

Sustainability & Responsible Sourcing Policy

At Saint-Gobain Construction Products (Ireland) Ltd trading as Gyproc, we believe that the effective monitoring and management of sustainability issues is essential to the ongoing success of the business. Our objective is to operate in a manner that maximises our contribution to sustainable development. Protecting and conserving the local community and natural environment around our activities is fundamental to our values. All sites, functions, and stakeholders (including suppliers) contribute to our sustainability performance and consequently, this Policy applies equally throughout and demonstrates our commitment to being responsible as a supplier, and procurer of materials.

As part of the Saint-Gobain group, we have adopted several of the Saint-Gobain tools. These include:

Saint-Gobain General Principles of Conduct and Action

Details our shared code of principles and ethics which is applied universally across the whole Saint-Gobain group.

The United Nations' Global Compact program

Details ten principles we embrace support and enact, within the sphere of our influence, in the areas of human rights, labour, the environment and anti-corruption, derived from: The Universal Declaration of Human rights.

The International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

The Rio Declaration on Environment and Development; and The United Nations Convention Against Corruption.

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The Saint-Gobain Purchasing Charter:

Details the minimum standards of behaviour required by any colleagues involved in procurement.

The Saint-Gobain Supplier Charter:

Details the minimum standard expected from our supply base.

Reflecting on the above, we use the framework of Social Commitment, Environmental Challenges, and Economic growth to discuss the key areas of commitment as a Responsible Supplier.

SOCIAL COMMITMENT:

Health & Safety is the number one priority for Gyproc.

We take care to adopt measures necessary to ensure the best possible protection against health and safety risks in the workplace. Policies and procedures apply equally to employees, employees of sub-contractors, and visitors.

Employees rights at work

We do not use or accept forced labour, compulsory labour, or child labour, whether directly or indirectly and refrain from any form of discrimination with respect to our employees, whether in the recruitment process, at hiring, or at the end of the employment relationship.

Employment and skills

We promote an active dialogue with our employees and actively look for “Progress through People” and Continuous Improvement. The principle of Professional commitment means mobilising to the best of one’s ability the knowledge and know-how of the individual and calls for training to keep both up

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to date. It requires personal commitment and a willingness to take on the tasks assigned and to acquire knowledge necessary to do the job. It implies the effective contribution of each person in caring particularly for the environment and for worker health and safety.

Community - Stakeholder engagement and Local communities

The principle of Loyalty requires those working on behalf of Gyproc to operate with honesty and fairness in dealing with colleagues and third parties such as local communities.

Respect for others is an absolute prerequisite for the professional and personal development of each person. It implies an acceptance of other cultures and of people of all origins. It is expressed in a readiness to listen to others, inform, explain, engage in dialogue and be a good neighbour. Where possible, Gyproc acquire skills / services and purchase materials / goods from local suppliers. This helps reduce our carbon footprint and supports local businesses and communities.

ENVIRONMENTAL CHALLENGES

Legal compliance

As a minimum we apply all laws and regulations in all areas relevant to our business.

Management systems

To effectively manage legal compliance and complaints, we have implemented management systems to the relevant ISO standards. As a part of these management systems legal compliance is measured, documented and reported. Documented procedures for Environmental Communication (KC ENV06) and Environmental Legislative Compliance (KC ENV37) are implemented.

Correspondence including complaints and prosecutions are required to be kept, risks identified, and objectives and targets set.

Several of the Key objectives are set:

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Climate change and energy

We strive to use energy increasingly efficiently in the production of materials, products and services, minimising the emissions of greenhouse gases associated with these processes. In meeting this endeavour, the business has assessed the viability of various alternative energy sources and continues to monitor the potential of using these fuels to supplement and replace traditional energy sources our site. The company fully supports the Government's environmental objectives and recognises that the 80% (by 2050) target cannot be achieved by using traditional energy efficiency measures alone.

Reducing energy-based carbon dioxide emissions is a key element of our corporate strategy.

We are committed to reducing Scope 1 & Scope 2 CO₂ emissions by a net 33% and to reduce Scope 3 emissions by a net 16% by 2030 compared to 2017 levels.

Waste management and resource use

Our approach has been to adopt the waste hierarchy and only use landfill as a last resort. Ensuring sustainable purchasing and minimising use of raw materials is an important part of our strategy. Dependence on virgin raw materials continues to be minimised using reclaimed and recycled materials and using resources in the most efficient manner. We focus on recycling plasterboard waste, through process improvements, thus reducing the pressure on landfill and preserving gypsum deposits.

Water

We endeavour to use water more efficiently to minimise demand on potable water supplies and treat process water and site run-off effectively to mitigate against pollution risks.

We have a rain-water retention capability & development plan to minimise the use of council water volumes.

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Transport impacts

We recognise the social and environmental impacts of transportation, and the need to adopt appropriate strategies to reduce adverse impacts by actively assessing all viable methods of transport in and out of the business, for both product and people. We utilise back-load rates where possible to ensure minimised empty journeys and enforce engine off policies on non-moving vehicles.

Haulier environmental assessments are conducted, and the company has adopted a policy of using HVO as a less carbon extensive fuel for up to 70% of our delivery activities by 2027, and by using HVO on up to 80% internal mobile & fixed plan, by 2026.

The company utilises MS Teams and other means of reducing employee transport requirement and work from home arrangements where possible.

Site stewardship

A fundamental principle of the business is to actively promote the protection of the environment. Our sites are managed with clear environmental targets, and regular monitoring and measurement of performance against those targets. We challenge ourselves to improve the environmental performance of our sites to be World Class, going beyond the requirements of local legislation.

ECONOMIC GROWTH

Contribution to the built environment

Our vision is to be the preferred choice for Interior and lightweight building systems that provide innovative and sustainable design solutions, which, requires the development of products that improve the quality and sustainability of the built environment, to deliver Customer Satisfaction.

Supply chain management

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We communicate and work constructively with the supply chain to deliver sustainable policies and practices.

Ethics

We believe that the principles of Integrity, Loyalty, Solidarity and Respect for the Law demonstrate a deep commitment to ethical behaviour appropriate across the organisation.

Integrity

Requires adherence to strong moral principles of honesty and decency in all professional activities. It means that no individual may compromise the interests of the Group entrusted to that individual in favour of his or her own private interests.

Loyalty

Requires honesty and fairness in dealing with colleagues and third parties dealing with the Group.

Solidarity

Is based on a sense of individual responsibility at work, it encourages teamwork and bringing out the best in each person, to achieve the objectives of the company.

Respect for the law: The following are prohibited.

Any Action which may.

- Breach applicable norms of competition law
- Finance political parties or activities
- Constitute active or passive corruption domestically or internationally.

At Gyproc we have the aim to be the preferred choice for Interior and lightweight building systems that provide innovative and sustainable design solutions

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We understand that this can only be achieved by delivering the highest level of customer satisfaction through solutions that meet the needs of today and tomorrow, ensuring longevity for us, our customers and suppliers.

Our approach to operations mirrors this commitment; our locations were determined by geology, and for more than eighty years we have supported our sites' local communities. This intimate relationship between us, the natural environment and local people shape who we are as a business.

For us, managing sustainably is not a new ideal; it is how we have always done business and will underpin how we meet the challenges of the future.

To learn more visit www.gyproc.ie

One of Saint-Gobain's fundamental principles is to conduct its business according to the highest ethical and legal standards. In support of this, in 2003 Saint-Gobain launched a set of written Principles to guide the conduct and behaviour of all individuals and companies across the Group.

Today, Saint-Gobain's Principles of Conduct and Action provide a common ground for an extraordinarily diverse community of 160,000 people, working across more than 68 countries. They form the basis of Saint-Gobain's declaration of corporate responsibility.

To learn more visit <http://www.saint-gobain.ie/about-us>

Saint-Gobain takes the issue of sustainable development very seriously. As the world leader in designing, manufacturing and distributing construction materials, the business is committed to meeting some of the most fundamental challenges faced by the world today. These are: reducing energy consumption; limiting our impact on the environment; and creating a new generation of buildings which are safe, comfortable and energy efficient.

Saint-Gobain is eager to share the details of its sustainable development vision and journey including key priorities, achievements and challenges, and to provide an insight into the steps that are being taking.

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Saint-Gobain signed the pledge of the Global Compact “Business ambition for 1.5°C”, committing itself to reach net-zero emissions by no later than 2050 in line with the goal to limit the rise of global temperature to 1.5°C. This ambition is part of the strategy that the Group has been deploying for several years to limit its environmental impact and contribute to decarbonize its markets.

To learn more visit <http://www.saint-gobain.ie/about-us/corporate-social-responsibility>

Kieran Holohan,

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