

Kilwex are dedicated to championing **sustainability** for the betterment of people we work with, the communities we work in, and the world in which we operate. Our vision is that Kilwex projects provide lasting environmental, social and economic benefits to our stakeholders through focusing on:

- **ENVIRONMENT** - minimising our environmental impact and the carbon footprint of our operations to ensure the long-term sustainability of the infrastructure and services we provide.
- **PEOPLE** – ensuring the wellbeing of every person who works on our sites and those affected by our works.
- **SOCIAL VALUE & COMMUNITY** - making a positive impact in the communities where we work and minimising impacts during construction works.
- **SUPPLY CHAIN** – working collaboratively to meet our sustainability goals, ensuring that where possible procurement is ethically sourced.

Our Net Zero Carbon Commitment

We recognise the importance of climate change to our environment and are committed to transiting away from fossil fuels. Our objective is to **reach Net Zero status by 2040** for our scope 1 & scope 2 emissions.

Our main environmental impacts are fuel usage in our transport fleet and plant, building materials used at our construction sites and the use of electricity in Naas Head Office, and we will address these issues as a priority. Our goal is to be a market leader in sustainability performance in Ireland.

Responsibilities:

- The Kilwex **Directors** are responsible for promoting our sustainability policy and providing leadership to all stakeholders regarding sustainability.
- Our **Sustainability Team** is a cross-functional group formed to implementing our sustainability strategy and fostering collaboration across all areas of the business.
- Our **Project teams, Plant Manager and SHEQ department** are responsible for implementing our Net Zero Plan.
- Kilwex **Sustainability Manager** is responsible for overseeing and implementing our sustainability initiatives, ensuring measurable progress and transparency for stakeholders.
- All **Kilwex staff** are responsible for supporting our efforts in reducing the impacts our operations have on climate.
- We work with **suppliers and clients** who share our passion for creating high-quality sustainable services.

The Kilwex Road Map to NetZero:

To assist us achieve our main goal of becoming a Net Zero Carbon business by 2036, we will:

- Implement a **Net Zero Carbon Plan** covering issues including energy conservation, transport fuel consumption, resource usage reduction, waste generation and management, sustainability communications and reporting.
- Initially achieve **carbon neutrality** through a combination of resource reduction, constituent substitution, use of eco-friendly products and via a targeted Carbon offsetting programme.
- Reduce the impact from **fuel use** and work with our clients to **reduce high-carbon materials** to a minimum by a combination of conservation and avoidance practices.
- Kilwex will embark on an energy conservation programme in order to reduce our **fossil fuel usage**. In this regard we have set a detailed 3-year programme to fully implement ambitious fuel and electricity usage reduction practices.
- We will work closely and select **suppliers** and clients to ensure that sustainability matters are a key consideration.
- As part of our commitment to continually improve our sustainability practices we track our progress to Net Zero by **monitoring our carbon footprint** and demonstrating that we are on track to achieve these goals through a year-on-year reduction in our GHG emissions. Our Scope 1,2 and 3 emissions will be publicly published annually.
- A suite of **sustainability KPIs** are maintained for the business in order to monitor and ensure we are on track to meet our goals. Our sustainability objectives are aligned with the UN's Sustainability Development Goals (SDGs).
- Develop a sustainable employee and partner **sustainability training programme**.
- Incorporating our sustainability processes into our **Environmental Management System**, certified to ISO14001.

Signed:



Darragh O'Connell, Managing Director.

Date: 6th January 2026

Signed:



Oliver O'Neill, Commercial Director.

Date: 6th January 2026