance. (SDG 13)



Eliminate Single-Use Plastics on job sites. (SDG 12)



Carbon Offsetting Plans under consideration to mitigate unavoidable emissions. (SDG 13)

### Supply Chain Responsibility



ESG Supplier Criteria Review to ensure alignment with sustainability and ethical sourcing standards. (SDG 8 & 12)



Sustainable Procurement Policy Review to formalise requirements across supplier partnerships. (SDG 12)

### Staff Empowerment & Sustainability Culture



Sustainability Training for staff on low-impact practices and responsible travel. (SDG 4)



Expanded Team Building activities to strengthen collaboration and wellbeing. (SDG 3)



Sponsorship of Local Sports Team to support health, wellbeing, and community engagement. (SDG 3 & 11)



Promotion of Volunteering Initiatives to encourage giving back to local causes. (SDG 11 & 17)

# SRS ALERT FIRE SYSTEMS LTD

## 2025 ESG INITIATIVES

### Material Sustainability



Focus to extend product life and simplify maintenance.  
(SDG 9)

### Long-Term Commitments



Integration of ESG into Decision-Making at all operational levels.  
(SDG 16 & 17)



Annual ESG Impact Reporting. Publish transparent, data-driven reports on environmental, social, and governance metrics to track progress and engage stakeholders.  
(SDG 12 & 16)



Participation in Industry Sustainability Pledges. Join national or sector-wide carbon neutrality or circular economy commitments to collaborate on systemic impact. (SDG 17)



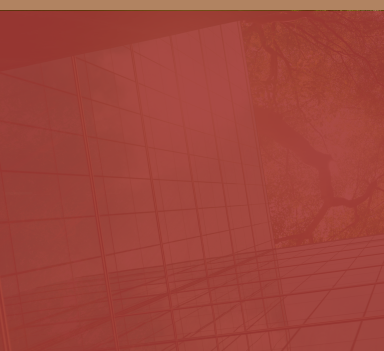


**ResSprink Ireland Ltd**  
YOUR SAFETY IS OUR PRIORITY

January - December 2024

# ResSprink Ireland Ltd ESG Annual Report

At ResSprink Ireland Ltd, sustainability drives our actions. This ESG report highlights our commitment to environmental, social, and governance excellence. We focus on responsible practices, transparency, and continuous improvement, ensuring our efforts create lasting value and positively impact the communities and environments we serve.



# ResSprink Overview

ResSprink Ireland Ltd is the trusted partner in Fire Protection System Installation for residential and industrial properties. At ResSprink, we take pride in our unwavering dedication to safeguarding homes, providing reliable and efficient fire protection installations that prioritise the wellbeing of residents. ResSprink is part of the WTech Fire Group and our head office is located in Mullingar Business Park, Mullingar, Co. Westmeath, N91Y657.

ResSprink currently have 15 employees and throughout the year ResSprink has focused on advancing its sustainability goals, supporting the environment, promoting employee wellbeing, and contributing to the wider community. This report reflects on the achievements, new policies, and innovations undertaken by ResSprink to achieve its sustainable development objectives.



15 Employees



45 Years' Industry  
Experience across  
Employees



50% Female  
Management  
Headcount



8 Ongoing  
Projects



# RESSPRINK ESG CHAMPIONS



Aisling Coleman is our dedicated ESG Champion for the business. Being an ESG (Environmental, Social, and Governance) Champion means taking an active Leadership role in promoting sustainability within our Company. It's about being a dedicated advocate for responsible business practices that reduce environmental impact, support social wellbeing, and ensure strong governance.

As an ESG Champion, Aisling is the driving force behind integrating these principles into everyday operations, engaging teams, and cultivating a culture of accountability and continuous improvement.



Wtech Fire Group's Head of HR, Sandra Lynam, reflects on the 2024 ESG report, highlighting major progress in employee wellbeing, diversity, and environmental sustainability. This year focused on fostering an inclusive culture with strong support for mental and physical health.

The Company launched initiatives to boost engagement, promote work-life balance, and offer mental health resources, while also advancing gender equality and cutting energy use and waste. The report details both achievements and areas for improvement, reaffirming Wtech Fire Group's commitment to sustainability and social responsibility at the core of its operations.

# WTECH FIRE GROUP OVERVIEW

## About Us – Wtech Fire Group

- **Industry Leader:**

- Wtech Fire Group delivers innovative fire protection and detection and security solutions across a wide range of global industries.



- **Expertise and Quality:**

- Decades of experience in designing, manufacturing, and supplying advanced fire safety and security systems.



- **Sustainability Focus:**

- Strong commitment to environmental responsibility, reducing waste and energy consumption.



- **People-Centred Culture:**

- Promotes employee wellbeing, diversity, inclusivity, and mental health support across all levels.



- **ESG Commitment:**

- Continuous investment in Environmental, Social, and Governance initiatives to drive positive change.



- **Vision for the Future:**

- Leading the way with smarter, safer, and more sustainable fire protection, detection and security technologies worldwide.





# RESSPRINK SUSTAINABILITY STRATEGY

ResSprink is committed to aligning its operations and growth with the United Nations Sustainable Development Goals (SDGs). Our sustainability strategy aligns with the UN SDGs, driving climate action, circular design, inclusive culture, ethical sourcing, and community impact through innovation, transparency, and long-term environmental stewardship.

## Planet – Environmental Responsibility

🔗 Aligned with SDG 12, 13, 15

- 🔄 Circular Design – Modular, repairable, and recyclable products
- 🚗 Green Mobility – Carpooling & Sustainable Travel Policy
- 📊 Carbon KPIs – Targets on efficiency & footprint
- 📦 Sustainable Materials – Recycled & renewable input increases

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



15 LIFE ON LAND



## Product & Innovation

🔗 Aligned with SDG 9, 12, 17

Eco-Design – Disassembly for reuse and less waste 🛠️

Modular Systems – Built to adapt, reduce waste 🧩

Chamber Memberships – Industry collaboration & innovation sharing 🤝

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



17 PARTNERSHIPS FOR THE GOALS



## People & Culture

🔗 Aligned with SDG 3, 5, 8, 10

🗣️ Staff Voice – Surveys, Right to Disconnect, Engagement Committees

👤 Wellbeing & Safety – Reps, programs, and training culture

👤 50% Female Management Headcount

3 GOOD HEALTH AND WELL-BEING



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



# RESSPRINK SUSTAINABILITY STRATEGY

## Community & Social Impact

🔗 Aligned with SDG 4, 11, 17

- ♥ Giving Back – Volunteering, CSR events, team outreach
- 🎓 Educational Partnerships – Work experience & awareness days
- 🌿 World Environment Day – Annual promotion & engagement



## Governance & Ethics

🔗 Aligned with SDG 16, 17

ESG Policy Framework – ESG, Environmental, Travel, Purchasing 📋

Policy Culture – Clean Desk, Gender Identity, Wellbeing policies ✅

Transparent Targets – Carbon KPIs, public reporting readiness 📈

Sustainability Recognition – EcoVadis & Investors in Diversity awards 🌐





# RESSPRINK COMMITMENTS



Net-Zero  
by 2040



Sustainable  
Products



Responsible  
Procurement



Circular  
Economy



Diversity &  
Inclusion



Renewable  
Energy



Equal  
Opportunity



Eliminate single-  
use plastics



Charity  
Giving



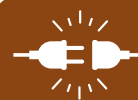
Reduce  
Waste



ESG  
Training



Proven Best in  
Class through  
Awards



The Right to  
Disconnect

# RESSPRINK 2024 ESG ACHIEVEMENTS

## Environmental



Optimised Travel Routes – We utilised GPS tracking and route-planning tools to minimise unnecessary mileage and fuel consumption.



Encouraged carpooling & promote use of Public Transport. Where possible, staff shared transport to reduce emissions.



Sourced Eco-Friendly PPE & Materials – Where possible, we prioritised sustainable safety gear and materials.

## Social



Launched a new mental health support programme for site workers.



Achieved 100% compliance in Employee H&S training and toolbox talks.



Team Building Events ie: go-karting and holiday gatherings helped build a stronger employee culture.

## Governance



Rolled out whistleblowing Policies & Procedures.



Introduced supplier ESG screening during procurement processes.



ESG Annual Reviews.



Company ESG Champion.



# RESSPRINK 2024 ESG ACHIEVEMENTS

## ENVIRONMENT



### Environment SDG's

- Energy Use Policy: We reduce energy consumption with energy-efficient practices.
- Sustainable Travel Policy: We encourage eco-friendly travel options ie. electric vehicles.
- Recycling and Waste Management: We have recycling programs across all locations ie compost bins and re-turn deposit return scheme.

## SOCIAL



### Social SDG's

- Female Representation in Management: We promote gender parity in leadership roles.
- Diversity, Equity & Inclusion (DEI) Policy: We support a diverse and inclusive workplace.
- Health, Safety & Wellbeing: We provide safe working environment and employee assistant program.
- Employee Development: We offer career growth opportunities and educational funding.
- Awards for Achievement: We recognise employee contributions through awards.
- PPE and Uniforms: We provide free PPE and uniforms to ensure safety.
- Mental Health First Aiders: We have trained mental health support staff.

# RESSPRINK 2024 ESG ACHIEVEMENTS

## GOVERNANCE



### Governance SDG's

- **Anti-Bribery and Corruption Policy:** We have a clear Anti-Bribery and Corruption Policy that ensures all our business transactions are conducted ethically and transparently.
- **Anti-Fraud and Anti-Slavery Policies:** We maintain a strict stance against fraud and modern slavery with dedicated policies to prevent such practices.
- **Supplier Code of Conduct:** Our Supplier Code of Conduct ensures that all our suppliers adhere to ethical practices, promoting accountability and transparency throughout our supply chain.
- **Diversity, Equity & Inclusion (DEI) Leadership:** We provide DEI training to our leaders and managers, ensuring our governance is inclusive, equitable, and fair.
- **Sustainable Product Design:** We are committed to modular designs and the disassembly of materials for re-use, ensuring our product lifecycle management supports sustainability.
- **Waste Reduction:** We focus on reducing waste in our manufacturing processes and continuously enhance our recycling efforts across all operations.
- **Sustainable Travel:** Our sustainable travel policy reduces carbon emissions from employee travel, encouraging eco-friendly alternatives.
- **Energy Efficient Manufacturing:** We utilise energy-efficient technologies in our manufacturing processes to minimise our environmental impact and reduce energy consumption.



# RESSPRINK CARBON ASSESSMENT – SCOPE 1, 2 & 3 REPORT 2024

	Category	2024
Indicators	Renewable energy consumption (%)	100%
	Market-based scope 2 emissions (tCO <sub>2</sub> e)	-
	Location-based scope 2 emissions (tCO <sub>2</sub> e)	0
Scope 1	Emissions from Direct Operations	-
	<b>Stationary combustion</b> Direct greenhouse (GHG) emissions that occur from stationary sources that are controlled or owned by an organization.	-
	<b>Mobile combustion</b> Direct greenhouse (GHG) emissions that occur from mobile sources that are controlled or owned by an organization.	-
	<b>Fugitive emissions</b> Unintentional releases/leaks of greenhouse gasses, such as refrigerant gasses or gasses from air-conditioning units.	-
	<b>Process emissions</b> The release of greenhouse gases (GHGs) and other pollutants that occur directly from industrial processes and activities, rather than from the combustion of fossil fuels for energy.	-

Scope 2	Emissions from Purchased Energy	-
	<b>Generation of purchased electricity</b> Indirect GHG emissions associated with the purchase of electricity.	-
	<b>Heat related activities</b> Indirect GHG emissions associated with the purchase of steam, heat or cooling.	-

Scope 3	Emissions from Indirect Sources	67
	<b>Purchased goods and services</b> Extraction, production, and transportation of goods and services purchased or acquired by the reporting company in the reporting year.	25
	<b>Capital goods</b> Extraction, production, and transportation of capital goods purchased or acquired by the reporting company in the reporting year.	1
	<b>Fuel and energy related activities</b> Extraction, production, and transportation of fuels and energy purchased or acquired by the reporting company in the reporting year.	-
	<b>Upstream transportation and distribution</b> Transportation and distribution of products purchased by the reporting company in the reporting year.	-
	<b>Waste generated in operations</b> Disposal and treatment of waste generated in the reporting company's operations in the reporting year.	-
	<b>Business travel</b> Transportation of employees for business-related activities during the reporting year.	-
	<b>Employee commuting</b> Transportation of employees between their homes and their worksites during the reporting year.	40
	<b>Upstream leased assets</b> Operation of assets leased by the reporting company (lessee) in the reporting year.	0
	<b>Downstream transportation and distribution</b> Transportation and distribution of sold products in vehicles and facilities not owned or controlled by the reporting company.	-

	<b>Processing of sold products</b> Processing of sold intermediate products by third parties (e.g. manufacturers) subsequent to sale by the reporting company.	-
	<b>Use of sold products</b> Use of goods and services sold by the reporting company in the reporting year.	-
	<b>End-of-life treatment of sold products</b> Waste disposal and treatment of products sold by the reporting company (in the reporting year) at the end of their life.	-
	<b>Downstream leased assets</b> Operation of assets that are owned by the reporting company (acting as lessor) and leased to other entities in the reporting year that are not already included in scope 1 or scope 2.	-
	<b>Franchises</b> Operation of franchises not included in scope 1 or scope 2.	-
	<b>Investments</b> Reporting company's investments in the reporting year, not already included in scope 1 or scope 2.	-
Total Emissions	Emissions across Scope 1, 2 and 3 (tCO <sub>2</sub> e)	67
	Reduction through supported projects	-
	Total emissions including reduction projects (tCO <sub>2</sub> e)	67

# RESSPRINK 2025 ESG INITIATIVES

## Carbon & Waste Reduction



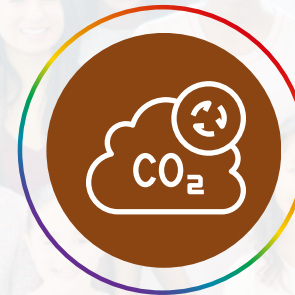
Preventative Maintenance Programme to improve fuel efficiency and vehicle performance. (SDG 13)



Eliminate Single-Use Plastics on job sites. (SDG 12)



Reusable staff Merchandise ie: water bottles and coffee cups to cut waste. (SDG 12)



Carbon Offsetting Plans under consideration to mitigate unavoidable emissions. (SDG 13)

## Supply Chain Responsibility



ESG Supplier Criteria Review to ensure alignment with sustainability and ethical sourcing standards. (SDG 8 & 12)



Sustainable Procurement Policy Review to formalise requirements across supplier partnerships. (SDG 12)

## Staff Empowerment & Sustainability Culture



Sustainability Training for staff on low-impact practices and responsible travel. (SDG 4)



Expanded Team Building activities to strengthen collaboration and wellbeing. (SDG 3)



Sponsorship of Local Sports Team to support health, wellbeing, and community engagement. (SDG 3 & 11)



Promotion of Volunteering Initiatives to encourage giving back to local causes. (SDG 11 & 17)



# RESSPRINK 2025 ESG INITIATIVES

## Material Sustainability



CPVC Lifecycle Management to reduce waste and promote reuse. (SDG 9 & 12)



Modular Design Focus to extend product life and simplify maintenance. (SDG 9)

## Long-Term Commitments



Integration of ESG into Decision-Making at all operational levels. (SDG 16 & 17)



Annual ESG Impact Reporting. Publish transparent, data-driven reports on environmental, social, and governance metrics to track progress and engage stakeholders. (SDG 12 & 16)



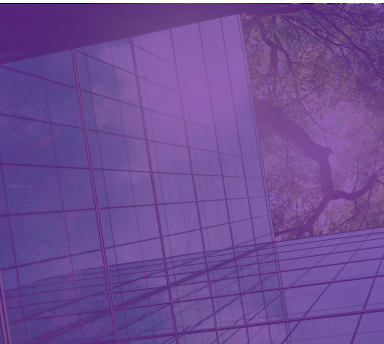
Participation in Industry Sustainability Pledges. Join national or sector-wide carbon neutrality or circular economy commitments to collaborate on systemic impact. (SDG 17)



January - December 2024

# Safety Tech Fire ESG Annual Report

Safety Tech Fire is an Award-Winning Safety Company and a registered Electrical Contractor with Safe Electric, ensuring that we operate to the relevant national standards and technical rules.

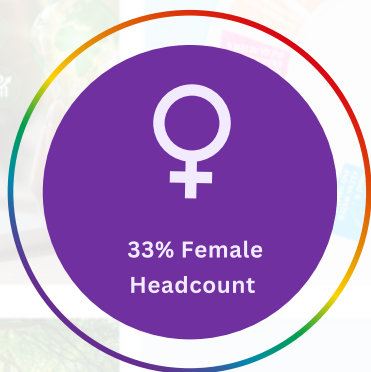




# SAFETY TECH FIRE

Safety Tech Fire was set up in 2001 and became Safety Tech Fire in 2011 to emphasise the core of the business. Safety Tech Fire supply, install, commission, service and repair in all areas of our Services. Safety Tech Fire has grown year after year and is one of Munster's largest independent fire safety service Companies. Our experience, reliability and trustworthy service is key to providing a comprehensive Fire Safety Solution. Safety Tech has two offices , one in Cork City Centre and one in Middleton, Cork.

The Company has grown to 24 Employees and throughout the year, Safety Tech Fire has focused on advancing its sustainability goals, supporting the environment, promoting Employee wellbeing, and contributing to the wider community. This report reflects on the achievements, new policies, and innovations undertaken by Safety Tech Fire to achieve its sustainable development objectives.



# SAFETY TECH FIRE ESG CHAMPIONS



Evan O'Connell is our dedicated ESG Champion for the business. Being an ESG (Environmental, Social, and Governance) Champion means taking an active Leadership role in promoting sustainability within our Company. It's about being a dedicated advocate for responsible business practices that reduce environmental impact, support social wellbeing, and ensure strong governance.

As an ESG Champion, Evan is the driving force behind integrating these principles into everyday operations, engaging teams, and cultivating a culture of accountability and continuous improvement.



Wtech Fire Group's Head of HR, Sandra Lynam, reflects on the 2024 ESG report, highlighting major progress in employee wellbeing, diversity, and environmental sustainability. This year focused on fostering an inclusive culture with strong support for mental and physical health.

The Company launched initiatives to boost engagement, promote work-life balance, and offer mental health resources, while also advancing gender equality and cutting energy use and waste. The report details both achievements and areas for improvement, reaffirming Wtech Fire Group's commitment to sustainability and social responsibility at the core of its operations.



# WTECH FIRE GROUP OVERVIEW

## About Us – Wtech Fire Group

- **Industry Leader:**

- Wtech Fire Group delivers innovative fire protection and detection and security solutions across a wide range of global industries.



- **Expertise and Quality:**

- Decades of experience in designing, manufacturing, and supplying advanced fire safety and security systems.



- **Sustainability Focus:**

- Strong commitment to environmental responsibility, reducing waste and energy consumption.



- **People-Centred Culture:**

- Promotes employee wellbeing, diversity, inclusivity, and mental health support across all levels.



- **ESG Commitment:**

- Continuous investment in Environmental, Social, and Governance initiatives to drive positive change.



- **Vision for the Future:**

- Leading the way with smarter, safer, and more sustainable fire protection, detection and security technologies worldwide.



# SAFETY TECH FIRE SUSTAINABILITY STRATEGY

Safety Tech Fire is committed to aligning its operations and growth with the United Nations Sustainable Development Goals (SDGs). Our sustainability strategy aligns with the UN SDGs, driving climate action, circular design, inclusive culture, ethical sourcing, and community impact through innovation, transparency, and long-term environmental stewardship.

## Planet – Environmental Responsibility

🔗 Aligned with SDG 12, 13, 15

- 🚗 Green Mobility – Carpooling.
- 📊 Carbon KPIs – Targets on efficiency & footprint.
- 📦 Sustainable Materials – Recycled & renewable input increases



## Product & Innovation

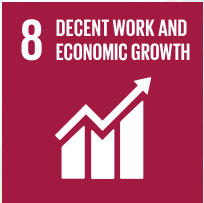
🔗 Aligned with SDG 9, 12, 17

- Sustainable Procurement – Assessing impact on for key products 🛒
- Chamber Memberships – Industry collaboration & innovation sharing 🤝

## People & Culture

🔗 Aligned with SDG 3, 5, 8, 10

- 🗣️ Staff Voice – Surveys, Right to Disconnect, Engagement Committees .
- 👥 Wellbeing & Safety – Reps, programs, and training culture.
- 👩 33% Female in Headcount.





# SAFETY TECH FIRE ESG STRATEGY

## Community & Social Impact

🔗 Aligned with SDG 4, 11, 17

- ♥ Giving Back – Sports sponsorship.
- 🎓 Educational Partnerships – Work experience & awareness days
- 🌿 World Environment Day – Annual promotion & engagement.



## Governance & Ethics

🔗 Aligned with SDG 16, 17

- ESG Policy Framework – ESG, Environmental, Travel, Purchasing 📄
- Policy Culture – Clean Desk, Gender Identity, Wellbeing policies ✅
- Transparent Targets – Carbon KPIs, public reporting readiness 📈



# SAFETY TECH FIRE

## CARBON ASSESSMENT SCOPE 1 & 2

Net-Zero  
by 2040

Category	2024
<b>Indicators</b>	
Renewable energy consumption (%)	0%
Market-based scope 2 emissions (tCO2e)	0
Location-based scope 2 emissions (tCO2e)	0
<b>Scope 1</b>	
<b>Emissions from Direct Operations</b>	70
<b>Stationary combustion</b> Direct greenhouse (GHG) emissions that occur from stationary sources that are controlled or owned by an organization.	-
<b>Mobile combustion</b> Direct greenhouse (GHG) emissions that occur from mobile sources that are controlled or owned by an organization.	70
<b>Fugitive emissions</b> Unintentional releases/leaks of greenhouse gasses, such as refrigerant gasses or gasses from air-conditioning units.	-
<b>Process emissions</b> The release of greenhouse gases (GHGs) and other pollutants that occur directly from industrial processes and activities, rather than from the combustion of fossil fuels for energy.	-

<b>Scope 2</b>	<b>Emissions from Purchased Energy</b>	0
	<b>Generation of purchased electricity</b> Indirect GHG emissions associated with the purchase of electricity.	0
	<b>Heat related activities</b> Indirect GHG emissions associated with the purchase of steam, heat or cooling.	-



# SAFETY TECH FIRE CARBON ASSESSMENT SCOPE 3

## Scope 3

### Emissions from Indirect Sources

245

#### Purchased goods and services

Extraction, production, and transportation of goods and services purchased or acquired by the reporting company in the reporting year.

171

#### Capital goods

Extraction, production, and transportation of capital goods purchased or acquired by the reporting company in the reporting year.

0

Sustainable Products

Responsible Procurement

#### Fuel and energy related activities

Extraction, production, and transportation of fuels and energy purchased or acquired by the reporting company in the reporting year.

14

#### Upstream transportation and distribution

Transportation and distribution of products purchased by the reporting company in the reporting year.

0

#### Waste generated in operations

Disposal and treatment of waste generated in the reporting company's operations in the reporting year.

0

#### Business travel

Transportation of employees for business-related activities during the reporting year.

1

#### Employee commuting

Transportation of employees between their homes and their worksites during the reporting year.

56

#### Upstream leased assets

Operation of assets leased by the reporting company (lessee) in the reporting year.

3

Equal Opportunity

#### Downstream transportation and distribution

Transportation and distribution of sold products in vehicles and facilities not owned or controlled by the reporting

-

#### Processing of sold products

Processing of sold intermediate products by third parties (e.g. manufacturers) subsequent to sale by the reporting company.

-

#### Use of sold products

Use of goods and services sold by the reporting company in the reporting year.

-

#### End-of-life treatment of sold products

Waste disposal and treatment of products sold by the reporting company (in the reporting year) at the end of their life.

-

#### Downstream leased assets

Operation of assets that are owned by the reporting company (acting as lessor) and leased to other entities in the reporting year that are not already included in scope 1 or scope 2.

-

#### Franchises

Operation of franchises not included in scope 1 or scope 2.

-

#### Investments

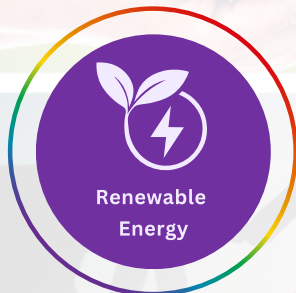
Reporting company's investments in the reporting year, not already included in scope 1 or scope 2.

-

[illegible]



# SAFETY TECH FIRE SYSTEMS LTD COMMITMENTS



# SAFETY TECH FIRE 2024 ESG ACHIEVEMENTS

## Environmental



Streamline scheduling to reduce van mileage



Encouraged Carpooling & promote use of Public Transport. Where possible, staff shared transport to reduce emissions.



Strategic procurement of hybrid vehicles.



Recycling Bins in the offices.

## Social



Launched a new mental health support programme for site workers.



Team Building Events for employees.

## Governance



Whistleblowing Policy rolled out and GDPR data compliance p.



Introduced supplier ESG screening during procurement processes.



ESG Annual Reviews.



Company ESG Champion.



# SAFETY TECH FIRE 2024 ESG ACHIEVEMENTS

## ENVIRONMENT



### Environment SDG's

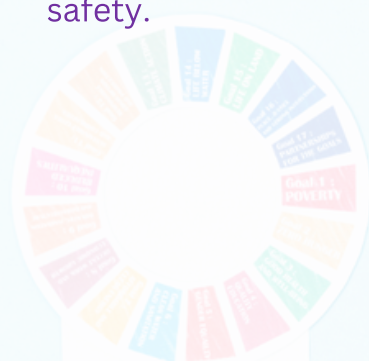
- Energy Use Policy: We reduce energy consumption with energy-efficient practices.
- Sustainable Travel Policy: Strategic procurement of hybrid vehicles.
- Recycling and Waste Management: We have recycling programs across all locations ie compost bins.

## SOCIAL



### Social SDG's

- Diversity, Equity & Inclusion (DEI) Policy: We support a diverse and inclusive workplace.
- Health, Safety & Wellbeing: We provide safe working environment and employee assistant program.
- Employee Development: We offer career growth opportunities,
- PPE and Uniforms: We provide free PPE and uniforms to ensure safety.



# SAFETY TECH FIRE FIRE SYSTEMS LTD

## 2024 ESG ACHIEVEMENTS



### Governance SDG's

- **Anti-Bribery and Corruption Policy:** We have a clear Anti-Bribery and Corruption Policy that ensures all our business transactions are conducted ethically and transparently.
- **Anti-Fraud and Anti-Slavery Policies:** We maintain a strict stance against fraud and modern slavery with dedicated policies to prevent such practices.
- **Supplier Code of Conduct:** Our Supplier Code of Conduct ensures that all our suppliers adhere to ethical practices, promoting accountability and transparency throughout our supply chain.
- **Sustainable Product Design:** We are committed to modular designs and the disassembly of materials for re-use, ensuring our product lifecycle management supports sustainability.
- **Waste Reduction:** We focus on reducing waste in our manufacturing processes and continuously enhance our recycling efforts across all operations.
- **Sustainable Travel:** Our sustainable travel policy reduces carbon emissions from employee travel, encouraging eco-friendly alternatives.
- **Energy Efficient Manufacturing:** We utilise energy-efficient technologies in our manufacturing processes to minimise our environmental impact and reduce energy consumption.





# SAFETY TECH FIRE

## 2025 ESG INITIATIVES

### Carbon & Waste Reduction



Preventative Maintenance Programme to improve fuel efficiency and vehicle performance. (SDG 13)



Eliminate Single-Use Plastics on job sites. (SDG 12)



Carbon Offsetting Plans under consideration to mitigate unavoidable emissions. (SDG 13)

### Supply Chain Responsibility



ESG Supplier Criteria Review to ensure alignment with sustainability and ethical sourcing standards. (SDG 8 & 12)



Sustainable Procurement Policy Review to formalise requirements across supplier partnerships. (SDG 12)

### Staff Empowerment & Sustainability Culture



Sustainability Training for staff on low-impact practices and responsible travel. (SDG 4)



Expanded Team Building activities to strengthen collaboration and wellbeing. (SDG 3)



Sponsorship of Local Sports Team to support health, wellbeing, and community engagement. (SDG 3 & 11)



Promotion of Volunteering Initiatives to encourage giving back to local causes. (SDG 11 & 17)

# SAFETY TECH FIRE 2025 ESG INITIATIVES

## Material Sustainability



Maximise the use of existing materials and components, we not only reduce waste but also enhance cost efficiency and sustainability within our operations.

## Long-Term Commitments



Integration of ESG into Decision-Making at all operational levels.  
(SDG 16 & 17)



Annual ESG Impact Reporting. Publish transparent, data-driven reports on environmental, social, and governance metrics to track progress and engage stakeholders.  
(SDG 12 & 16)



Participation in Industry Sustainability Pledges. Join national or sector-wide carbon neutrality or circular economy commitments to collaborate on systemic impact. (SDG 17)