



# Vision 2020

## Sustainability Report



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# Message from the Managing Director



## Welcome to our very first Sustainability Report, a very important event and another significant milestone in the development of the Ecocem Materials Group.

This comes just after we have passed the 10million tonne mark in the reduction of carbon dioxide emissions resulting from our efforts in producing the world's best low-carbon cement. For a company that only commenced supply to its first customers in 2002, that in itself is a major achievement from which we can all take great satisfaction.

Yet there are many other ways in which we need to understand the work we do and the impact we have. The Sustainability Report sets out clearly and for the first time the many, challenging ways in which we influence the world about us. In many cases we are fortunate to be well placed. We already make great contributions to health, innovation, climate change and sustainable cities. We can be more ambitious in all these areas as we expand our business and create and demonstrate new solutions for climate compatible industry in the 21st century.

But there are more dimensions in which our performance counts: for example, the health and well-being of our colleagues, gender equality and our relationship with the communities in which we operate. In many cases we have a lot to be proud of in these areas as well. But we can improve and we must never let any complacency enter our thinking. It's particularly pleasing to see the progress we have made in 2018 on safety awareness and practices in our operations. A real safety culture is now becoming embedded in Ecocem and all our efforts are required to maintain and reinforce it.

The Sustainability Report confronts us all with the many dimensions and challenges of being a truly outstanding company to work for and to do business with. You will find it intriguing and stimulating. It will be our annual reminder of all we achieve together and an invitation to be better still in the future.

Donal O'Riain,  
Group Managing Director

# Context

## Vision 2020 is the Ecocem Group vision for growth over the next two years across Europe. Our first ever sustainability report sets out the key initiatives implemented across our operations to achieve this vision in a sustainable and responsible manner.

Ecocem is a purpose driven company that strives to lower the environmental impact of the construction industry. As our team grows and we expand into new locations it is integral that we match our business process to the business vision.

Ecocem's mission is to be the leader and centre of excellence in the production and use of low carbon binders based on GGBS technology across the construction industry. Through technical innovation we aim to extend the use of GGBS into new areas of application and to allow our customers the best possible value from the use of GGBS.

We want to establish long term partnerships with our main suppliers of raw material based on equitable sharing of the added value of GGBS. Through these partnerships we operate an ethical and transparent supply chain. We are committed to providing our employees with a fulfilling and safe work environment, allowing them scope to develop their full potential, fairly recognising the contribution they make to the company and always treating them with respect.

We aim to satisfy our customer's requirements through management excellence, entrepreneurial flair and

the ability to deliver exceptional value, while meeting the highest ethical standards. It is our goal to minimise emissions from all our operations to minimise any risk to the public or employees.

This report sets out our priority issues, the initiatives we have undertaken and the targets we have set as a group. Our materiality assessment identified the issues of critical importance to both society and the Ecocem Group under four main headings; Ethics, Workplace, Community and Environment.



Category	Issue	Current Performance	Future Target
<b>WORKPLACE</b> 	<b>OCCUPATIONAL HEALTH AND SAFETY</b>	Incidence Rate 1.61 0 fatalities Increased spend on safety training 34% 34 toolbox talks ISO 45001 Certification 50% of sites	Incidence rate less than 1 0 fatalities Increase on 2017 levels by 50% 100 Toolbox Talks per annum ISO 45001 Certification 100% of sites
	<b>NON-DISCRIMINATION</b>	Increased female workforce by 24% 26% of our workforce is now female Launching an employee diversity programme	30% of Workforce female 100% of staff trained in Diversity
	<b>EMPLOYEE WELL-BEING</b>	10% of Management on external training courses Training needs analysis in place at 50% of sites Launch employee wellness programme	25% of Management on external training courses Training needs analysis in place at 100% of sites Wellness programmes at 100% of sites
<b>ETHICS AND GOVERNANCE</b> 	<b>ANTI-CORRUPTION &amp; MODERN SLAVERY</b>	18% of Employees received Ethics and Anti -Corruption training Launched Ethics Policy and training across the Ecocem Group 0 Judgements, prosecution or rulings	100% of Employees received Ethics and Anti -Corruption training Anti – Corruption and ethics compliance checks embedded in internal audits 0 Judgements, prosecution or rulings
	<b>COMPLIANCE</b>	ISO 14001 Certification in 70% of sites 21 Formal Audits in 2017	ISO 14001 Certification in 100% of sites Minimum 33 Formal Audits per annum
	<b>IMPACT ON CUSTOMERS</b>	<b>102 Customer Presentations</b> 28 ongoing Innovation partnerships	<b>200 Customer Presentations</b> 40 Innovation partnerships
<b>ENVIRONMENT</b> 	<b>GHG EMISSIONS (IMPACT)</b>	10 million tones of carbon saved	14 million tonnes of CO <sub>2</sub> saved
	<b>ENVIRONMENTAL IMPACT OF PRODUCTS/ SERVICES</b>	15% Reduction in eCO <sub>2</sub> per tonne Ireland 5% Reduction in eCO <sub>2</sub> per tonne France 11% Reduction in eCO <sub>2</sub> per tonne Benelux	5% Reduction in eCO <sub>2</sub> /tonne 5% Reduction in eCO <sub>2</sub> /tonne 5% Reduction in eCO <sub>2</sub> /tonne
<b>COMMUNITY</b> 	<b>LOCAL COMMUNITY/ CHARITY DEVELOPMENT</b>	4 Internships in 2017 57% increase in financial support to local charities in 2017 Launch a Community Engagement programme across the Ecocem Group	50% growth in Internship programme 25% increase on 2017 figures in financial support to local charities 100% of sites with active Community Engagement programme

# Ecocem Materiality Assessment



Ethics and Governance	Workplace	Community	Environment
1. Corporate governance	14. Human Rights	29. Local Community/Charity Development	33. Natural Disaster Resiliency
2. Innovation	15. Human Rights Training	30. Access and abilities	34. Climate risks and opportunities
3. Economic Performance	16. Freedom of association and collective bargaining	31. Supplier Community	35. Environmental Impact of Products/Services
4. Indirect Economic	17. Non-Discrimination	32. Community engagement mechanisms	36. Biodiversity
5. Compliance	18. Inclusion and Diversity		37. Resource efficiency
6. Public policy	19. Impact Sourcing		38. Energy usage and efficiency
7. Customer health and safety	20. Modern Slavery		39. GHG Emissions
8. Customer privacy	21. Equal compensation for men and women		40. Water Pollution
9. Anti-corruption	22. Employee Well-Being		41. Waste
10. Anti-competitive behaviour	23. Employee Training and Education		42. Transportation and logistics
11. Fair product marketing	24. Occupational health and safety		43. Supplier Environmental
12. Procurement Practices (Responsible Sourcing)	25. Security practices		44. Environmental Regulatory Compliance
13. Conflict minerals	26. Indigenous rights		
	27. Supplier Human Rights		
	28. Human rights grievance mechanisms		

# Key Measures and Metrics

**For our first annual sustainability report the materiality assessment carried out was primarily based on internal stakeholders with consultation with key external stakeholders. As our reporting matures and progresses, we will extend the scope of materiality to include our suppliers and customers.**

The materiality assessment was carried out in line with the Global Reporting Initiative framework, the best practice for sustainability reporting while taking into consideration the UN Sustainable Development Goals.

These 17 Sustainable Development Goals (SDGs) are at the heart of the 2030 Agenda for Sustainable Development that was adopted by all United Nations Member States in 2015 and provides a shared blueprint for peace and prosperity for people and the planet.

The materiality assessment was a 5 x 5 rating matrix with issues landing into low, medium and high significance bands. The issues identified as highly significant to both Society and the Ecocem Group will be the focus of Vision 2020 and this year's annual report.

We need to show how we address these top issues by setting targets under each of them. The top 10 issues identified are already embedded in our operational and group objectives through the ISO Business Management system

The Sustainability Report can show:

- **Current performance at group level**
- **2020 Target we can achieve**

The targets can then be matched to the UN Sustainable Development Goals to address their significance to society.

## SUSTAINABLE DEVELOPMENT GOALS



## Significant Issues:



### GOVERNANCE AND ETHICS

- Modern Slavery & Anti-corruption
- Compliance & Environmental Regulation
- Protecting & Supporting our Customers



### WORKPLACE

- Non-Discrimination
- Occupational Health and Safety
- Employee Well-Being



### COMMUNITY

- Local Community
- Charity Development



### ENVIRONMENT

- GHG Emissions
- Environmental Impact of Products

# Governance & Ethics



**Modern Slavery & Anti-corruption**



**Compliance & Environmental Regulation**



**Protecting & Supporting our Customers**



## Modern Slavery & Anti-corruption

Ecocem is committed to driving responsible business practice. Through certification, supplier assessments and regulation we hope to eliminate any potential occurrence of modern slavery or corruption in our business and supply chain.



### Policy

We work closely with our suppliers, creating long term supply agreements and partnerships with organisations that embody the same values as us.

We operate the four eyes principal throughout all our purchasing, supply and financial transactions.



### Challenge

As our company grows, we must continue to assess our supply chain for the risk of corruption and modern slavery.

Our customer base is expanding to new markets so new risks must be assessed regularly and fraud detection measures increased.



### Initiatives

- Ecocem have an Ethics policy in operation across the group
- Audit committee over views legal compliance and best practice
- Fraud detection measures in place throughout the organisation
- External certification of our operations for employee safety and well being
- BES 6001 Responsible Sourcing Certification for Construction Products

## Current Performance



**18% of Employees**

received Ethics and Anti-Corruption training



**Launched Ethics Policy**

and training across the Ecocem Group



**0 Judgements,**

prosecution or rulings



**100% of Employees**

received Ethics and Anti-Corruption training



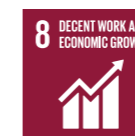
Anti - Corruption and ethics compliance checks embedded in **internal audits**



**0 Judgements,**

prosecution or rulings

**SDG Goals:**





## Compliance & Environmental Regulation

Ecocem complies with all relevant industry regulation in the manufacture and supply of our products and the operation of our facilities. We have an active programme of auditing and certification in action across the group which not only ensures compliance but leads to continuous improvement.



### Policy

Ecocem is committed to implementing ISO 14001 Environmental Management across all its existing and future sites to manage the environmental impact of our production activities.



### Challenge

**Ecocem has the environment at the core of its ethos.**

Our product reduces the environmental impact of concrete, so it is integral to our reputation that we uphold the highest standard of compliance in our own operations.



### Initiatives

- ISO 14001 Environmental Management Certification
- Extensive auditing programme
  - Regular environmental inspections by regulatory bodies
- Toolbox talks on site on waste management and environmental issues
- Infrastructural improvement programme in operation for existing sites

### Current Performance



**25 Formal Audits** in 2017



ISO 14001 Certification in **70% of sites**

### 2020 Target



**Minimum 37** Formal Audits per annum



ISO 14001 Certification in **100% of sites**

**SDG Goals:**



## Protecting & Supporting our Customers

Customers are at the core of everything we do, their protection and support is a critical priority for us. Through our awareness, training and innovation programmes we hope to help our customers increase their use of low carbon cements, encourage designers to consider embodied carbon and public bodies to demand the use of low carbon materials.



### Policy

**We continuously add value to our customer relationships through technical support and provision of healthier and safer solutions.**

Technical teams are required to proactively engage with customers while our Innovation team research new cement free or lower chromium products. We maintain our customer data with a robust GDPR policy across the group.



### Challenge

**Building trust with our customers will ensure sustained and long term growth for our company.**

If we do not engage with our customers or evaluate their needs, then we fail to deliver the quality service and product we pride ourselves on.



### Initiatives

- On site technical assistance to customers
- Design stage consultation with designers
- Research and development into lowering the cement and chromium content of binders for our customers
- Running technical seminars on the use and advantages of GGBS
- GDPR policy in place across the group
- Partnerships in place with leading materials laboratories

### Current Performance



**122 Educational** Presentations delivered to Customers



**28 Ongoing** Innovation partnerships

### 2020 Target



**Increase by 10%** Educational Presentations



**35** Innovation Partnerships

**SDG Goals:**





### **Aercap House**

LEED Platinum accredited building with 50% Ecocem specified throughout

# **Workplace**



**Non-Discrimination**



**Occupational Health and Safety**



**Employee Well-Being**





## Non-Discrimination

Ecocem is an equal opportunities business, we recognise the value that diversity brings to our business. We encourage our employees and stakeholders to adopt diversity policies through our training and recruitment process.



### Policy

Ecocem prides itself on being an equal opportunity, diverse and multi-cultural organisation.

As the company has expanded so too has our workforce. The addition of new terminals and production facilities has led to staff numbers increasing across our business including production, logistics, finance, operations, marketing, sales and business development.



### Challenge

The cement and concrete industry is a typically male dominated field.

Ecocem hopes to influence the progressive change in the industry by encouraging women into key senior positions.



### Initiatives

We are launching a diversity programme across the group to ensure there are no barriers to entry into Ecocem based on any of the nine grounds of discrimination.

## Current Performance



**Increased female workforce**

by 24% in 2017



**26%**

of our workforce is now female



**Launching**

an employee diversity programme

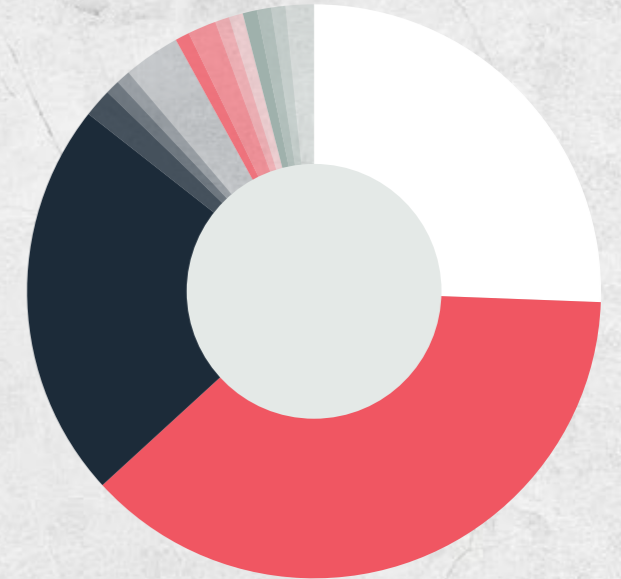
**SDG Goals:**



## Nationalities of Workforce

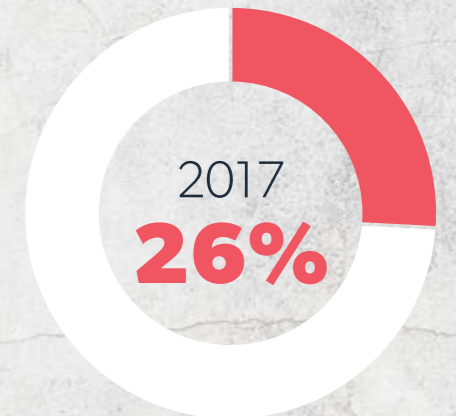
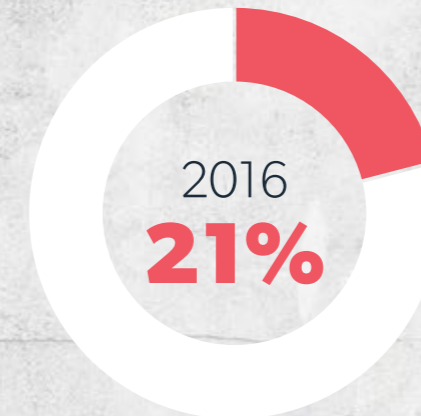


- Irish
- Chinese
- Indian
- French
- British
- Latvian
- Dutch
- Polish
- Croatian
- Italian
- Ukrainian
- Philippine
- German
- American
- Romanian



## Gender Split

- Male
- Female



## 2020 Target



**30% Female Workforce**



**100%**

of staff trained in Diversity



# Occupational Health and Safety

Occupational safety was one of the top issues of importance identified in our materiality assessment. More than one in five (21.0 %) fatal accidents at work in the EU-28 in 2015 took place within the construction sector. Ensuring the safety and welfare of our staff is a continuous process and we strive to maintain our low accident rate as we expand.



## Policy

Health and safety in the workplace is a main priority across all of Ecocem's operations.

We have put dedicated measures in place ensuring the safety of all of our staff across production facilities, logistics, laboratories and office-based employees. Dedicated team members have been allocated responsibilities across all our operations to ensure health and safety standards are met, monitored and maintained.

Ecocem began the process of achieving ISO 45001 Occupational Health and Safety Standard in 2017 across all of its European operations and aim to have the system certified by 2018.



## Challenge

Implementing a safety management system across the group requires buy in from all aspects of the team and a significant change to our day to day production activities.

The main challenges around this target is the commitment required by our managers and team leaders to continuously update their teams on safety and manage risk while still meeting our production demands. Embedding the safety culture can only happen when safety is made the number one priority in all aspects of the business. The risk of not implementing a safety strategy is increased accidents and incidents, a high staff turnover and the risk of prosecution.



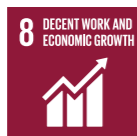
## Initiatives

Ecocem created a dedicated role for implementing safety systems across the group and committed to gaining certification to ISO 45001, an internationally known best practice system for managing the safety of employees.

We have committed to gathering baseline occupational health data in all of its production sites including dust, noise and vibration to ensure we can continue to provide a safe workplace for our employees.

As part of this initiative, Ecocem made a bigger commitment to training for all staff on health and safety and set up health and safety committees in many of its facilities.

**SDG Goals:**



## Current Performance



**34% Increase**

spend on safety training



**50% of sites**

ISO 45001 Certification



**34 toolbox talks**



**Incidence Rate 1.6**



**0 fatalities**

## 2020 Target



**50% Increase**

spend on safety training



**100% of sites**

ISO 45001 Certification



**100 toolbox talks**

per annum



**Incidence Rate <1**



**0 fatalities**





## Employee Well-Being

Ecocem is a people orientated business, we recognise our success is based on the hard work and dedication of the people we employ. Retaining and developing a strong and diverse workforce in the construction industry is a challenge.



### Policy

Ecocem is currently in a growth phase, increasing sales and constructing new production facilities.

In order to ensure the sustainability of our growth we need to attract and retain the best staff by providing them with a safe, motivating and enjoyable place to work.

Ecocem has invested heavily in training and education to ensure our workforce is motivated and continue their professional development to the highest standard.



### Challenge

Creating a positive work environment is paramount to keeping good staff.

By investing in our employees, we are making them highly employable but also creating an environment in which they want to stay and thrive.



### Initiatives

Our staff is what makes our company.

We have committed to implementing ISO 9001 Quality Management system across the entire Ecocem group to provide a structured process around staff training, reviews and development.

Our team of senior management are required to carry our quarterly reviews across their business and provide recommendations for all staff to ensure they are achieving personal targets and objectives.

## Current Performance



**10%**  
of Management on external  
**training courses**



Training needs  
analysis in place at  
**50%**  
**of sites**



**Launch**  
employee wellness  
programme

## 2020 Target



**25%**  
of Management on external  
**training courses**



Training needs  
analysis in place at  
**100% of sites**



Wellness programmes at  
**100% of sites**



**SDG Goals:**



# Community



## Local Community & Charitable Engagement

**We recognise that we are members of the community we operate in, with many of our employees living and working in the same area.**

Engaging with the local community and people. Fundamentally Ecocem is investing time and resources into the local community, schools and education centers. Raising opportunities for others that might not have been available.



## Local Community & Charitable Engagement



### Policy

We aim to operate structured community engagement programmes across all our sites so we can make the maximum impact in the communities we operate in.

Ecocem has a strong legacy of supporting education at all levels through financial, resource and time investments. We feel that charitable engagement not only benefits society and the local community but also our employees by creating opportunities to volunteer and a positive atmosphere within the company.



### Challenge

Finding time and resources to donate during busy operation periods can be difficult.

However the charitable and social activities we take on have a massive impact on the morale of our staff and help to build ties with the local communities.



### Initiatives

- Guest lectures in construction related university courses
- Supporting local schools career days
- Providing internship opportunities in all our companies
- Annual corporate partnership with a charity
- Sponsorship of local sports teams and events
- Local employment opportunities

## Current Performance



**4 Internships**

in 2017



**57% increase**

in financial support to local charities in 2017



Launch a Community Engagement programme across the Ecocem Group

## 2020 Target



**8 Internships**

a year



**25% increase**

on 2017 figures in financial support to local charities



**100% of sites**

with active Community Engagement programme

**SDG Goals:**





**Crossrail Tunnel,  
London.**

Precast Tunnel Segments  
supplied by Shay Murtagh  
Precast using 66% Ecocem  
GGBS

**Ecocem uses a by product from  
the steel industry and requires  
no additional quarrying**



**The Aviva Stadium,  
Dublin.**

Specified 50%  
Ecocem GGBS

# Environment



**Green House Gas Emissions**



**Environmental Impact of Products**



## Green House Gas Emissions

As a low carbon cement replacement Ecocem GGBS can play a significant role in the reduction of operational green house gas emissions in the industry. Cement production accounts for 6% of global carbon emissions, making it the second biggest source of carbon emissions from global industry. GGBS is produced from a by product using a low energy production process.



### Policy

Ecocem continuously strives to lower the operational green house gas emissions from our facilities.

Our production process requires natural gas and electricity and we aim to purchase renewable sources of these whenever possible. By educating the industry on the use and benefits of GGBS in concrete, we hope to reduce the production of ordinary Portland cement thereby lowering the emissions in the industry.



### Challenge

Cement contributes to 90% of the embodied carbon of concrete, by lowering the Portland cement content of concrete the emissions of the construction industry can contribute to meeting EU climate targets.



### Initiatives

- Disclosure of our operational performance to the Carbon Disclosure Project (CDP) every year
- Grinding aid trials to improve efficiency
  - Energy audits
- Purchase of renewable energy
- Carbon reduction targets set locally at each site
- Lobbying to improve building legislation around embodied carbon
- Dedicated innovation team investigating cement free solutions
- Educational presentations to industry on low carbon cement alternatives



**Ecocem GGBS produces 90% less harmful emissions compared with traditional cement production**

## Carbon Offset by Ecocem Production over 10 years



## 2020 Target



**14 million**  
tonnes of CO<sub>2</sub> saved

**SDG Goals:**





## Environmental Impact of Products

Lifecycle assessment of buildings is becoming an increasingly important tool for specifiers and clients. By looking at the embodied carbon of a building at design stage, significant reductions can be made through material choices and efficiency methods. The stepping stone for lifecycle analysis is the environmental product declarations of the components used in the construction. Ecocem has a third party verified EPD for all of our products.



### Policy

Ecocem is a leader in the production of low carbon cement across Europe.

We aim to educate and inform the industry on embodied carbon and the environmental impacts of construction products.

The changes we make to our production process and efficiencies directly impact the carbon emissions per tonne of our product not only from a global warming perspective but also eutrophication and ozone depletion.



### Challenge

It can be difficult to compare the environmental impacts of construction products particularly when EPDs are not readily available.

We carry our life cycle assessments annually on our products and provide our customers with third party verified EPDs to be used in their own life cycle assessments



### Initiatives

- Environmental Impact Calculator to assess our own and our customers environmental impacts
- Educational presentations to industry and public bodies on the importance of EPDs in construction
- Investigation into transport emission reduction possibilities
- Production efficiency initiatives in place at all sites
- Purchase of renewable energy
- EPD assistance to customers
- LEED and BREEAM assistance on product selection to designers

## Current Performance

Product	2016 eCO <sub>2</sub> /tonne	2017 eCO <sub>2</sub> /tonne	Percentage Reduction in eCO <sub>2</sub> /tonne
GGBS Benelux	30.29	25.6	15%
GGBS France	13.34	12.68	5%
GGBS Ireland	36.266	32.03	11%

**SDG Goals:**

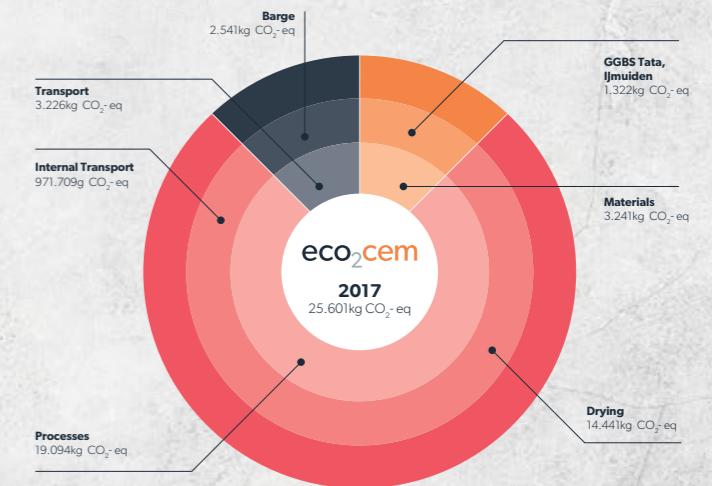


**2020 Target**

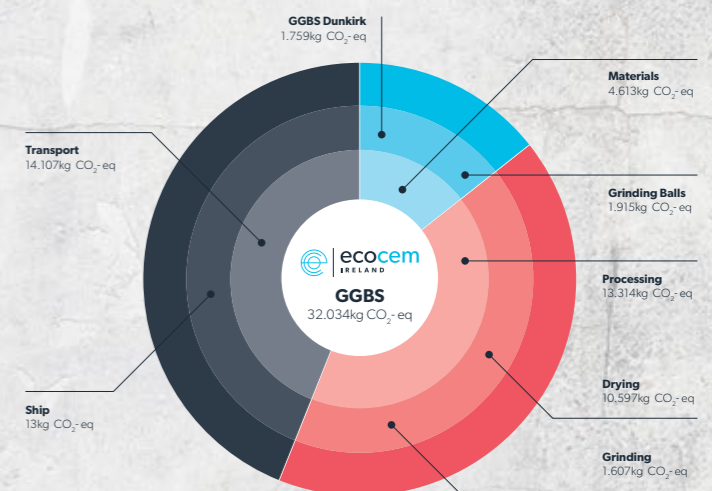
**5% Reduction**

in eCO<sub>2</sub> per tonne of GGBS

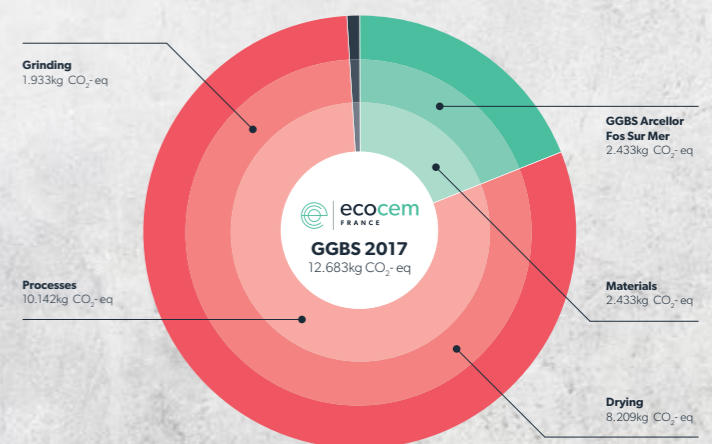
## Environmental Impact of GGBS Ecocem Benelux

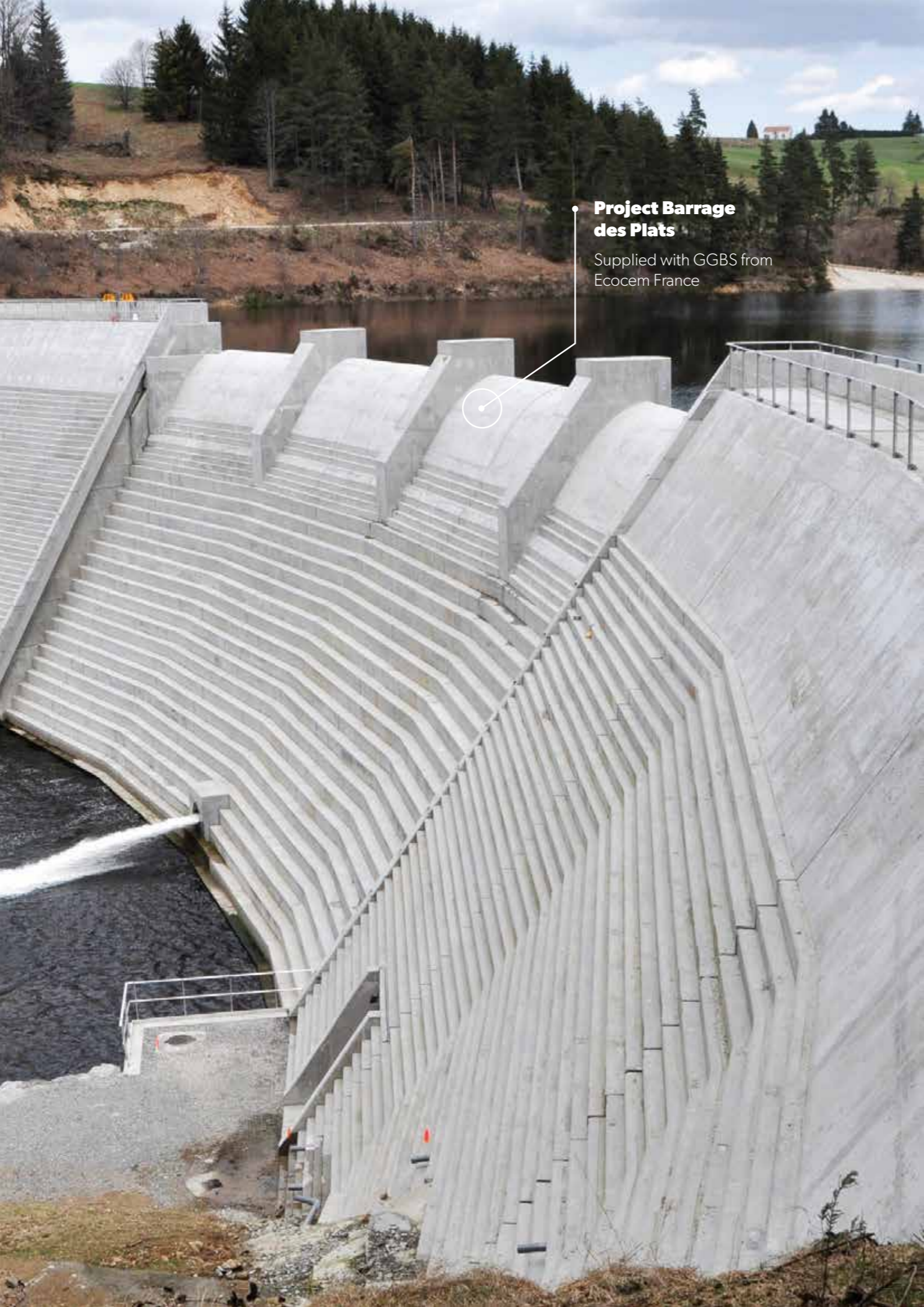


## Environmental Impact of GGBS Ecocem Ireland



## Environmental Impact of GGBS Ecocem France





**Project Barrage des Plats**

Supplied with GGBS from Ecocem France

# Valuing Our Stakeholders

## Stakeholders

Ecocem Materials, Managing Director with Arcelor Mittal and the Irish Ambassador to France Patrica O'Brien at the opening of the Dunkirk plant



## Our employees

The Ecocem Ireland Team at the Kilsaran Golf Classis in aid of Barretstown



## Awards

UK Bag Sales Manager Andy Robinson Receiving the Supplier of the year award at the Builder and Architecture Awards in 2016



## Awards

Managing Director, Europe Conor O'Riain receiving the Green Leader award from Minister for the Environment Alan Kelly at the Green Awards 2016







### Education

John Reddy, Ecocem Ireland delivering "The benefits of GGBS in Concrete" presentation to consulting Engineers

### Customer Engagement

Ecocem Benelux, Ton Kapitein on site assisting our customer with Eco2Floor screed application



### Community

Concrete Canoe competition in TU Delft. The team was sponsored by Ecocem Benelux



### Community

The Ecocem Benelux team after taking part in the Stelvio for Life climb in 2018. Over €20,000 was raised for personalised cancer treatment and research



### Diversity

Ecocem France, Dunkirk Production Manager Anne Debenath and Jean Micheal



### Community

The Gerswhin Trio after the special performance they gave at the Ataxia Ireland Concert organised by Ecocem which raised €50,000 for the charity

### Community

20,000 tonnes of Ecocem Bagged cement was donated to the Saorise Foundation to help build a Respite centre for children with rare and genetic illnesses.



### Employee wellbeing

The Ecocem France team in Aix en Provence at a training seminar on new concrete technologies



### Employee wellbeing

The Ecocem Ireland team receiving mortar and plastering technical training Dublin Institute of Technology



The convention centre Dublin – worlds first carbon neutral convention centre specified 70% GGBS



The new brewhouse at St James Gate – LEED Platinum 50% GGBS

Ringsend college soccer team sponsorship



Ecocem supporting Robert Swans Antarctic Youth Ambassador Programme



Some of the Ecocem Ireland team at our state of the art bagging plant in Dublin

Ecocem sponsored Brian Conville, Irish champion brick layer in his journey to the World Skills Championships



## Certification





# Innovation Powering Sustainability

Ecocem Materials, Block F1, Eastpoint Business Park, Dublin, D03 E0CO, Ireland

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