

Sustainability Policy

Our Commitment: At Kirby, sustainability is central to our vision of engineering a better world. We commit to creating long-term value for our clients, communities, and employees by embedding sustainability into every decision we make.

Scope: This policy applies to all Kirby Group Engineering operations, employees, contractors, and supply chain partners across Ireland, the UK, and Europe.

Our Approach: Our strategy is built on three pillars:

- **People** – represent our primary core value as a business. It reflects our commitment to protecting our people, investing in their development, and giving back to our communities.
- **Planet** – reflects our responsibility to deliver low-carbon solutions, embrace resource efficiency and take action to protect our planet.
- **Principles** – ensure integrity and governance underpin every decision.

Commitments:

People	Planet	Principles
Maintain a Total Recordable Incident Rate (TRIR) of <0.3 annually	60% reduction in Fleet emissions by 2034	100% of Kirby's key suppliers & subcontractors (covering 50% of total procurement spend) have signed the Supplier Code of Conduct by end of 2027
Maintain an Accident Frequency Rate (AFR) of <1.5 annually	Reduce Scope 1 & 2 emissions by 60% by end of 2034 (from 2023 baseline).	Complete risk assessments for all top suppliers & subcontractors (covering 50% of procurement spend) at least once every 12 months
Increase Employee Engagement (EnPS) score to 80% by end of 2030	Reduce Scope 3 emissions (purchased goods/services & use of sold products) by 35% by end of 2034 (from 2023 baseline).	Produce Kirby's first externally assured ESRS aligned report by end of 2028
Increase female representation in Kirby Group Engineering to 20% by end of 2030	100% of Kirby's facilities (Office, Manufacturing and warehouse) to use 100% renewable energy by end of 2034	Zero incidents of bribery and corruption across Kirby
Provide an average of five days training per FTE employee annually by end of 2030	Achieve zero avoidable waste to landfill by end of 2030	Maintain ISO 27001 certification annually
Formalise Volunteering Policy by end of 2026	Develop a circular economy strategy by end of 2027	Achieve EcoVadis Gold badge by end of 2028; Achieve a CDP A rating for Climate Change by end of 2028

Allocation of Responsibility: Everyone in the organisation must comply with this policy. The EHS & Sustainability Director is responsible for ensuring its implementation and periodic review.

Review and communication: This policy will be reviewed annually to ensure alignment with evolving regulations, client expectations, and Kirby's sustainability roadmap. It will be communicated internally and externally to all stakeholders through the website and intranet.

Henry McCann
Chief Executive Officer



Date: 16-Jan-2026