



Building a sustainable tomorrow

BAM Ireland Sustainability Report 2021



What's inside our report

This report sets out our activities that contribute to building a sustainable tomorrow.

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New Children's Hospital under construction



BAM's strategy 'Building a sustainable tomorrow', goes hand in hand with aiming to have a net positive impact on climate change, material resources and people and aligns its strategy with the United Nations Sustainable Development Goals (UN SDGs) and focussing on seven in particular:



A message from Theo Cullinane, our CEO

Generating sustainable value for all our stakeholders



Theo Cullinane - CEO, BAM Ireland

BAM is a leading construction, civil engineering, PPP investment and facilities management company.

With best-in-industry capabilities, we help public and private sector clients reduce carbon emissions and enhance sustainability over the lifecycle of their buildings and infrastructure.

BAM is one of a few large construction companies to have set science-based targets to reduce the CO₂ intensity of its operations by 50 per cent in 2030 compared to 2015.

Our goal is to be a net positive organisation. Maintaining our place on the Climate Change A List, published by CDP each year. It is again a recognition of our efforts to reduce emissions and to achieve a net-positive impact.

This commitment is set out in BAM's strategy for 2021-2023, called '**Building a sustainable tomorrow**', which also aims to provide employees with safe and rewarding work and generate attractive returns for shareholders.

Our Environmental Management System is certified to ISO 14001:2015 to ensure compliance with our responsible and proactive approach to environmental and waste management at every level.

Highlights include

In 2020 we launched the €500k BAM Community Benefit Fund for the NCH. The fund provides education bursaries and apprenticeship support, aids various community projects and develop cultural, arts and sports initiatives in the areas close to the site of the New Children's Hospital during the years 2020 to 2022.



BAM Community Benefit Fund

Last year, toddler Aidan Kenny was diagnosed with a very rare, incurable condition called Metachromatic Leukodystrophy (MLD). In September BAM colleagues took part in a day of Trail Walking in the lovely Slieve Bloom Mountains to help raise over €10k to help support his care.



L-R Denis McCarthy Director BAM Ireland and the Kenny Family Seán, Aidan, Deirdre & Darren

Our Business

Established in 1958, BAM Ireland is the largest multinational construction business operating nationally delivering many of Ireland's flagship infrastructural and building projects.

With our experienced and skilled team we are using the latest digital building technology to build a sustainable built environment that enhances people's lives.

We are a wholly owned subsidiary of Royal BAM Group of the Netherlands. The Group employs around 18,000 people, with main operations in the Netherlands, United Kingdom, Ireland, Belgium and Germany, and is listed on the Euronext Amsterdam exchange.

www.bam.com

We deliver construction solutions within budget and on time, for:

- Infrastructure
- PPP Investment
- FDI Hi-tech Facilities
- Data Centres
- Healthcare Facilities
- Commercial Offices
- Residential
- Facilities Management
- High quality offsite volumetric units
- Biopharma
- Pharmaceutical
- Civic Buildings
- Educational
- Fit-out

2,700
employees



Turnover
2020



€461m

No 1 **Civil Engineering**

No 1 **PPP** No 2 **Building**



Horgan's Quay Cork

Building a sustainable tomorrow

BAM's strategy 'Building a sustainable tomorrow' is driven by market opportunities.

BAM's strategic plan is aimed at the significant and expanding part of the construction industry being driven by clients' growing emphasis on sustainability.

Clients are increasingly demanding resource conservation, energy efficiency and carbon reduction during the design, construction and operational phases of their projects. Another major market trend is the substantial shortage of housing. These are areas where BAM has strong experience and expertise and is investing to expand its capabilities.

BAM's corporate purpose is to:

- Provide clients with best-in-industry capabilities
- Contribute to the global movement toward sustainability
- Provide employees a safe and rewarding work environment
- Generate attractive returns for shareholders.



Profitable growth platform

BAM will focus on growing its business in markets where BAM has by far the largest scale. BAM in Ireland is a leader in PPP, Civil and Construction



Continue de-risking

focus on improving BAM's risk/reward profile



Accelerate opportunities for future growth

BAM will focus its portfolio, strive to business excellence and product leadership, and grow life-cycle solutions, providing clients with innovative and sustainable design, development, construction and facilities management solutions that can be integrated.

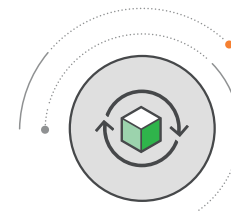
BAM wants to cement its position as a market leader in sustainability. Our long-term sustainability ambition is to be a business that has an overall positive impact on society.

BAM has selected three key themes in our sustainability strategy: Climate, Resources and People



Climate positive

Reducing our emissions to zero, and providing products and services which reduce the emissions of others



Resource positive

Zero waste, preserving natural capital over the lifecycle of the built environment



People positive

Enhancing lives by making a difference to the people we come into contact with

Climate positive



Generating sustainable value for all our stakeholders

We want to have a Net positive impact on the climate. We will work towards this goal by reducing our own carbon emissions and helping others to reduce theirs.

This means we will:

- Reduce the energy we use by digitalising our business and by improving the efficiency of our operations
- Use as much power, fuel and heat from renewable or non-polluting sources as possible
- Work with our clients and supply chain to reduce their emissions
- Bring low or zero carbon products and services to market to scale our positive impact

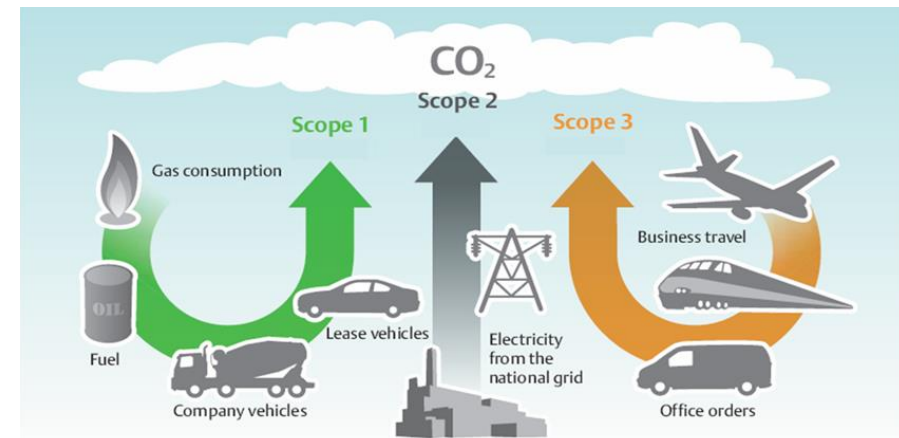


To enable Ireland to fully decarbonise the construction sector, BAM like others in the industry commit to encouraging the use of Environmental Product Declarations (EPD) by:

- Raising awareness amongst our staff on the importance of EPD by integrating our commitment into our policy documents
- Including clauses in our written specification to subcontractors that where possible they should use products which have 3rd party verified EPD
- Ensuring at least 3 of the most common materials by mass or volume in our projects have EPD
- Specifying that where all being equal in price and performance that products with an EPD are used and make staff aware of it

Our Carbon & Performance Summary for 2020

BAM reports under the Greenhouse Gas Protocol which differentiates between three scopes, namely emissions directly by resulting from our own activities (scope 1), indirect emissions from purchased electricity, heating, and cooling (scope 2), and indirect emissions in our value chain (scope 3).



Total CO ₂ emissions (tonnes)		Total Energy (TJ)		CO ₂ emissions / € million turnover (tonnes)	
2020	9131	2020	136	2020	19.5
2019	10722	2019	157	2019	17.8
2018	7602	2018	113	2018	13.8
2017	6335	2017	96	2017	13.6
2016	6590	2016	93	2016	18.31



Climate positive highlights

IGBC Platinum Membership 2021

Our new strategic partnership with the Irish Green Building Council to decarbonise Ireland's building stock, promote circularity in the industry and enhance biodiversity.

BAM collaborates with the Irish Green Building Council and fellow members to push forward the agenda on whole life carbon and circularity in the construction sector.



CDP membership

Maintaining place on CDP A List for demonstrating leadership in environmental transparency and action.



Green Revenue

2020 Total Green Revenue (LEED & BREAAAM as percentage of total overall revenue) = 35%.



Tree Planting

In 2019, 150,000 trees planted worldwide to mark 150th anniversary, 9,000 trees to highlight our sustainability agenda & commitment to reducing our carbon footprint.



EV Cars

Engagements with car leasing companies across the Group to increase the share of electric vehicles in fleet from 143 (Dec 2019) to 269 (Dec 2020).



Resource positive

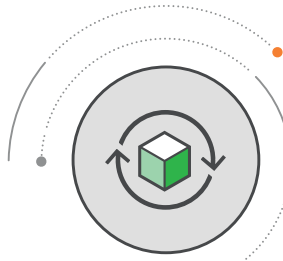


Generating sustainable value for all our stakeholders

We aim to achieve a Net positive impact, eliminating waste over the life cycle of developments by the way we design and build projects. We will always preserve raw materials and resources (known as 'natural capital') over the life cycle of our built environment and deliver projects using safe, healthy and natural materials when we are able. Additionally we will influence our clients and our supply chain to make these decisions.

This means we will:

- Eliminate wasteful construction practices, and deliver projects that will produce less waste in operation
- Be part of the circular economy by using products and materials that can be easily maintained, reused or repurposed in the future, avoiding low grade recycling
- Procure materials from certified responsible sources



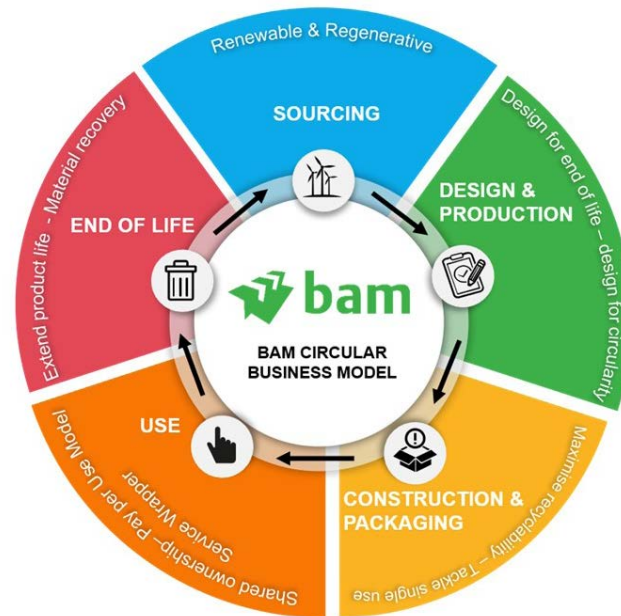
BAM are a Lean Construction Ireland (LCI) Member & LCI Conference Sponsor. LCI collaborate to deliver projects better, faster, together.

Ensure sustainable consumption & production patterns

By collaborating with our supply chain, encouraging innovative thinking through our products, and realising the benefits of circular economy business models we aim to have a net positive impact in the long term.

Protection natural capital over the life cycle of our built environment.

- Eliminating waste, using regenerative materials, creating opportunities to retain value of material at their highest level
- Using resources which are healthy, natural and safe
- Source 100% sustainable certified timber by end of 2025
- To achieve 15% target for reduction of construction waste by end of 2025





Resource positive highlights

BAM FM Winner Medium Commercial Project at FM Awards 2020

BAM FM installed and commissioned an LED lighting system, including the removal and replacement/ retrofit of 4,000 light fittings at Sword Pavillion Shopping Centre. High quality LED fittings were installed delivering annual energy savings of 1.37million kWh per annum and a reduction of 500 tonnes of CO₂ emissions.



BAM FM Ireland won the Medium Commercial Project for the LED Lighting Energy Upgrade at Swords Pavilion at the 2020 Electrical Awards.



Kevin Hickey, Digital Construction Manager BAM, receiving the the Medium Commercial Project award.

Digitalisation

'We build it (digital), before we build it (physical)'. Digitalisation is making it possible to work faster, safer, more economically and with less waste.



Volumetric Housing

BAM acquired a majority stake in MHI (Modern Homes Ireland), to increase our output of modular off site construction.



World Environment Day

To mark 2020 World Environment Day in conjunction with 'Leave No Trace Ireland' we asked staff to take part in a clean-up of their own local area – within 5km of their home.



Energy Reduction

Since 2019 BAM have procured electricity from the grid solely from renewable sources. Site temporary lighting is LED. Key aspects of BAM's CO₂ reduction strategy are to lower the reliance on fossil fuel sources.



People positive



Generating sustainable value for all our stakeholders

We want to have a Net positive impact on society by making a difference to the lives of people we come into contact with above and beyond business as usual. We want to enhance the lives of people by providing opportunities for education and employment and through engaging with community groups and charities.

This means we will:

- Create life-enhancing opportunities to help people to be socially mobile
- Educate and inspire a new generation of diverse people to join our industry
- Inspire and motivate BAM people and provide them with opportunities to improve the lives of others
- Engage in positive value-adding partnerships with charities



Recipients of education bursaries from the BAM Community Benefit Fund

BAM People

We are constantly working to attract, retain and develop our people so they can fulfil their potential. We are also investing in new systems to improve how we manage and support our people. BAM People is one such new initiative. This new hub is our new way of accessing a variety of useful information, links to people related systems and to find support for everything from updating personal records, requesting holiday or processing changes to terms and conditions of employment and updating performance records.

In 2020 we raised €150k for charitable causes

We continue to foster a genuine and strong safety culture 'Your Safety is My Safety', BAM's ongoing safety campaign, aims at zero accidents. This can only be achieved through a joint approach & responsibility at all sites, offices, at home, and while travelling to work



YOUR SAFETY IS MY SAFETY



People positive highlights

BAM €500k Community Benefit Fund

BAM has provided a fund of €500,000, to provide education bursaries and apprenticeship support, aid various community projects and develop cultural, arts and sports initiatives in the areas close to the site of the New Children's Hospital during the years 2020, 2021 & 2022.

BAM engage in a Community Benefit Programme and employ a Community Benefits Coordinator to ensure the aspirations of the programme are fully achieved.



The Forget-me-Nots Choir & Students from St James's Primary School Choir with Denis McCarthy, Director BAM Ireland & Gordon Jeyes Chair of the Community Benefit Fund Oversight Group at the launch of the BAM Community Benefit Fund for NCH.

Considerate Constructors Scheme

BAM have a number of projects registered with the CC Scheme, which focus on the interaction of our sites with the general public, the wellbeing of our workforce and protection of the environment.



SBIA Awards

Our long-term collaboration with Chambers Ireland Sustainable Business Impact Awards helps our business to achieve an overall positive impact on society and the environment.



Lighthouse Club

BAM are delighted to support Lighthouse Construction Industry Charity who provide mental, physical and financial wellbeing support to the construction community and their families.



Celebrating Pride

Only by being fairer, more inclusive and more respectful to people from various backgrounds, can we become more attractive to our future employees and clients.



Recognition & Benchmarks



CIRI is the definitive listing of main contractors and sub-contractors operating in Ireland that are competent to carry out works on behalf of public and private clients.



They are the professional body for engineers in Ireland. With over 25,000 members from every discipline of engineering, Engineers Ireland is the voice of the engineering profession in Ireland.



BAM was the first organisation in the country to achieve the international industry standard PAS 192-2 verification for the use of BIM process for delivery construction projects. Verified by the British Standards Institution (BSI) is a mark of excellence in BIM.



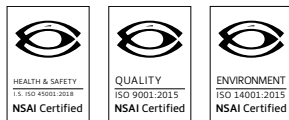
Is the world's leading sustainability assessment method for masterplanning projects, infrastructure and buildings. BREEAM does this through third party certification of the assessment of an asset's environmental, social and economic sustainability performance, using standards developed by BRE.



BAM has achieved leadership status with the global Carbon Disclosure Project earning a performance rating of A. This ranks us in the top companies globally in reporting and tackling climate change.



(Leadership in Energy and Environmental Design) is the most widely used green building rating system in the world. LEED certification is a globally recognized symbol of sustainability achievement.



Our Safety Management System is certified to ISO 45001: 2018.
Our Quality Management System is certified to ISO 9001: 2015.
Our Environmental System is certified to ISO 14001: 2015.



The Irish Green Building Council pushes forward the whole life carbon and circularity agenda in the construction sector.

Our Team

MANAGEMENT

Theo Cullinane – CEO
Lorna Cross – CFO
Tadhg Lucey – COO Civil, Safety & Sustainability

BAM BUILDING

Regional MDs
Luke Gibbons
Denis McCarthy
Ger Moloney

Construction Directors

Pat Connolly
Howard McDonagh
Derek O'Connor
Pdraig Walsh

Regional Commercial Directors

Seamus Kealy
Pat Murphy

BAM CIVIL

Regional MD
John Lucy

Director

Brian Cunningham

Construction Directors

Adrian Cunningham
Darren Devane
William Diver
Alan Finn
Pat McAndrew
Mark Phelan

Regional Commercial Directors

Philip Desmond
Peter Walsh

BAM FM

Directors
Denis McCarthy

BAM FM / HOUSING

Construction Director
Micheál Keohane

General Manager

Grainne deMordha

BAM PROPERTY

Construction Director
Ger Moloney

BAM PPP

Bill Harkins - Business Development Director

BUSINESS UNITS

David Barron - M&E East & Dublin
Lorraine Brady - Pre-Construction Director
Seamus Brady - Chief Estimator, Building
David Meagher - Tender Manager
Paul Brennan - Head of Digital Construction
Pat Burke - Projects Controls Director
Tommy Flaherty - Plant Manager
Andrew Kehoe - Procurement Manger
Dave Kiely - HR Manager
Tadhg Lucey - Sustainability Director
Ger Maloney - M&E South
Elaine Maloney - Environmental & Sustainability Coordinator
Lena McCarthy - ICT Manager
Kathy O'Leary - SHE & Sustainability Manager
Tiernan O'Malley - M&E West
Brian Quinlan - Quality Manager
Declan Roche - Business Development/ Communications Director

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View our Sustainability video at
www.bamireland.ie/sustainability