



# Chemifloc Sustainability Plan

Evan Lawless

Strictly Confidential – Not for Distribution

# Definition of sustainability

“Meeting the needs of the present without compromising the ability of future generations to meet their own needs”

# There are compelling business reasons for our sustainability commitment



We are undertaking this sustainability initiative because it's the right thing to do, transcending the label of mere 'tree-huggers'. There are compelling business reasons for this commitment as well.

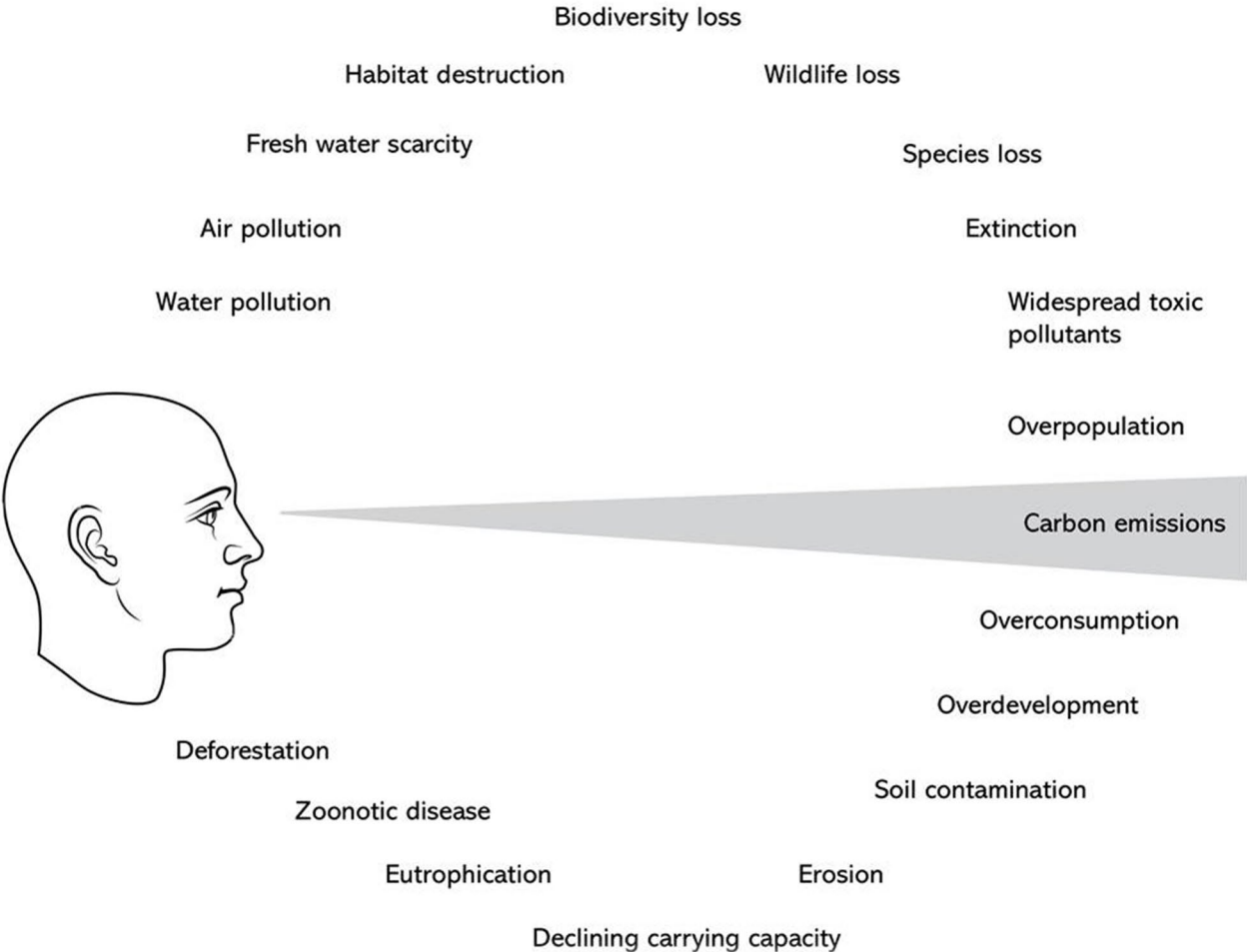
- We recognise that there is an increasing demand from our customers for sustainable practices.
- Our customers Irish Water are aspiring to be carbon-neutral by 2040, integrating sustainability plans into their tender processes.
- We are aware that, especially among younger individuals, there is a strong desire to join a company that prioritises sustainability, a goal towards which we are actively making strides.

# Sustainability encompasses these elements as well as sustaining our own business

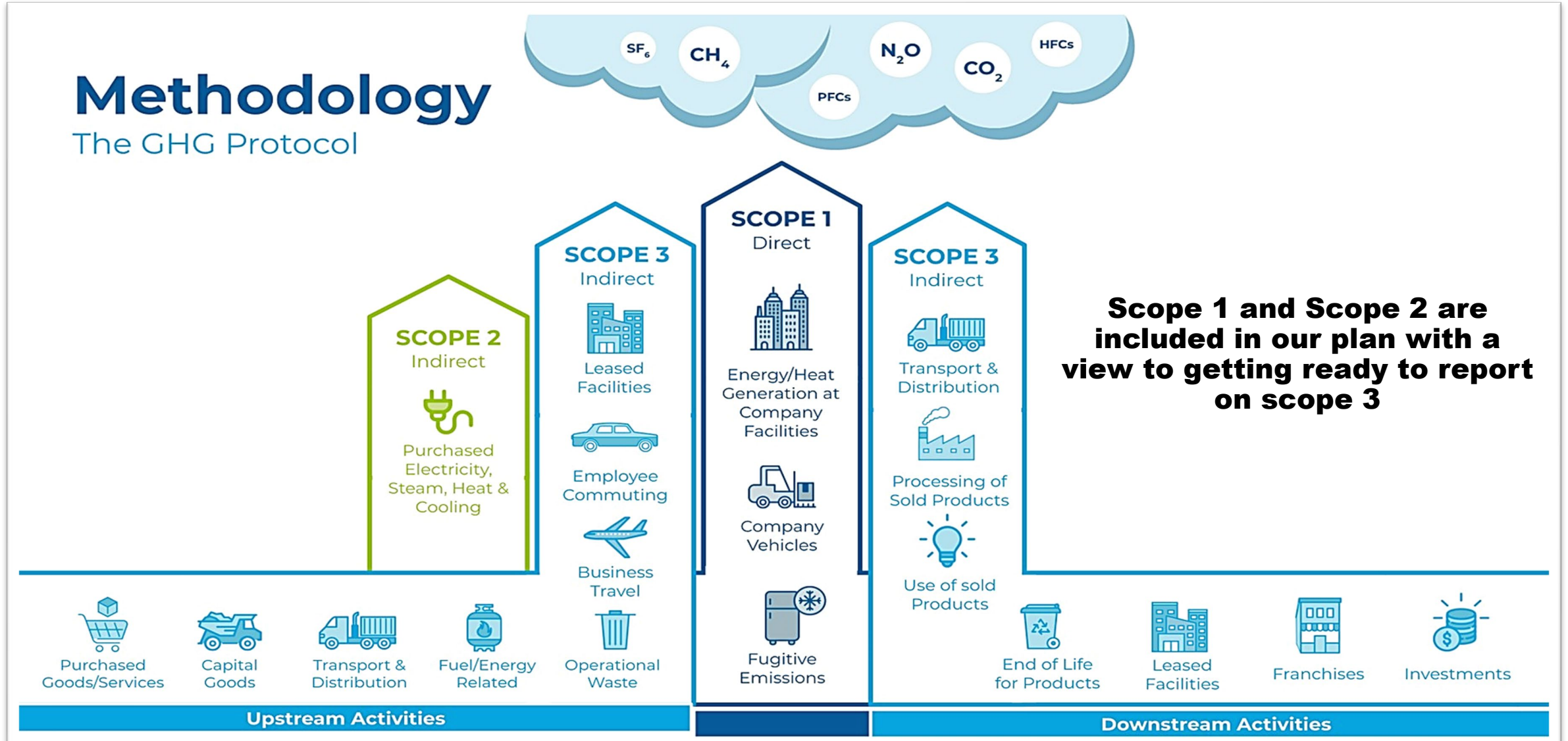


# Its important not to get Carbon tunnel vision and miss the bigger picture

## Carbon Tunnel Vision Missing the big picture



# Carbon reporting is broken down by scope



# The journey so far



## The Circular Economy

- Chemifloc is a member of INCOPA (Carbon footprints of inorganic coagulants produced by INCOPA member organisations)
- Chemifloc produce aluminium-based coagulants by using an increased quota of a by-product, Aluminium Hydrate.



## Transport

- Chemifloc have invested in a Fuel-Efficient Fleet.
- Chemifloc has implemented load size optimisation – all bulk loads where applicable are now 30T (utilising split loads).
- Load efficiency has gone from 46% to 83%
- Chemifloc are making use of driver knowledge and familiarisation to optimise routes



## Continuous Improvement

- Chemifloc have begun to roll out lean manufacturing and 6S
- Chemifloc are investing in energy efficient process design (Implementation of **Heat Exchangers**, in Foynes and Shannon, **New loading gantries** in Shannon and Foynes).
- Chemifloc are committed to retaining their integrated ISO management standards (ISO 14001, ISO 9001 and ISO 45001)



## Biodiversity

- Chemifloc have committed to the All-Ireland Pollinator Plan.
- First action completed - Promote the All-Ireland Pollinator Plan to employees.

# **The Process**





# Chemifloc Group Sustainability Champions



**Mike Hayes**  
GI Chemicals



**Julita Fox**  
Laboratory



**Ronan Beaty**  
Engineering



**Evan Lawless**  
Transport



**Sarah Brew**  
SHEQ



**Lia Sheehan**  
HR



**Tracy Hynes**  
Finance



**Shane Kenrick**  
Finance

# A process to develop the objectives and key results

## 1 Initial Vision & Why Session



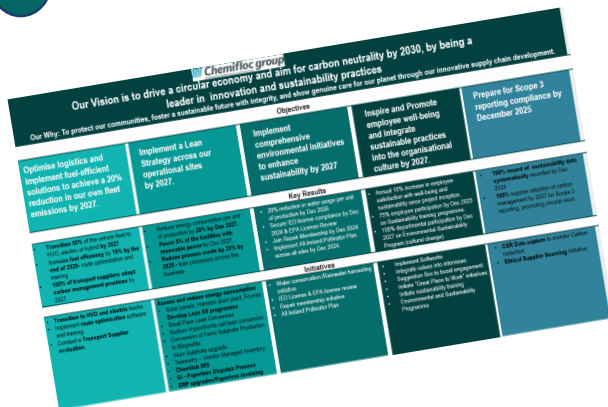
## 2 WHAT: Development of Strategic Objectives and key results



## 3 HOW: Initiatives Brainstorm; Current and New



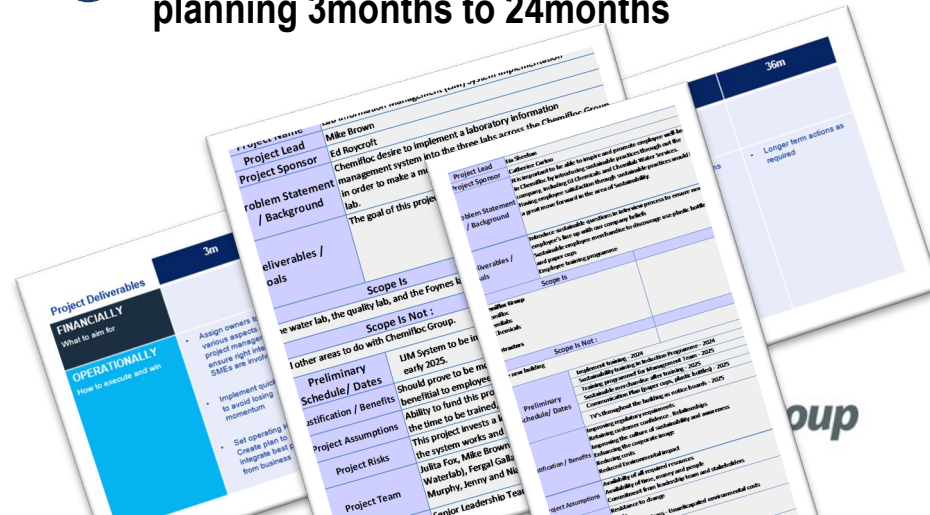
## 4 Refinement of ideas



## 5 Data baseline and future estimates to lock in KPI targets



## 6 Project Charters developed and timeline planning 3months to 24months



# **Vision and Why**



# Sustainability

## Our Vision

To be part of a circular economy and **strive** to be carbon neutral by 2030, **blending commercial success with environmental stewardship** for the benefit of our stakeholders and the planet.

## Our Why

To protect our communities, foster a sustainable future with integrity, and show **genuine** care for our planet through our innovative supply chain development.

# Chemifloc Sustainability Vision

To be part of a circular economy and strive to be carbon neutral by 2030, blending commercial success with environmental stewardship for the benefit of our stakeholders and the planet



## Objective:

**Be fuel efficient achieving 20% reduction per tonne delivered in TRANSPORTATION emissions**



## Objective:

**Deliver net Zero by Implementing a Lean Strategy across our OPERATIONAL sites**



## Objective:

**Be a leader in Sustainability, Implementing yearly ENVIRONMENTAL initiatives**



## Objective:

**Champion well-being and PEOPLE centric sustainable practices**



## Objective:

**Be COMPLIANT in Scope Reporting**

# 2024 to 2030



1

## TRANSPORTATION

**Be fuel efficient achieving 20% reduction in emissions**

- **30% of Fleet to HVO, or Alternative by 2027**
- **5% annual Fuel efficiency via truck route optimisation and driver training**

- **HVO or Alternative**
- **Route optimisation initiatives e.g., Telemetry & refining routes**



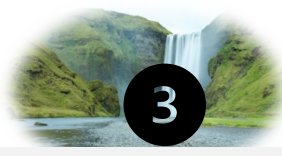
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## OPERATIONAL

**Deliver net Zero by Implementing a Lean Strategy across our sites**

- **20% Energy Reduction by 2027**
- **25% reduction in non-value add activity (Lean)**
- **Strive to achieve an Energy award by 2027**

- **Solar panels**
- **Lean strategy initiatives deployed across the sites e.g., Site layout**



3

## OBJECTIVES

### ENVIRONMENTAL

**Be a leader in Sustainability, Implementing yearly initiatives**

- **20% mains water reduction p/unit of production by 2026**
- **EPA License by Sept 2024**
- **Deliver the All-Ireland Pollinator Plan by Dec 2024**

- **Water conservation /Rainwater harvesting**
- **EPA license review**
- **All Ireland Pollinator Plan**



4

### PEOPLE

**Champion well-being and PEOPLE centric sustainable practices**

- **80% satisfaction from well-being and sustainability programs**
- **75% employee participation on Sustainability training programme by Dec 2025.**

- **Environmental and Sustainability Programmes** – mental health & well-being
- **Initiate sustainability training**
- **New Building for wellbeing & collaboration**



5

### COMPLIANCE

**Be COMPLIANT in Scope Reporting**

- **100% of sustainability data recorded by Dec 2027**
- **75%+ supplier adoption of carbon management by 2027.**
- **100% of transport suppliers adopt carbon management practices by Dec 2027.**

- **Measure Sustainability Data**
- **Ethical Supplier Sourcing Initiative**
- **Conduct a Transport Supplier evaluation.**

## KEY RESULTS

## INITIATIVES

# By December 28<sup>th</sup>, 2024



1

## TRANSPORTATION

**Be fuel efficient achieving 20% reduction in emissions**

- **10% of Fleet moved over to HVO on a pilot by Dec 2024**
- **Driver training completed by Dec 2024**
- **Telemetry business case to be developed and clients identified by Dec 2024**

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## OPERATIONAL

**Deliver net Zero by Implementing a Lean Strategy across our sites**

- **Solar panel assessment and cost benefit analysis across all sites completed by Dec 2024**
- **a Lean Champion onboarded into the business to help with our reduction in non-value add activity by Dec 2024**

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## OBJECTIVES

### ENVIRONMENTAL

**Be a leader in Sustainability, Implementing yearly initiatives**

- **Set up infrastructure to capture roof water from the Shannon site by Dec 2024**
- **EPA License by Sept 2024**
- **Deliver phase 1 of the All-Ireland Pollinator Plan by Dec 2024**

### INITIATIVES

- **Water conservation /Rainwater harvesting**
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- **100% Core team trained on Sustainability By Dec 2024**
- **100% of Senior Management trained on Sustainability By Dec 2024**
- **Sustainable employee merchandise to be purchased by Dec 2024**

- **Environmental and Sustainability Programmes** – mental health & well-being
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### COMPLIANCE

**Be COMPLIANT in Scope Reporting**

- **Scope 1 & 2 sustainability data recorded by Dec 2024**
- **Supplier Sustainability criteria to be developed by May 2024**
- **Internal review of Supplier criteria to be completed by Dec 2024**

- **Measure Sustainability Data**
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# Measuring Sustainability

## Fueling our Transport

- The **volume of Fuel** used in our trucks.
- **Fuel Efficiencies**
- **Carbon per tonne**

## Process

- The amount of **Electricity used** in our facilities
- The amount of **process waste** we can eliminate through Lean

## Environment

- **EPA Licence** compliance
- **Mains Water conservation**
- **Implementation of pollinator plan initiative**

## People

- The number of people that participate in “**Sustainability programmes**” ( Wellbeing, community, training etc)

## Compliance in sustainability reporting

- Being compliant and measuring reporting on our sustainability and carbon footprint goals.

Sustainability Area	Metric	% by 2030
Energy Consumption	kWh of energy used per tonne of product produced – <b>Electricity usage using solar</b> <b>Electricity c02 carbon</b>	B:832887kwh 20% Net Zero
Carbon Footprint	Tonnes of CO2 equivalent emitted per product unit	Strive for 0%
	Tonnes of CO2 equivalent emitted per kilometer driven	30% reduction
Water Use and Wastewater Management	Liters of Main water used per tonne of product produced – <b>Mains water usage and wastewater to drain</b>	Strive for 20% reduction <b>B:45,604 cubic M</b>
Supply Chain Sustainability	<b>Number of suppliers</b> compliant with our sustainability criteria	Strive for 100%
People Engagement	<b>Satisfaction from Employee</b> engagement projects initiated per year	Strive for 80%+
Environment	<b>IED and EPA Licence</b> compliance	100%
	<b>Implementation of pollinator plan</b>	100%
<b>Compliance in sustainability reporting</b>	Fully compliant and measuring reporting on our sustainability and carbon footprint goals.	Strive for 100%

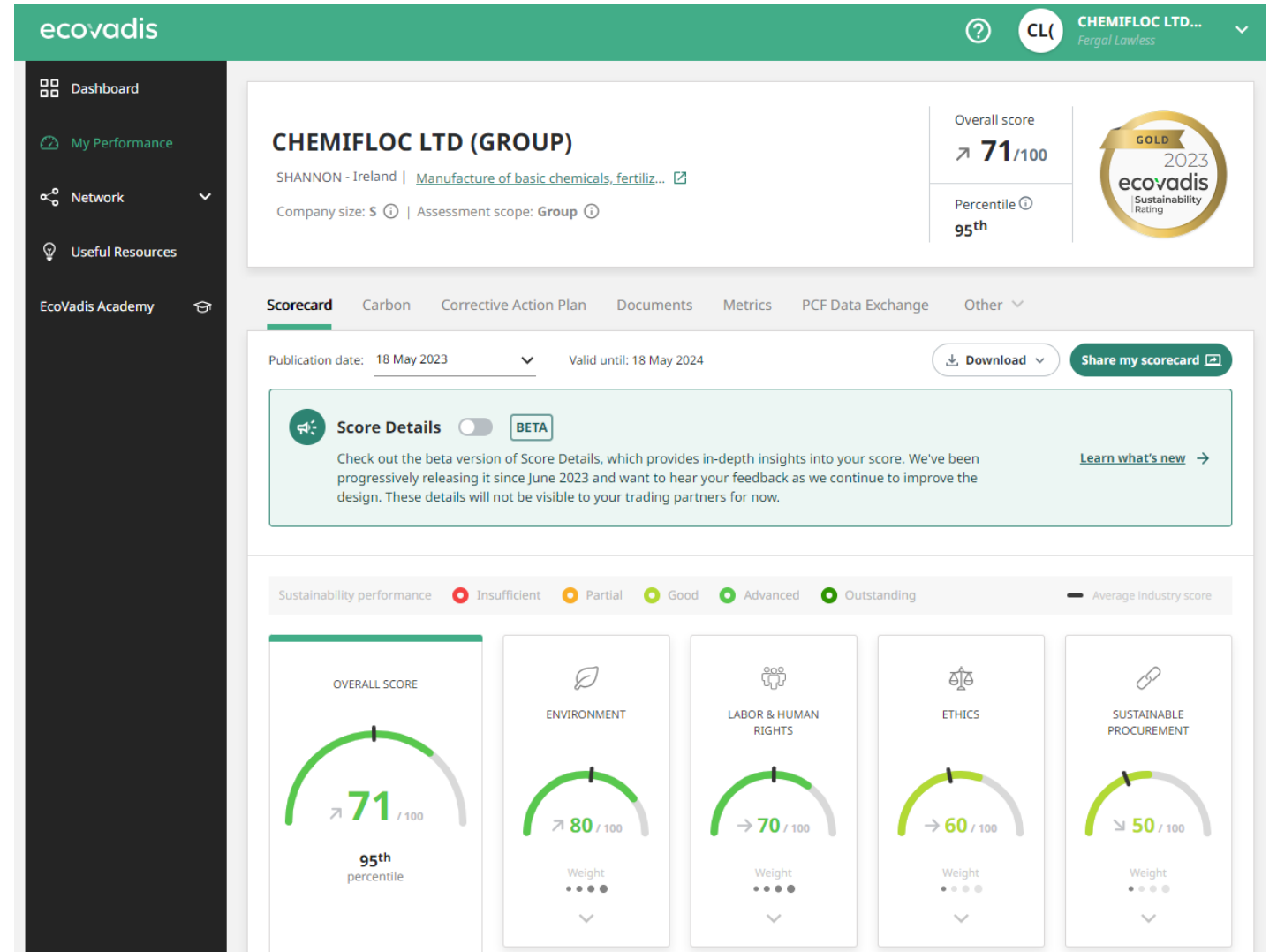


# EcoVadis Score

The EcoVadis sustainability assessment is a service to assess your company's material sustainability impacts based on documented evidence. The EcoVadis sustainability assessment is organized into four stages: Registration. Questionnaire. Expert analysis.

It is considered to be the standard within the chemical industry.

Chemifloc are currently in the 95<sup>th</sup> percentile.



# How we will govern this process

Each champion has been selected for their expertise and commitment to sustainability

They will **undergo specialised training** to further enhance their knowledge and leadership in their respective areas.

They will also participate in a **weekly core meeting** to drive and monitor progress against our sustainability plan.

## Breakdown of responsibilities:

- **Evan** will lead our efforts in **Transport**. He will focus on making our transport logistics more sustainable.
- **Sarah Brew** is appointed as the champion for the **Environment**. Her role will cover all initiatives aimed at reducing our environmental impact.
- **Lia Sheehan** will take charge of integrating sustainability into our **HR** practices, focusing on training and employee engagement.
- **Ronan Beaty, Julita Fox and Mike Hayes** will jointly oversee **Operations**, ensuring that our production processes are environmentally friendly and efficient across all sites
- **Tracy Hynes** will be responsible for our suppliers and managing supplier adoption of carbon management by 2025 for Scope 3 reporting
- **Shane Kenrick** will be responsible for **Reporting**. He will maintain transparency and keep all stakeholders informed of our progress.
  
- The sustainability metrics will become part of our business scorecard to ensure we keep this in sight along with our business metrics.

These champions are not only responsible for their individual areas but are also key to ensuring that sustainability becomes the culture of our daily operations.



# **Detailed Sustainability plans**

# 2024 to 2030



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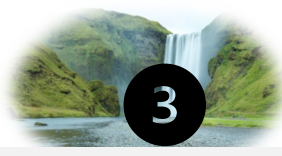
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Sustainability Area	Metric Description	KPI		2022 (baseline)	2023	2024	2025	2026	2027
Carbon Footprint	Tonnes of CO2 equivalent emitted by Fuel used for Trucks	CO2 equivalent emitted by Fuel used for Trucks	Calc	1321					
Carbon Footprint	Electricity usage – power emitted onsite	Co2 Electricity	Calc	234.8					
Carbon Footprint	Tonnes of CO2 emitted per tonne sold	Emissions per tonne sold – scope 1 & 2	Calc	0.0092					
Carbon Footprint	Tonnes of CO2 emitted per tonne sold	Emissions per tonne sold – scope 3	Calc based on assumptions	TBD					
Energy Consumption	kWh of energy used per tonne of product produced	20% Energy Reduction by 2027.	Solar panels	832887kwh					
Fleet Fuel	Transition of fleet to	30% of Fleet to HVO, or Alternative by 2027 5% annual Fuel efficiency via truck route optimisation and driver training	Fleet optimisation	16 Trucks Pilot in 2024					
Waste reduction		25% reduction in non -value add activity by 2027	Lean initiatives	TBD					
Water Use and Wastewater Management	Litres of water used per tonne of product produced	20% mains water reduction p/unit of production by 2027 through water conservation	Water management	45,604 cubic M – strive for 20% reduction					
Supply Chain Sustainability	Number of suppliers compliant with our sustainability criteria	75%+ supplier adoption of carbon management by 2027 for Scope reporting. 100% of transport suppliers adopt carbon management practices by Dec 2027.	Scope compliance 0%	TBD but Strive for 100%					
Employee Engagement	Number of employee engagement projects initiated per year	80% satisfaction from well-being and sustainability programs 75% employee participation on Sustainability training programme by Dec 2025.	Sustainable HR	0% participation – Strive for 75%+					
Social and Community Engagement		Deliver the All-Ireland Pollinator Plan	Environmental	0%					