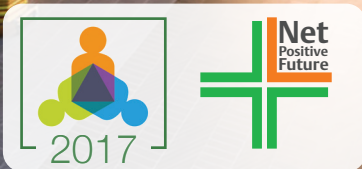


# CSR at the heart of everything we do

## Sustainability Report 2017



ISO 26000 | Self declaration  
Social Responsibility



# What's inside this year's report

*Our Sustainability Report shows how BAM Ireland works together to better serve our clients, improve our financial performance and be a preferred employer and partner to create a better more sustainable future.*

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Roof Terrace One Molesworth Street, Dublin

## Focussing on seven SDGs

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# A message from our Chief Executive Theo Cullinane

## Sustainability is important to us

Our sector provides value to millions of people but uses many resources in the process. As a result, stakeholders such as regulators, communities and increasingly customers demand a proactive approach to sustainable developments.

By collaborating with our supply chain, encouraging innovative thinking through its products and services, and realising the benefits of circular economic business models, BAM permanently embeds responsible business practices.

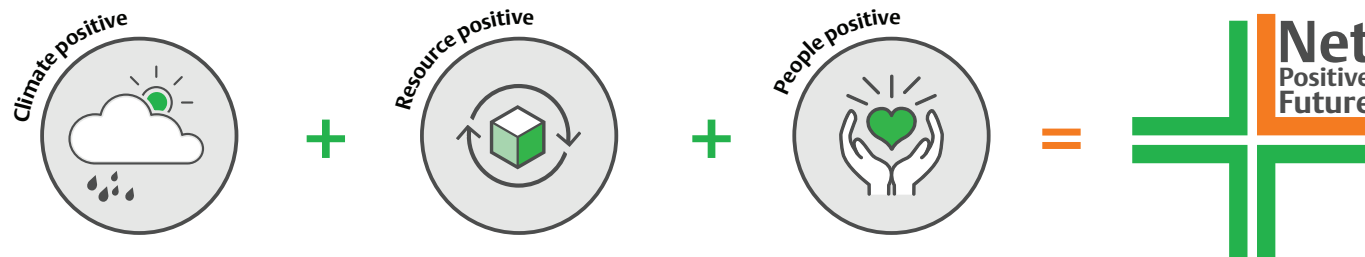
Our future vision is to have a net positive impact on **climate change, resources and people** by 2050. We want to cement our position as a market leader in sustainability.

We align our strategy to the UN adopted **Sustainable Development Goals (SDGs)**: Seventeen goals that serve as a roadmap for good growth. BAM's business potentially impacts all of the SDGs. Due to the nature of our business we have identified Seven SDGs in particular on which to focus in line with our '**net positive**' Strategy.



Theo Cullinane - CEO, BAM Ireland

We have identified Seven SDGs on which to focus in line with our '**net positive**' Strategy.



# Our Business

*Operating successfully for over 60 years, the bedrock of BAM's success has always been an understanding of our clients' needs and a willingness to deliver innovative solutions that ensure cost savings and meet and surpass their environmental requirements. Our track record for delivering large and small scale projects on budget and ahead of schedule has enabled us to become one of Ireland's largest and strongest construction businesses.*

*BAM has collaborated with government bodies and major national and international clients and consultants to produce landmark projects that support the development of Ireland and its economy.*

*Our services encompass every phase of the construction process, from development to design to construction, finance, operation and maintenance. We are a leader in PPP and play a key role providing Ireland's health, education, and transport infrastructure.*

*We are a wholly owned subsidiary of Royal BAM Group of the Netherlands, which has a turnover of €6.6 Billion and employs 20,000 people worldwide.*

- 2,000 direct & indirect employees
- No. 1 civil engineering
- No. 2 building
- Turnover 2017 €465m



# Mission, Vision & Strategy

*It is BAM's Mission to build sustainable environments that enhance people's lives by enabling the right people to capitalise on state-of-the-art knowledge, resources and digital technologies, providing solutions across the total construction life cycle for BAM's clients and generating maximum value for its stakeholders*

## Strategy

At BAM we are, Building the present, creating the future.

## Values

BAM's vision and unique culture are underpinned by four values;

- **Open collaboration**  
(I share, so we all gain)
- **Proactive ownership**  
(I take initiative to prevent, rather than fix)
- **Scalable learning**  
(I ask, listen and support, so that we learn collectively)
- **Predictable performance**  
(I deliver what I promise)



## Sustainable Value Creation

Our sustainability strategy encompasses three strands; **Climate, Resource and People** and is focused on creating more value for our clients and key stakeholders in the long term. BAM's ultimate goal is to have a net positive impact, so we can deliver more value for our clients.

By collaborating with our supply chain, encouraging innovative thinking through our products, and realising the benefits of circular economic business models, we aim to have a net positive impact in the long term (towards 2050).

## Net Positive

BAM believes that a Net positive approach offers great opportunity for our business and fits with our strategy and values. It means we can look at our business and opportunities through a new lens:



How might we work differently (doing things better)?

How can we have a positive impact on society through developing new products and services (doing better things, doing new things)?

How can we work with each other, our clients, our supply chain and all our stakeholders to make this possible?

*It's BAM's vision that by 2020 we will be recognised as one of Europe's leading sustainable and innovative construction businesses, with healthy profits and a strong balance sheet, active across the total construction lifecycle in its European home markets and in selected growing economies around the world.*

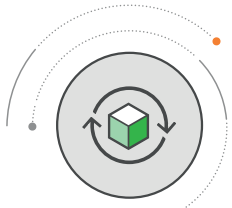
# Net Positive

## Introducing our three Net Positive Themes



### 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

## Our climate positive targets are:

- Reducing our own emissions to zero
- Contributing to wider national / international emissions reductions
- Contributing to climate change adaptation / resilience
- To be placed on CDP A List by 2020 (already achieved)
- Achieve at least 10% relative emissions reduction across scope 1, 2 and 3 by 2020 compared to our 2015 benchmark

## Our Resource positive targets are:

- Protecting 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 2025
- To achieve 20% less construction waste by 2020 compared to our 2015 benchmark

## Our People positive targets are:

- Reducing our own emissions to zero
- To have happy, healthy and well trained employees
- Leaving positive legacies in the communities we work in
- Educating the next generation ensuring a future pipe line of skills
- Creating opportunities for marginalised, disadvantaged, hard to reach people
- Supporting charities which our people relate to
- Enhance 40,000 lives in local communities by 2020

# BAM Strategy & UN Sustainable Development Goals

## Alignment of BAM's strategy with Sustainable Development Goals.

BAM appreciates the impact of aligning our sustainability strategy with the UN adopted Sustainable Development Goals (SDGs). There are a total of 17 goals, with 169 targets between them, which serve as a roadmap for sustainable growth by 2030.

BAM has a seat in the UN Environmental Programme steering committee for Buildings and Construction, to move forward the SDGs in construction.

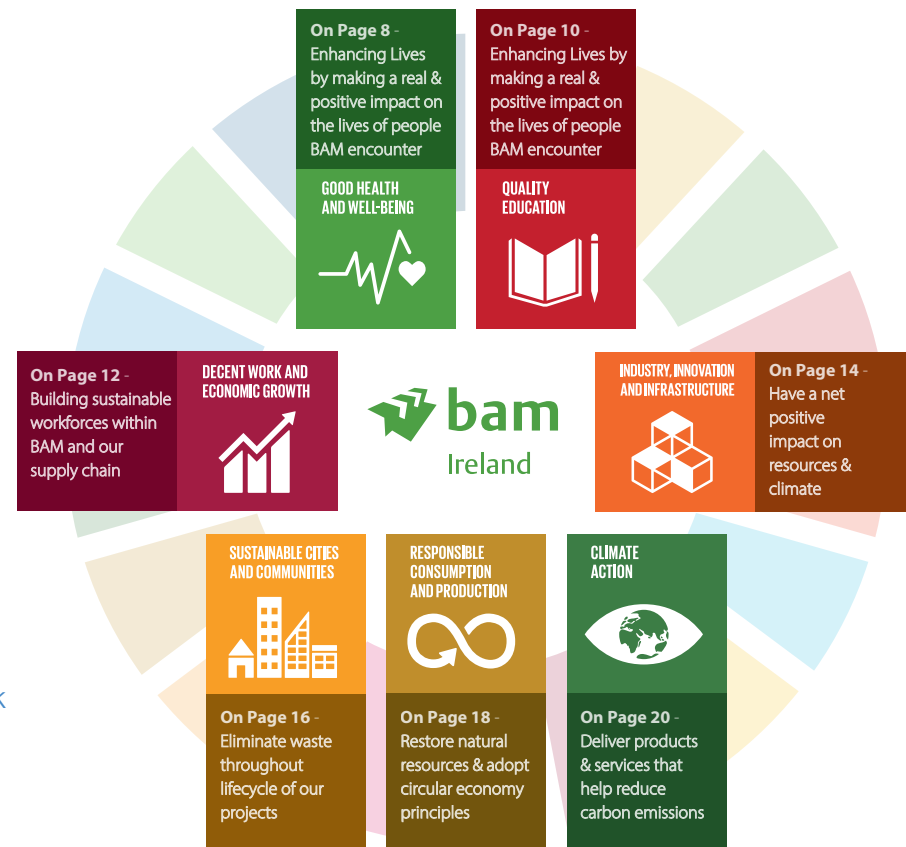


Our efforts can contribute to the delivery of certain UN Sustainable Development Goals



We are on-track for delivery of our 2020 Sustainability Targets

Due to the nature of our business we have identified SEVEN SDGs to focus on in line with our 'NET POSITIVE' Strategy which are:



# Good Health & Well-being

Ensure healthy lives & promote wellbeing for all ages



## BAM's Sustainability Strategy 2020

Enhancing lives.

This target is about making a real and positive difference to the lives of people BAM come into contact with through its work.

### Current Alignment with SDG Goals

- Healthy workspaces for employees
- Provide employees access to health benefits, including mental health
- Create a culture of giving through community and charity partnerships

Over 2,500 staff have now attended the Beyond Zero workshops

Beyond Zero is an initiative implemented by BAM that fosters a culture of responsible behaviour rather than forcing people to work safely. This programme creates a synergy with BAM's 'Making BAM a Safer Place' campaign with its core pillars of Respect, Intervene and Comply. Thanks to a dedicated team of Beyond Zero trainers, over 2,500 staff, including subcontractors have now attended the Beyond Zero workshops.

Through its introduction BAM has successfully driven down Incident Frequency year on year. This can be demonstrated by a 45% reduction in reportable incidents from 2015 to 2016, a reduction from 11 to 6.



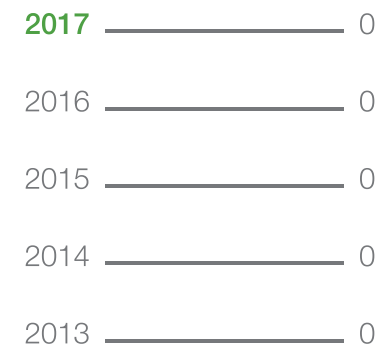
3025

employees availed of our bike to work scheme since 2016



All personnel who work with, for and around BAM recognise the huge advances we are making in safety every day; they see that we care for the safety, health and wellbeing of everyone on BAM sites.

### Incident Frequency Rate (DE)



## Good Health & Well-being Highlights 2017

### Beyond Zero 2017

Last year more than 200 subcontractors supported and engaged in the Programme and more than 1,000 supply chain employees received training given by our dedicated programme experts.



### BAM Worldwide Safety Day

The Worldwide BAM Safety Day 2017 Theme was 'The Value of Safety.' Its objective was to create awareness of the crucial role played by our employees and subcontractors and the importance of collaboration, knowledge sharing and learning from each other. The 2017 campaign focused on ensuring that every BAM employee and subcontractor, arrives home safely each evening.



### Health and wellbeing

Every year, health screenings on site are carried out by the Construction Workers Health Trust. The screenings involve both BAM staff and subcontractor personnel and cover standard items such as blood pressure and BMI.



### Green Ribbon Campaign

The annual Green Ribbon Campaign takes place every May and gets people talking openly about common mental health problems. In 2017, BAM took part in this campaign to promote open conversation on mental health and the challenges of the stigma that sometimes comes with it.



### Pieta House

In 2017 BAM raised funds for Pieta House through various initiatives including: Healthy Builder's Breakfasts, Bake Sales and Christmas fundraisers. These initiatives help raise awareness of suicide and mental health issues in the construction sector.



### Skin cancer awareness event

In conjunction with the Irish Cancer Society, a skin cancer awareness event was held on BAM sites in 2017. This event focused on civil engineering projects and all site staff and subcontractors attended.



### RCS Dust awareness

In May 2017 an RCS Dust awareness campaign was held. This involved toolbox talks on the occupational hazards associated with acute and progressive exposure to silica dust. Hilti representatives demonstrated dust extraction tools to eliminate this hazard at source using various extraction add-ons to capture the dust whilst drilling, cutting, sawing etc.



### #standdown4safety

Our Wexford Courthouse took part in the CIF #standdown4safety in October where regular work is paused and the entire site focuses on a particular safety issue.



# Quality Education

*Ensure inclusive and equitable quality education and promote life-long learning opportunities for all*



## **BAM's Sustainability Strategy 2020**

*Enhancing lives.*

*This target is about making a real and positive difference to the lives of people BAM come into contact with through its work.*

### **The aim of enhancing lives is to:**

- Enhance 1 million lives by 2020
- Increase diversity and equality in workforce
- Increase the number of apprenticeships and get people back into work
- Encourage good training for our workforce (direct and indirect)
- Work with schools and educational institutes to strengthen industry specific skills, and
- Showcase career opportunities and routes to enter the construction business

*Enhancing lives aims to have a net positive impact on society and people*

## **BAM Strategy**

As part of its strategy BAM has initiated a target around enhancing lives which aims to have a positive impact on society and people by:

- Having happy, healthy, well trained employees
- Supporting communities where we work
- Educating the next generation ensuring future skills
- Creating opportunities for marginalised, disadvantaged, hard to reach people
- Supporting charities which our people relate to

The initiative focuses on making a positive impact through activities that would not happen without our support/ intervention

Employing and retaining motivated and professional employees is the key to BAM's success. We are committed to advancing learning and development with our CPD accreditation from Engineers Ireland, and fostering a supportive and challenging environment where employees build on their experience and skills.

BAM aims to continuously engage and inspire all its employees and is committed to implementing CPD programmes to advance the personal and professional development of employees and to empower staff to achieve their maximum potential within the BAM organisation.



## Quality Education Highlights 2017

### Student Visits

As part of our goal of educating the next generation we regularly host student site visits giving them the opportunity to experience a live construction site, many for the first time. In 2017 we hosted a total of 13 student site visit events throughout Ireland.



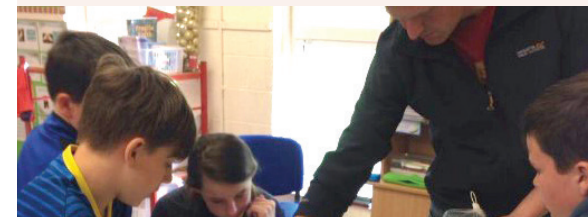
### 'Seeing is believing' event

A STEM 'Seeing is believing' event was held at our Cork Courthouse project in conjunction with Business in the Community (BITC) and Cork Institute of Technology (CIT). The event was attended by secondary school construction studies teachers.



### Engineering in a Box

Explore engineering through fun and educational hands-on workshop. Delivered by BAM Engineers to primary school students during Engineers Week.



### 'Creativity' Art Competition

BAM FM 'Creativity is Intelligence Having Fun' Art Competition. The drawings entered, showcased exceptional talent from students across the country.



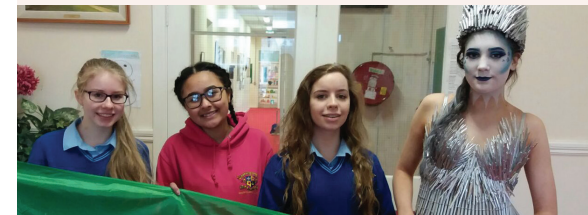
### Engineers Week

Included a large-scale event for the New Children's Hospital project which was attended by over 250 students from schools close to St James's Hospital.



### Junk Kouture

Sponsored an art student from Loreto College Mullingar to participate in Junk Kouture competition. It is a competition for secondary school students which uses elements such as fashion, design, engineering and environmental sustainability.



# Decent Work & Economic Growth

*Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all*



## **BAM's Sustainability Strategy 2020**

*This target is about building sustainable workforces within BAM and through our supply chains.*

### **Current Alignment with SDG Goals**

- Promote careers in the industry to a diverse group of people
- Support unemployed people to take steps towards employment
- Work with suppliers and sub-contractors to encourage them to develop new ways of working to attract a diverse mix of employees

*We proactively recruit people into the industry from a diverse base*

At the New Children's Hospital BAM has helped some people in the local community to secure employment as part of the community benefit programme which ensures local employment and training opportunities are maximised.

Over the last year, four people from the Dublin 8 and 12 area have been employed full-time in roles such as engineer's assistants, site administrators and general operatives. A further 14 were hired for shorter periods.

At least 100 others will be employed over the next four years, with the opportunities aimed at the unemployed, young people and those new to the construction industry. BAM has organised training and mentoring of the new workers as well as work experience placements for students during the construction phase. During the preparatory phase, BAM sourced a third of contracts from companies based in Dublin 8 and 12.

## Decent Work & Economic Growth Highlights 2017

### NAWIC event

BAM hosted a National Association of Women in Construction (NAWIC) event at the Limerick Courthouse project.



### Community Benefit Programme at NCH

Ensures local employment and training opportunities are maximised. On the NCH project to date four people from the locality have been employed on a full-time basis and a further 14 were hired for shorter periods. 100+ will be employed over next four years.



### Meet the Buyer Events

These events invite companies based close to projects to meet our procurement team and become members of our supply chain. On the NCH Enabling works we sourced a third of our contracts from companies in the local community.



### Student Placements

We continued to support student placement both at transition year and third level across the country. 33 students availed of our student work experience scheme in 2017.



Letterkenny Courthouse

# Industry, Innovation & Infrastructure

*Building resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation*



## *BAM's Sustainability Strategy 2020*

*Climate positive and resource positive.  
BAM aims to have a net positive impact  
on resources and climate.*

### *Current Alignment with SDG Goals*

- *Research and development programmes to foster collaboration*
- *Investment in digitalisation and working with BAM's supply chain*
- *Realising the benefits of circular economic business models*

*BAM constantly measures  
the progress of its climate  
change strategy*

BAM constantly measures the progress of our climate change strategy using internationally recognised KPIs to evaluate CO<sub>2</sub> emissions, energy consumption and waste production with our performance audited by EY annually.

BAM is one of the first companies in the world to achieve BSI Kitemark PAS 1192-2 for Building Information Modelling advances. BIM is an increasingly important part of the global construction market place, with governments around the world starting to make it a condition of contract. BIM is a collaborative way of working that uses digital technologies to enable more efficient methods of design and construction, ultimately driving out waste and inefficiency.



## Industry, Innovation & Infrastructure Highlights 2017

BAM's dedication to sustainability, innovation and health and safety was acknowledged by the awards which were won in 2017.

BAM's Museum of the Future won first place in the Building Category at the AEC Excellence Awards in LA. BAM Ireland has responsibility for all aspects of BIM



Achieved BSI Kitemark PAS 1192-2 Certification for Building Information Modelling advances



BAM has remained on the Carbon Disclosure Project (CDP) A List in recognition of its actions to reduce emissions and mitigate climate change in the past reporting year



Winners of Innovation & Overall Excellence at FM Awards. Won both awards with Horus for a cognitive sensor; The Sentinel. It uses algorithms to learn patterns in machine operations



BIM initiative of the year – Irish Construction Industry Awards



Health and Safety award of the year – Irish Building & Design Awards



Excellence in Health and Safety – Irish Construction Industry Awards



N25 project wins Silver Royal Society for the Prevention of Accidents (RoSPA) award



# Sustainable Cities & Communities

*Make cities and human settlements inclusive, safe, resilient and sustainable*



## BAM's Sustainability Strategy 2020

*Resource Positive and Enhancing lives.  
Work towards eliminating waste through  
the lifecycle of construction projects and  
integrated developments.  
Having a net positive impact on  
communities where we work.*

### Current Alignment with SDG Goals

- Waste reduction strategies in place for all of BAM's key projects
- Work with industry partners towards achieving zero construction waste
- Encourage our stakeholder to reduce waste by taking a lifecycle approach
- Encourage sites to participate in CSR activities

### Our 2018 goals and targets

12%

reduction of total  
construction waste  
(relative to total revenue)  
compared to 2015

Achieve  
>97%

recovery rate for all  
construction and office waste

6%

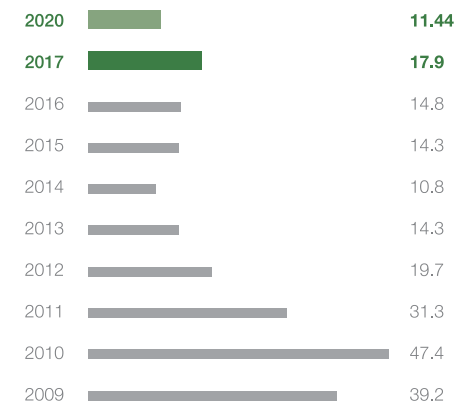
reduction of the relative  
CO<sub>2</sub> emissions  
(total CO<sub>2</sub> per € million of revenue)  
compared to 2015

Prevent waste from being sent  
to landfill in order to meet our  
2018 target of zero waste to landfill

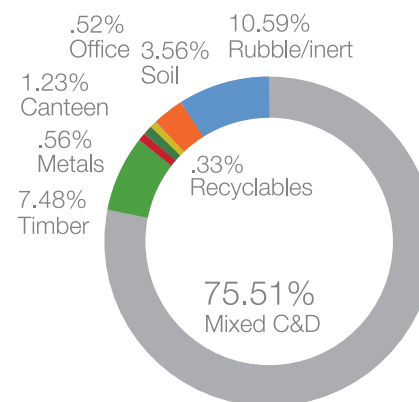
Our waste figures have dropped year on year since 2010, with a slight rise in 2015 to 2017. This is due to the high level of demolition projects which were undertaken by the company in 2015 to 2017 and the completion of a number of large projects in excess of €100m over the same period which tend to produce large volumes of waste.

Overall, our construction and office waste has had reductions of over 41% for total volumes and over 54% waste intensity volumes since 2009.

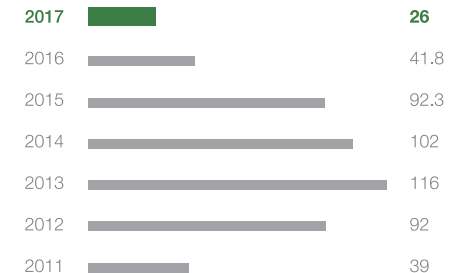
### Total Construction & Office Waste / € million turnover



### Breakdown of Construction waste



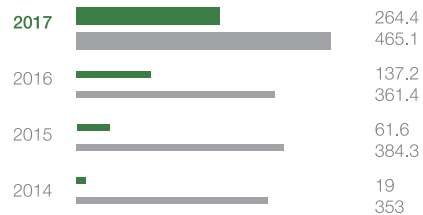
### Total Construction & Office Waste (tonnes)



## Sustainable Cities & Communities Highlights 2017

2017 saw an increase in BAM's 'Green Revenue' which is reported to the BAM Group on a quarterly basis using SAP-BPC. Green Revenue is defined as any project which is required to achieve a BREEAM or LEED rating. In 2017, green revenue grew to a total of 57% of the overall turnover with a value of €264 million.

### Green revenue vs total revenue €m



### CSR Awards

BAM showed their support for the annual Chambers Ireland CSR awards by proudly sponsoring the 2017 event for the 5th consecutive year. The event is Ireland's most prestigious CSR awards event and acts to highlight the leading work being carried out by Irish and multinational companies in all aspects of CSR including excellence in the Environment, in the Community and in the Marketplace, amongst others.



### Enhancing Lives

As part of our own CSR initiatives in 2017, 35 BAM sites across Ireland took part in over 100 events which focused on our people positive goal of enhancing the lives of people in the communities where we operate. In addition BAM donated over €82,000 to Irish charities.



### Considerate Constructors

Ulster Hospital Phase B2 - General Ward Block – won a 2017 Considerate Constructors Scheme National Site Award. The awards recognise sites exceptional standards of consideration towards local neighbourhoods and the general public, the workforce and the environment.



One Albert Quay Cork, built with full LEED pre-accreditation

# Responsible Consumption & Production

## Ensure sustainable consumption and production patterns



### BAM's Sustainability Strategy 2020

*Resource Positive.*

*Contribute to restoring natural resources.*

*Adopt principles of the circular economy.*

### Current Alignment with SDG Goals

- Advise BAM's clients and project partners of options to increase productivity of materials products and components throughout the lifecycle
- Development of circular products and services across the group by 2020



BAM is the only major construction member of the Ellen MacArthur Foundation's Circular Economy 100 Programme. This brings together governments, cities, academic institutions, emerging innovators and affiliates to develop their circular economy capabilities, which are key to improving resource efficiency.



In a circular economy, there is the potential for 100% of all construction materials to be re-purposed or reused throughout the value chain. In 2017 BAM managed to recycle or recover 97% of its waste. By working with our supply chain there is an opportunity for BAM to find more useful purposes than landfill for the remaining 3% of our waste.

We actively work with clients to develop business models for 'circular buildings', including the ABN AMRO CIRCL building in Amsterdam.

BAM also has a strategic partnership with Autodesk and is actively involved in developing BIM applications to help manage the life-cycle of buildings.

Resource efficiency refers to the production or supply-side measures that tackle inefficiencies across supply chains; overuse of resources and waste when products and services are produced. Being more material resource efficient means using less to produce the same level of output.

### Resource Efficiency

- 99% of soil & stones is now reused or recycled
- 97% of our waste was recycled or recovered
- Three key steps to resource efficiency
  1. resource use reduction
  2. higher levels of reuse of durable materials
  3. extracting higher value from material waste streams

## Responsible Consumption & Production Highlights 2017

### Waste Recycling & Recovery

In 2017 97% of our waste was recycled or recovered. Going forward by working with our supply chain there is opportunity to find more useful purposes than landfill for the remaining 3% of our waste.



### LEAN

BAM giving a practical overview of LEAN & BIM in construction capital projects at Waterford IT Lean Forum.



### Dublin Airport Apron

Concrete broken out from existing apron processed into 6F2 & then re-used as part of the construction of the new apron.



### BAM McCann JV CEEQUAL

BAM McCann JV who won the CEEQUAL "Very Good Sustainability Performance Assessment Whole Team Award" for the A31 Magherafelt Bypass Project.



### BREEAM

Mill Street Student Accommodation gets BREEAM Interim Certificate Design Stage.



### Compostable Cups

Compostable and biodegradable cups introduced in head office to replace the disposable non-recyclable cups.



N25 New Ross Bypass River Barrow 3 tower extrados bridge construction

# Climate Action

*Take urgent action to combat climate change and its impacts*



## BAM's Sustainability Strategy 2020

*Climate Positive.*

*Deliver products and services which contribute to wider emission reductions.*

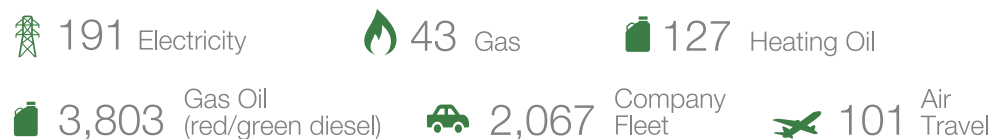
### Scope 1 and 2 emission reduction strategies for BAM's key operations

*Deliver a reduction in lifecycle carbon impacts of buildings and infrastructure (through material selection, design and asset management). By collaborating with the supply chain, encouraging innovative thinking through its products and realising the benefits of circular economic business models, BAM aims to have a net positive impact on climate, resources and people.*

*BAM aims to deliver products and services which contribute to wider emission reductions.*

### Our Carbon Performance & Summary for 2017

#### Emissions by individual source (tonnes)



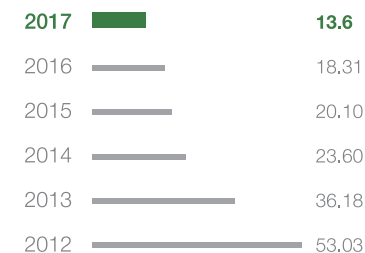
We strive to reduce our impact on climate change and we are continuously improving our energy efficiency, reducing our CO<sub>2</sub> emissions and working with our clients to develop CO<sub>2</sub> neutral solutions.

BAM have shown significant environmental efficiencies in how we conduct our business stretching as far back as 2009. Since 2009 total CO<sub>2</sub> emissions have reduced by over 72% while CO<sub>2</sub> intensity (in terms of turnover) have also reduced by over 78%. In 2017, CO<sub>2</sub> emissions in terms of turnover were reduced by 25.7%. These reductions have been important at a Group level too as they contributed to Royal BAM being recognized on the A list of the CDP Carbon Performance Leadership Index from 2014 to 2016 and the A-list for 2017.

#### Total CO<sub>2</sub> emissions (tonnes)



#### CO<sub>2</sub> emissions / € million turnover (tonnes)



#### Total Energy (TJ)



## Climate Action Highlights 2017

### National Energy Globe Award

BAM Ireland was awarded the National Energy Globe award for its collaborative research on resource efficiency within the Irish construction industry in conjunction with the Galway Mayo Institute of Technology (GMIT).



### Certified Timber

Continue to use only certified timber (where feasible) to support forest conservation and biodiversity. By procuring sustainable timber in our projects BAM contributes to protecting and maintaining natural resources and communities affected by deforestation.



### Regular water monitoring

Regular water monitoring carried out by specialist contractor on all wells located near BAM projects. Achieved zero spillages into watercourses.



### Good Catch Card

Implemented 'Good Catch Card' system to pick up on environmental issues to prevent environmental incidents on site.



## 2017 Emissions by Scope (tonnes)

### Scope 1

The energy that BAM consume directly through our fuel usage, gas consumption, company vehicles and lease vehicles



5,912 tonnes

### Scope 2

The energy that we consume through the national electricity grid



192 tonnes

### Scope 3

Our business travel and air miles



231 tonnes

### Fleet vehicle Leasing

All fleet vehicles leased or procured during 2017 had fuel economy label in band A.



### Going Paperless

Online Paperless Requests System – An online request system for staff training, stationery & IT equipment) was set up to eliminate printing of paper.



## Our External Recognition & Benchmarks



The Construction Industry Register Ireland (CIRI) was established by the CIF in consultation with the Department of the Environment as 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 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.



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 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.



By embracing the principles of the circular economy, products and services are (re)designed to ensure that materials for constructing buildings and infrastructure are natural and renewable or can be recovered at a high quality.



Our Safety Management System is certified to OHSAS 18001:2007.  
Our Quality Management System is certified to ISO 9001: 2015.  
Our Environmental System is certified to ISO 14001: 2015.

# Our People

## MANAGEMENT

Theo Cullinane – CEO

Tadhg Lucey – COO (Civil / International / Safety)

Ger Harrington – COO (Building / Property / FM)

Lorna Cross – CFO

## BAM BUILDING

### Regional MDs

Luke Gibbons

Denis McCarthy

Ger Moloney

### Director

Perry Haughton

### Construction Directors

Pat Connolly

Howard McDonagh

Aidan O'Connell

Derek O'Connor

Kevin O'Driscoll

Seamus Sheahan

Padraig Walsh

### Regional Commercial Directors

Seamus Kealy

Jim Martin

Pat Murphy

## BAM CIVIL

### Regional MD

John Lucy

### Director

Brian Cunningham

### Construction Directors

Adrian Cunningham

Darren Devane

William Diver

Alan Finn

Pat McAndrew

Declan Roche

Mark Phelan

### Regional Commercial Directors

Philip Desmond

Peter Walsh

## BAM FM / HOUSING

### Construction Director

Micheál Keohane

## BAM PROPERTY

### Directors

Ger Moloney

Sean O'Brien

## BAM PPP

### Managing Director Ireland

Tim Hesketh

## M&E

David Barron – East & Dublin

Paul Devine – South

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Tadhg Lucey – Sustainability / CSR Director

Kathy O'Leary – SHE & CSR Manager

Seamus Brady – Chief Estimator, Building

Paul Brennan – BIM Manager

Adrienne Bryan – HR & Payroll Manager

Tommy Flaherty – Plant Manager

Andrew Kehoe – Procurement Manager

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