



Etex Ireland Limited Stakeholder Report

**on Environmental Performance 2020
for Cedral Fibre Cement Products**

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Etex Ireland formerly known as Tegral Building Products, has been at the forefront of sustainability within our industry for a very long time – and this report confirms our on-going commitment in reducing the environmental and social impacts of our operations. 2018 was a very significant year in the history of Etex Ireland as we secured a significant investment from the parent Etex group to construct a new state of the art building and to install a new manufacturing line incorporating significant environmental improvements. 2020 has been a unique year for everybody, and this has affected our company and our employees in both a professional and personal level. Nonetheless, we have enhanced our environmental performance by improving our energy efficiency and the conditions of our working environment for our employees.

Our manufacturing plant has in place, certified Quality, Health and Safety and Environmental management systems, to the internationally recognised ISO 9001, ISO 14001 and ISO 45001 standards.

One of the most recent and important additions to our business, has been the adoption of the BES 6001 Framework Standard for the Responsible Sourcing of Construction Products. This is recognised across the industry as a means of demonstrating the highest levels of sustainability and responsibility.

Introduced by the Building Research Establishment (BRE) in 2009, BES 6001 is a holistic framework, bringing together many of the current management systems. In addition, it provides further areas of assessment, including traceability of our supply chain and our interaction with local communities. Our on-going commitment to this standard, delivers many benefits for both our business and our customers. Annual audits provide third-party assessment and verification of our efforts to manage our environmental and social impacts.

They also provide our products with a rating which enables architects and specifiers to achieve higher environmental levels on building designs, built to the Code for Sustainable Homes, or BREEAM. Etex Ireland have achieved the “Excellent” rating in the BES 6001 standard.





Etex has been at the
forefront of sustainability
within our industry
for a very long time



Etex Ireland
is committed
to maintaining a
sustainable environment
– and minimising
the carbon impact
of its operations.

Carbon emissions

Etex Ireland is committed to maintaining a sustainable environment and minimising the carbon impact of its operations. Raw materials, manufacturing energy (fuel and power) and transport are the most significant contributors to the company's carbon impact.

As part of the worldwide Etex group, Etex Ireland has been reporting on its environmental and health and safety performance to the Etex Group EHS department for many years. In 2012, the Etex Group EHS department introduced the web-based Sustainable Performance Management system (SuPM) to track and benchmark the EHS performance of each manufacturing unit within the group. This has been replaced by an even better system in 2017 allowing full transparency of all environmental data within the Group. Reporting on environmental issues within the Etex Group has been further improved in 2020 and a team has been centrally set up to focus on environmental improvements and sustainability. The team is known as "The Green Team".

In order to achieve its objectives in the area of energy consumption, Etex Ireland has invested and continues to invest in the latest high efficiency lighting and control technology, and has commissioned a software system to enable clear and visible feedback of energy use via remote readings from fuel and power meters.

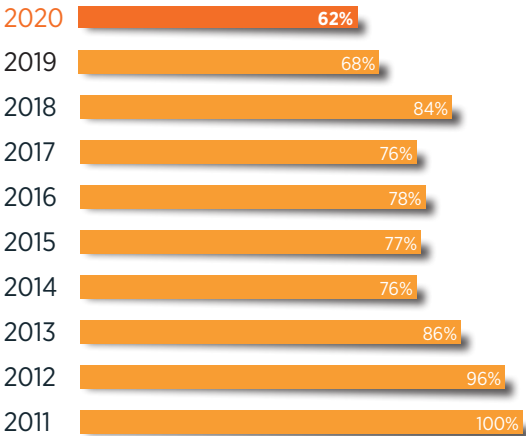
Developments are also in hand to reduce the use of raw materials containing high levels of embodied carbon, and targets are in place for the reduction of carbon emissions from the use of manufacturing energy.

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Through the successful implementation of energy reduction programs and increases in efficiency and productivity, the company achieved a highly significant reduction of 12% of CO₂ emissions per unit of production in 2014. In addition, the overall energy intensity, i.e. the amount of energy required for each unit of output, was reduced by a similar margin.

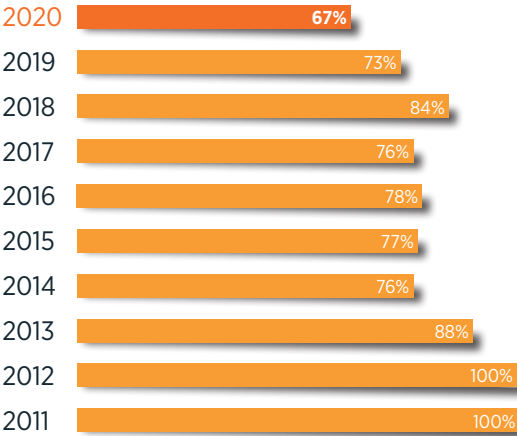
In 2015 and 2016, the manufacturing volume was reduced due to a downturn in demand for product for the export market. Despite this significant reduction in output, Etex Ireland sustained both of these reductions

% CO₂ Emissions



CO₂ emissions per unit of output using 2011 as baseline

Total energy intensity



Energy Intensity using 2011 as baseline

in CO₂ emissions and overall energy intensity in 2015 and 2016. In 2017, a significant reduction of 2.2% in CO₂ emissions was achieved along with a reduction of 3.1% in overall energy intensity. This means that in 2017 Etex Ireland achieved the lowest CO₂ emissions and overall energy intensity for the previous 6 years. In 2018, the manufacturing plant was not producing product for 3 months due to the installation of the new manufacturing line. A direct consequence of this is that CO₂ emissions and energy intensity calculations which are based on output show an increase for 2018 because 12 months of energy consumption is now being rated over 9 months production. However, in 2019 with the new building and the manufacturing plant running for the full 12 months, CO₂ emissions were successfully reduced by more than 18% with a reduction in energy intensity of 13%. We continued this reduction in 2020 despite only been in

production for nine months due to the first lockdown with an 8.8% reduction in CO₂ emissions and an 7.5% reduction in energy intensity.

Furthermore, it is important to note that by choosing to use the greenest electricity supply company on the island of Ireland, the electricity consumed by Etex Ireland in 2020 is certified as 100% renewable energy.

In order to have access to the latest energy efficiency programs, Etex Ireland participates as a full member in the Large Industry Energy Network (LIEN) which is facilitated by the Sustainable Energy Authority of Ireland (SEAI). The Large Industry Energy Network is a voluntary grouping of companies that work together to develop and maintain robust energy management with 140 of Ireland's largest energy users as members.

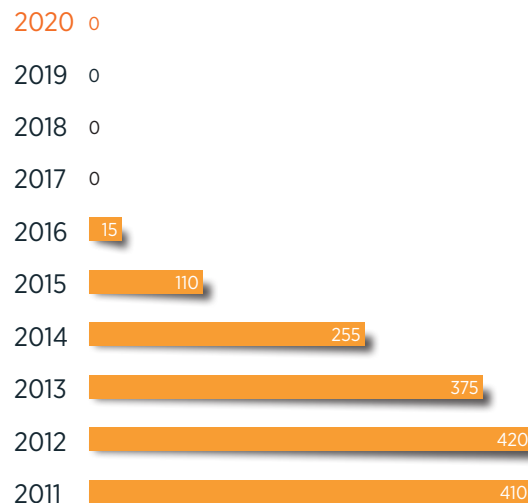


Waste management

Etex Ireland has a committed objective to divert all its fibre-cement waste production material from landfill disposal to recycling. Significant progress has been made to find solutions for dealing with the Company's waste, and we can demonstrate an increase in recycling of our hard production waste from 56% (2012) to 100% (2017). This material is recycled for other uses such as a sub-base for road construction and for the manufacture of cement. In 2017, for the first time, Etex Ireland achieved its goal of 0% fibre cement production waste to landfill. This was also achieved in 2018, 2019 and has continued for 2020.

We also have achieved increased recycling of material internally. Much of the production waste generated, which would have, in the past, gone to landfill is reprocessed and fed back into the production process

Waste to landfill (tonnes)



by using a combination of waste mixers/ weekend tanks/clarifier and sludge recovery tanks. By focusing on our internal waste recycling, we greatly improved the performance of our waste management system.

We also recognise that the ideal solution is not to produce waste at all, and we implement rigorous controls to ensure that the plant generates minimal amounts of waste during the production of our products. In future years, we expect with our new plant and equipment that we will start to see major improvements in this respect.

Our employees also have a part to play in this process, and we have provided information and guidance to them to ensure their awareness and commitment.

Etex Ireland continuously promotes behavioural change in its staff and supply chain. An environmental guide is issued to all employees encouraging activities to promote sustainability and environmental best practice both at work and at home. We hold regular meetings with our employees where environmental issues are discussed.

With respect to the supply chain, we have engaged with our primary raw material supplier, Irish Cement Limited, on a project to incorporate a Etex Ireland by-product into their manufacturing process. In 2020, we reprocessed a significant quantity of by-product from the Etex Ireland manufacturing process into the manufacture of cement.

Etex Ireland achieved its goal of 0% fibre cement production waste to landfill.

This is an important environmental development and demonstrates the company's commitment to initiatives in sustainability. It is our intention to continue to expand this joint venture with our principal supplier in the coming years.

Furthermore, we are working with another raw material supplier on the recycling of additional Etex Ireland material into their products. Arising from these trials, we have introduced new methods of recycling in our manufacturing plant and further segregation of production wastes in order to facilitate recycling.



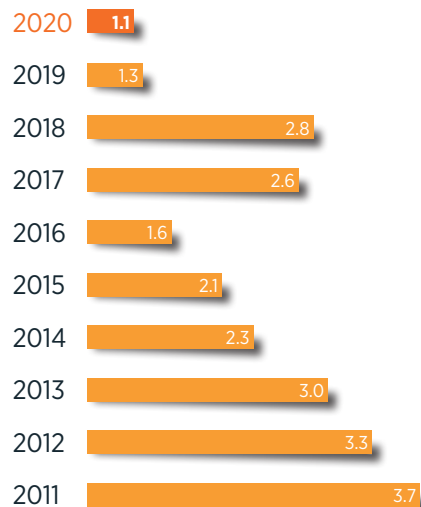
Water abstraction

Water is a fundamentally important, natural and often scarce resource that needs to be conserved and consequently, we set objectives and targets to reduce water consumption year on year.

Our environmental management systems have evolved considerably developing innovative ways of recycling wastewater which can be re-introduced into the production process. Currently we are implementing a new process which is achieving increased recycling of wastewater.

Our water treatment system treats and converts wastewater from the production process into a purified form that is safe to be re-introduced into the local river. This water is discharged after treatment in accordance with the conditions laid down in our Trade Effluent

Water abstraction m³ per tonne of product



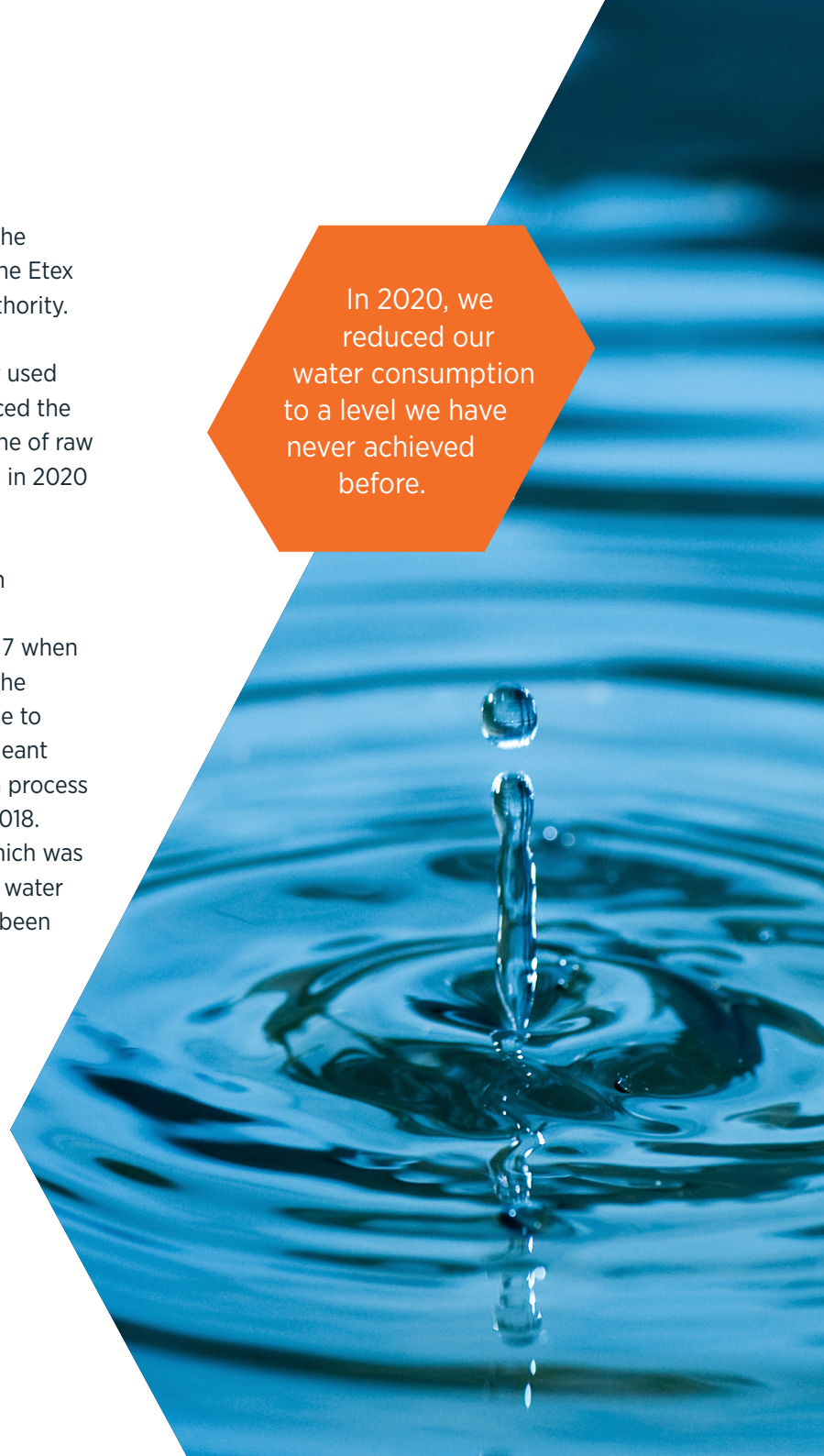
Discharge license issued by the local authority. The effluent is strictly monitored both internally by the Etex Ireland laboratory and externally by the local authority.

By focusing on optimising recycling of the water used in the production process, Etex Ireland has reduced the water abstracted from the river from 3.7 m³/Tonne of raw material in 2011 to 1.06 m³/Tonne of raw material in 2020 (i.e. 71% reduction).

Sometimes, however, in order to go forward with environmental programmes, it is necessary to temporarily suspend them. This happened in 2017 when our new building was being constructed. While the building was being constructed, it was impossible to continue our water recycling programme. This meant that we consumed more water in our production process in 2017 than in 2016. This was also the case for 2018. However, the installation of the new machine, which was completed in 2018, has allowed us to reduce our water consumption in 2020 to a level which has never been achieved before.

At our Etex Ireland site we have introduced innovative ways of recycling wastewater. In 2017 and 2018, we had to temporarily suspend these, but we re-introduced them in 2019 with the continuous running of our new manufacturing line and have achieved further reductions in water usage and will continue to into the future.

In 2020, we reduced our water consumption to a level we have never achieved before.



Transport impacts

As a key supplier to the construction industry we recognise the potential social and environmental impacts of transport associated with receiving raw materials and the delivery of finished products to our customers. One of our key transport objectives is to ensure the optimisation of transport through a number of initiatives including full utilisation of trailers where possible and the combining of loads not only between the two parts of the Etex Ireland business but also including our UK based sister company Siniat.

Discussions with our key transport hauliers have defined a wider range of social and environmental objectives to be achieved, in addition to economic and service targets. In recent years, to minimise any potential for noise or traffic issues at the site entrance, we have given our hauliers fobs for access to the interior of our site outside of normal business hours.

In terms of the Etex Ireland performance with respect to transport impacts, we have achieved 58% for 2020 of our loads direct to customers for our export market. The reduction on previous years was due to the business need to ensure that stock was on the ground for Brexit preparation. Our target for 2021 is to increase this proportion of product delivered directly to customers as opposed to depots. We have achieved an average load weight 7.71 tonnes for domestic deliveries down on our target of 11 tonnes, however an average load weight of 23.82 tonnes for export shipments for 2020 was maintained.

Overall, the 2020 performance against objectives for reducing transport impacts, was positive despite Covid restrictions and Brexit preparations.

Environmental performance of the company cars is an important consideration for Etex Ireland. We are continuing our policy for company cars used by the sales representatives to be restricted to 1.6/1.7 L highly fuel efficient engines with removal of the 2 L engine option. Also, we have added our first hybrid car to our fleet and we are exploring EV options, but at this time current battery technology has not yet provided the required range.

Incoming Raw Materials

The types of transport used, and distances travelled to deliver key constituent raw materials are monitored and regularly reviewed.

Truck type and engine rating are recorded annually for the principal raw materials. Distances travelled are always considered when sourcing major raw materials for Etex Ireland.

Overall, the 2020 performance against objectives for reducing transport impacts, was positive despite Covid restrictions and Brexit preparations.



Employment and skills

The on-going training and development of our employees and in particular the understanding and delivery of our environmental objectives are amongst our highest priorities. This commitment is clearly documented in the company's policies where each employee at a minimum should receive appropriate training to ensure adherence and commitment to the following standards and management systems: ISO 9001, ISO 14001, ISO 45001 and BES 6001. New employees are given training on the environmental aspects of their job function as part of the induction process, including information on the company's environmental and responsible sourcing policies, targets and objectives along with any initiatives directly related to their work. To achieve continuous improvement, both new and existing employees are issued with Operating Procedures for their individual roles/positions. These procedures incorporate all the environmental related processes required to complete their role to the highest standards set down by the Company. Existing factory employees receive toolbox talks to ensure compliance and understanding of the environmental and health and safety aspects specific to their job. Furthermore, we have issued a booklet entitled "Environmental Guide" to all employees which establishes the Company's high expectations in this area and sets out best practice.

Company staff/managers are subject to annual performance appraisals where goals and objectives are established for the coming year following a review of the previous year's performance. The annual performance appraisals are conducted online through the performance management module within 'Etex Talent', thereby cutting

down on paper-based processes to help reduce the impact on our environment. These appraisals allow for clear objectives and targets to be understood by both line manager and the reporting staff member.

The online appraisals through 'Etex Talent' also encourage a mid-year review of the defined objectives and targets for staff members. Also, there is now a requirement, as part of their appraisal, to complete a short online training module based around Etex's Code of Conduct.

The 'Etex Way – Code of Conduct' training module is mandatory and available on our learning platform Talent2Grow it outlines a basic understanding of Safety, Ethics, Compliance & Integrity.

For 2020, 100% of staff/managers had annual performance appraisals and this represented 36.2% of the total workforce.

The importance the Company places on EHS management combined with the support available enabled us to achieve our target that all employees were to be covered by EHS Management systems.

100% of employees were covered by EHS management systems.



Local communities

Our manufacturing site at Athy, Co. Kildare is a long standing and important business within the local community. At Etex Ireland, we are always conscious of the impact our business and its related activities can have on the local community. We have strict procedures in place to mitigate any negative impacts that may occur, and deal with any complaints or concerns that arise from the local community.

In addition to this, the business has provided an enquiry form on our website, allowing local stakeholders to raise questions, make us aware of any issues, or request our involvement in community matters.

Etex Ireland have always nurtured a strong relationship with the local schools. In recent years, we organised a number of visits from the Leaving Certificate students from the local secondary school, Ardscoil na Trionoide. A number of separate groups of students visited the factory and were given a presentation on our management systems and the manufacturing process and a supervised factory tour. These visits have been deemed a resounding success. We will resume these visits after the Covid 19 crisis has passed.

We have always engaged comprehensively with our local community. This involvement is demonstrated in many ways, including selecting employees from the locality. In 2020, 55.9% of our employees are from the local area. Etex Ireland also provide facilities to the local football team, sponsoring the local football team and making numerous charitable donations.

In 2014, we set up the Training Academy. This Academy was launched initially in November 2014 and is designed to train roofers and tradesmen from the local area and elsewhere in the correct use of Etex Ireland products. These tradesmen are given a factory tour followed by practical demonstration of the installation of our products. After training for a full day, they are then certified to install Etex Ireland products and listed on the Etex Ireland website as approved. This is a unique initiative in Ireland and demonstrates our commitment to the local and broader community in which we do business.

We have
always engaged
comprehensively
with our local
community.





In summary

Adoption of the BES 6001 certification for Responsible Sourcing, continues to demonstrate our commitment to the sourcing and management of our raw materials supply chain. This positively raises our profile within the industry, providing third-party verification of our efforts to manage our environmental and social impact.

As an industry leader within our sector, we have demonstrated continued commitment to put innovation at the core of our business. We are continuing to develop affordable, innovative and sustainable products, that benefit both our customers and the wider environment.

Through the implementation of specific policies, measures and targets - and by proactively engaging with our stakeholders - we aim to build on our achievements and improve our sustainability performance across all sectors of our business operations.

In view of the importance of sustainability in our overall business strategy, we aim to continue to communicate our progress in continuous improvement via this annual environmental report which is published on our website

www.cedral.ie



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