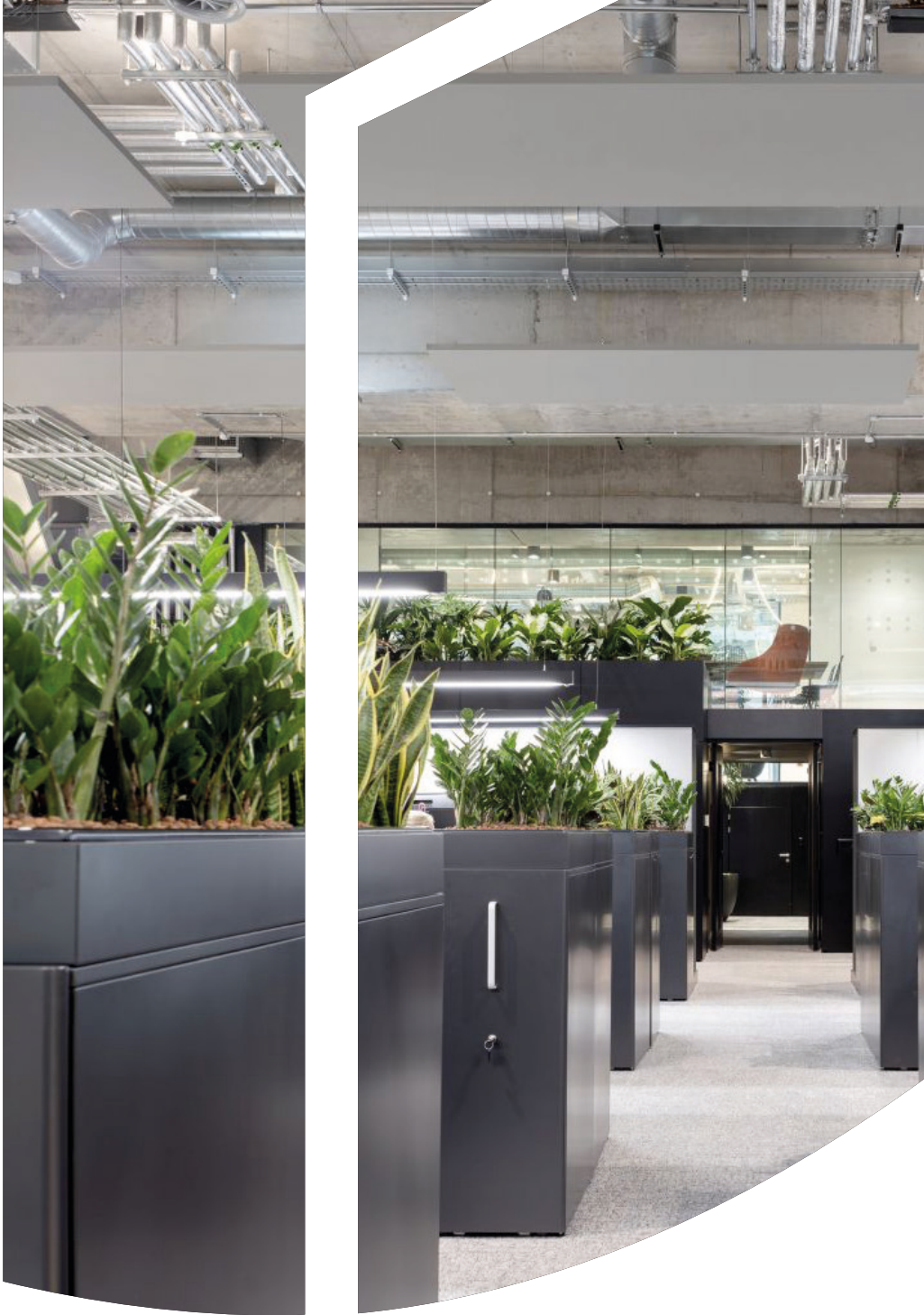




Shaping a Sustainable Future

Our Environmental, Social & Governance Strategy

2025-2026



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Our Commitment to a Sustainable Future



The launch of our new Environmental, Social and Governance (ESG) report marks an important and exciting milestone in Buildcosts journey.

We recognise the critical role that quantity surveyors have in balancing cost and environmental impact, and we strive to be leaders in the industry in promoting sustainable practices.

We have signed up to and fully endorse the “Surveyors Declare” document as produced by the Society of Chartered Surveyors Ireland (SCSI) to guide our sustainable business practices. The document offers an essential framework for addressing the climate and biodiversity challenges on all our construction projects.

We acknowledge the construction industry’s significant impact on the environment. Buildings and construction contribute to nearly 40% of energy-related carbon dioxide emissions and have a significant impact on natural habitats. At Buildcost, we recognise this impact and are committed to reducing it. By raising awareness of climate and biodiversity problems among our employees, clients, and collaborators, we promote a culture of sustainability and proactive environmental stewardship.

We understand the need for continuous education and knowledge sharing around sustainability. We encourage ongoing training for our employees on good sustainable practices and the latest advancements in green technologies. Collaboration with other industry professionals, climate scientists, and policymakers ensures that we stay at the forefront of sustainable construction.

We are proud of the progress we have made so far and achieving ISO 14001 Certification demonstrates our first baseline assessment of office operations, providing the foundation for measurable future improvements.

Looking ahead, our roadmap focuses on advancing sustainable construction practices, integrating lifecycle costing with environmental considerations, and collaborating with partners who share our vision of a greener and more equitable future.

Buildcost is also proud to collaborate with Changemakers Ireland to complete a Sustainability Passport, which will track our progress towards the United Nations’ Sustainable Development Goals. Individuals, communities, businesses, and social enterprises can all implement the Sustainability Passport to assist them live more sustainably. It divides sustainability into five areas of life and offers small suggestions for how individuals and groups can contribute to a more sustainable future.

Thank you to our Clients for your continued support as we work together to build not just projects, but a sustainable legacy for future generations.

Sincerely,



Liam Langan

Director



Jason Tully

Director

About Buildcost



Buildcost are one of Ireland's leading quantity surveyors and are experts in providing excellent cost consultancy services. We are more than just quantity surveyors; we are your trusted partners in bringing your construction projects to reality within budget. With our expertise and established presence in the industry, we have had the privilege of working on many landmark and award-winning projects throughout Ireland.

Our commitment to excellence and client satisfaction has established us as professional budget management experts in the construction industry and trusted partners of some of the industry's leading developers and financial institutions. With offices located in Dublin and Letterkenny we are well equipped to cater to all our clients' geographical locations throughout Ireland.

There are several measures that can be adopted to ensure our business activities are environmentally responsible:

Lifecycle Costing

This process evaluates the total costs of a project's life cycle as opposed to the capital expenditure only. The total cost includes the construction, operation, and maintenance budgets. This approach enables informed decisions to be made that benefit both our clients and the environment.

Energy Efficiency

Reducing the carbon footprint of a project is important in achieving sustainable goals. Optimising energy efficiency in all operations and using environmentally friendly materials and technologies will assist with reducing energy consumption. On our projects we collaborate with all the team in reviewing the project in terms of BREEAM, LEED, EXCEED, WELL, NZEB, BER, Taxonomy, HPI etc. This ensures that the carbon cost is factored into all decision making.

Resource Optimisation

Waste reduction, reuse, and recycling of materials is incumbent on all of us. Procurement policies should prioritise products and services that have the least environmental impact, encouraging suppliers and contractors to adopt sustainable practices.

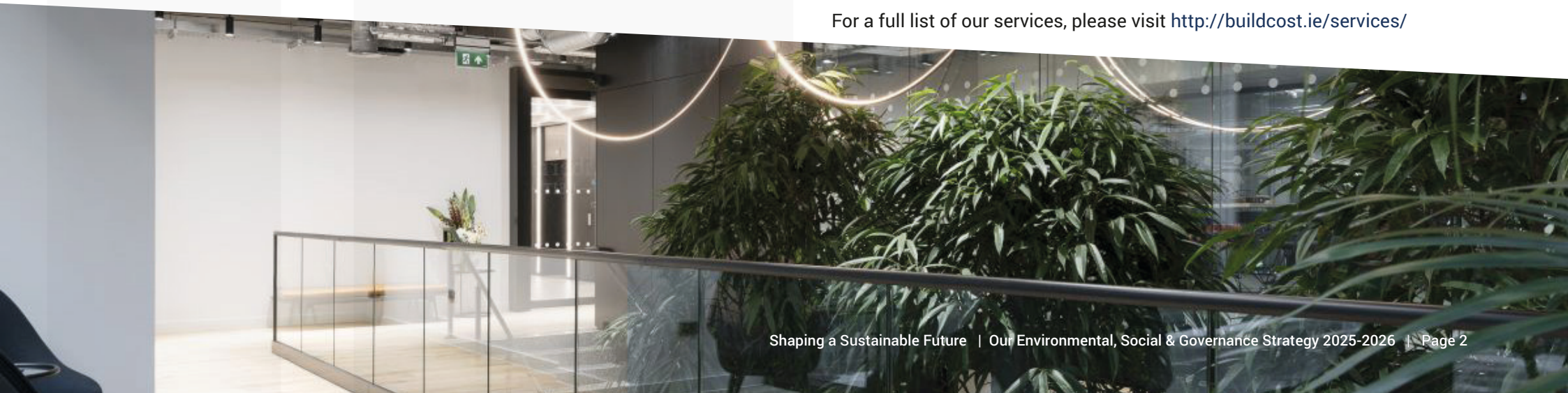
Water Conservation

Maximising water efficiency on projects while preventing the risks of water pollution, ensures sustainable use of this essential resource.

Biodiversity Considerations

Clever designs that incorporate swales, green roofs, natural habits can assist with biodiversity on construction and infrastructure projects. This assist with mitigating impacts to existing ecosystems.

For a full list of our services, please visit <http://buildcost.ie/services/>



Environmental Commitment

We recognise the importance of operating in an environmentally responsible and sustainable manner. Our focus is on reducing our environmental impact through practical, measurable actions, including minimising waste, improving energy efficiency, reducing travel-related emissions, and promoting sustainable practices across all areas of our operations.

By embedding environmental responsibility into our day-to-day activities, we aim to contribute positively to a more sustainable future while supporting the long-term resilience of our business.

Our focus is on reducing our environmental impact through practical, measurable actions!

KPI	Target	How it's Measured	Actual / Progress	Frequency
Travel emissions per site visit and staff working between offices	Reduce year-on-year	Mileage tracked monthly and logged in environmental database	Monthly three-day visits to Dublin have been reduced, and site visits are scheduled during these trips wherever possible to lower our carbon footprint.	Quarterly
Digital vs printed documents	Reduce year-on-year	% of reports/documents issued electronically	Our office operates on a paperless basis with digital workflows in place. Staff are actively encouraged to minimise printing and only produce hard copies when strictly required.	Quarterly
Waste separation	>20%	% of waste in recycling bins, ink cartridge collection, IT equipment reuse/recycling	Each office operates a fully segregated waste management system for general waste, recycling, and specialised streams. Ink cartridges are fully recycled, and IT equipment is reused or, where not possible, recycled through approved channels.	Quarterly
Virtual vs in-person meetings	Maintain	% of meetings held remotely	Most meetings are conducted via Microsoft Teams, including internal meetings (on-site and home-based), including collaboration with the Dublin office, and client/supplier meetings where possible. This reduces travel, supports flexible working, and improves efficiency.	Quarterly
Low-carbon travel adoption	>10% of trips	% of trips by EV, public transport, cycling, or carpool	A bike-to-work scheme is in place, carpooling is encouraged where feasible, a minibus is provided for group events, and public transport is promoted for those who can avail of it.	Quarterly



Social Commitment

We recognise that our people are at the heart of our success. The social aspect of our ESG strategy focuses on creating a positive, inclusive, and supportive workplace where everyone feels valued and respected. We are committed to the wellbeing and development of our team, fostering strong relationships built on trust and collaboration.

Beyond our organisation, we aim to make a meaningful contribution to the communities in which we operate, engaging responsibly with clients, suppliers, and partners. By embedding social responsibility into our everyday activities, we help ensure our business grows in a way that benefits both our people and society as a whole.

KPI	Target	How it's Measured	Actual / Progress	Frequency
Personal Development Plans (PDPs)	Maintain	PDP meetings with Directors to evaluate past goals and encourage further development	PDPs are carried out quarterly for all team members. Each review assesses progress against previously set goals, identifies achievements, and sets new objectives for the coming quarter.	Quarterly
Employee Wellbeing / Engagement Score	Maintain	Great Place to Work survey	Measured annually through the Great Place to Work survey, assessing job satisfaction, work-life balance, communication, teamwork, leadership support, and personal/professional development opportunities. Our current top score is 92% .	Annually
Work-Life Balance	Maintain	Hybrid working policy	Supported through our hybrid working policy, allowing employees to divide their time between working from home and the office.	Annually
Diversity & Wellbeing	Monitor & improve	Retention, wellbeing survey results, and diversity policy	Monitored through workforce diversity representation, employee feedback, and participation in inclusion and wellbeing initiatives.	Annually



People Commitment



We are dedicated to supporting our people and the communities in which we operate. Our commitment extends beyond the workplace, fostering a culture of respect and shared responsibility. We encourage our team to engage in community initiatives, volunteering and local partnerships that create positive social impact.

By investing in our people and empowering them to contribute meaningfully to their communities, we strengthen both our organisation and the society we serve

KPI	Target	How it's Measured	Actual / Progress	Frequency
Graduate Training & Mentoring	Maintain	Number of placements and mentoring hours	Structured graduate training and mentoring programmes are provided in partnership with local colleges to develop talent and support professional growth.	Annually
Community Engagement	>10%	Hours or initiatives participated in	Employees actively engage in community initiatives, including environmental projects such as tree planting and youth sports development through coaching GAA junior teams and providing camogie training. Which reinforces our commitment to social and environmental responsibility.	Annually
Community Contribution	>8 hrs per employee per year	Hours or initiatives participated in	Paid Volunteer days are also encouraged, allowing employees to dedicate time to engage in meaningful community causes. In addition to volunteering, we actively support and participate in fundraising initiatives for local charities, including Relay for Life – in aid of Crumlin hospital, Breast Cancer Awareness and the Alzheimers society etc.	Annually



Governance



At **Buildcost**, we are committed to maintaining strong governance practices that promote transparency, accountability, and ethical conduct across all areas of our business. Our governance framework underpins effective decision-making, ensures compliance with legal and regulatory requirements, and strengthens

stakeholder confidence. By embedding sound governance principles into all business operations, we support sustainable growth, responsible management, and accountability to our employees, clients, partners, and the wider community.

We are committed to maintaining strong governance practices across all areas of our business

KPI	Target	How It's Measured	Actual / Progress	Frequency
ISO 14001 Awareness Training	100%	% of staff who confirm completion	All staff have successfully completed ISO 14001 Environmental Awareness Training, ensuring a strong understanding of our environmental management system and its role in supporting sustainable operations.	Annually
Data Protection Compliance	100%	% of staff trained / breaches reported	Data protection compliance is achieved through policies, procedures, and staff awareness. We operate a secure data management system with access restricted to authorised personnel only, ensuring full compliance with GDPR requirements.	Annually
Grievance or Misconduct Resolution	Resolved within 30 days	Average resolution time	Grievances or misconduct issues are managed through a clear, fair, and confidential process. Employees are encouraged to raise concerns through defined channels, such as our Office Manager or Directors.	Annually
ESG Reporting Frequency	Annual Publication	Internal / External reporting	ESG reporting is conducted on a structured and consistent basis to ensure transparency and accountability. Data across all ESG areas is collected and reviewed throughout the year, with progress monitored quarterly.	Annually
Health & Safety Incidents	Zero accidents	Number of incidents or near misses	Maintaining zero accidents reflects our ongoing commitment to employee health and safety	Quarterly

Closing Statement



Our commitment to environmental stewardship, social responsibility and strong governance continues to shape how we operate and grow..

The progress outlined in this report reflects both our achievements and our ongoing commitment to making a positive difference in the communities and environments around us. While we acknowledge there is more to do, we move forward with clear goals, measurable actions and a culture that prioritises sustainability and equity.

In the communities we serve, we will continue to support initiatives through sponsorships, volunteering, and partnerships that create meaningful social and environmental benefits. Within our organisation, we prioritise the well-being and engagement of our people, offering social events, mental health days, and programmes that promote a healthy work-life balance, inclusion, and personal growth. By investing in both our communities and our employees, we aim to foster a culture of care, connection, and shared responsibility.

Our culture is grounded in sustainability, equity, and transparency, ensuring that each decision we make aligns with our long-term vision for positive impact.

Looking ahead, our goal remains clear, to deliver projects and services that meet the evolving needs of our clients while advancing environmental responsibility, fostering social progress, and upholding the highest standards of ethical governance. We recognise that true impact is measured not just in results, but in the integrity, resilience, and inclusivity with which we pursue them.

As we continue this journey, we remain committed to continuous improvement, collaboration, and innovation, striving not only to meet expectations but to set new benchmarks for responsible business practices. Together with our clients, we will shape a sustainable future that benefits our communities, our industry, and the planet.





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