



# Vision 2020

2018 **Sustainability Report**



**ecocem**  
GROUP



# Vision 2020

## 2018 Sustainability Report

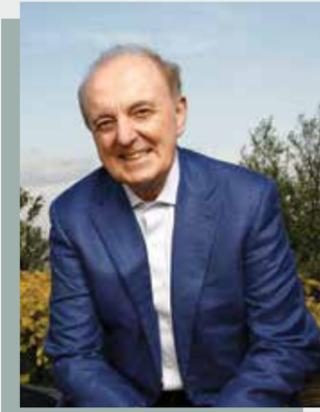


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# Letter from the Managing Director



## Welcome to the new, our second, Group Sustainability Report.

The document is a reminder that the price of excellence in all that we do is the constant search for improvement and renewal. And we must act with urgency: we have a unique responsibility in bringing the full benefits of an outstanding low-carbon cement technology to an industry severely challenged by the climate emergency.

## What does the 2018 Sustainability Report tell us and what should we do with this information?

I'll let you discover all the details, but three questions leap out for me: care for our employees and others who come to your sites for whatever reason; our values in dealing with colleagues and the communities of which we are a part; and our continuing efforts to lead on achieving zero carbon cement industry. I am asking management to make a special effort in the coming months to build on the progress made in adopting professional safety systems at all our operations. Any accident is one too many – zero accidents has to be our target.

Building on the credible record to date, we can now undertake a fresh approach on employee well-being and on community outreach. I welcome the adoption of an employee handbook throughout all operations: it sets a high standard for all of us. We have always kept up support for local causes and charities: we can now mobilise more people in these initiatives and aim for sustained impacts from our efforts.

We will have reduced carbon emissions cumulatively by over 12mt by the end of 2019. Yet there is still more than we can do: our small, residual carbon footprint must shrink further, we can help decarbonise our supply chains, we can build our plants to minimise embedded carbon. We need to prioritise progress on all these fronts.

Ecocem is and will remain dedicated to the deployment of low-carbon cement technology as widely and as effectively as possible. Achieving this goal will mean working closely and intelligently with many others, especially where these relationships can make our job easier or allow us to move faster. Everyone at Ecocem can take great satisfaction from what we have achieved so far, and feel great excitement about what lies ahead. We can grow, we can expand, we can innovate and we can lead.

“ On a planet where the catastrophic impact and severity of climate change can no longer be disputed, and where time is desperately short to reach zero carbon, Ecocem carries a huge responsibility to act as pathfinder and as leader in our industry. We want others to take interest in and inspiration from what we do. That will be the ultimate recognition of all that we work so hard to achieve together. ”

**Donal O'Riain,**  
Group Managing Director

# Context



We established Vision 2020 last year as our program for growth across Europe. This years report demonstrates to our stakeholders the progress we have made on our targets and initiatives across all of our operations. In this edition, we shine the spotlight on some of our teams to demonstrate our targets in action.

In 2018 we increased our capacity in Europe from 1.7 to 2.4 million tonnes of high performance, low carbon cement, with the addition of our state of the art production facility in Dunkirk. Dunkirk hit the ground running, immediately supplying the French, UK and Swedish markets with its dedicated export facility.

Across the group, the impact of our Innovation team was felt as sales were developed and increased across all areas of the business, from accelerators to dry mortars and revolutionary self levelling flooring systems.

In order to ensure a safe and sustainable working environment, our growth and development is framed against the targets set out in this report.

The targets we set for 2020 are ambitious and we have a lot more work to do. While we have already achieved some of the targets we set out we still have areas we would like to improve on. We continue to focus on the four key areas highlighted in our materiality assessment; Ethics, Workplace, Community and Environment.

Capability of **2.4 million tonnes** of GGBS

**41%** increase in **capacity** in 2018

**Largest** independent GGBS Producer in Europe

Supplying **10 European countries**

**6** Low Carbon Product Offerings

**141** staff

# Summary of Performance & Targets

Category	Issue	Current Performance	Future Target
<b>WORKPLACE</b> 	<b>OCCUPATIONAL HEALTH &amp; SAFETY</b>	Accident Frequency Rate 1.36 per 100,000 hours	Target 0
		0 fatalities	0 fatalities
		Equal spend on safety and training, as 2017	Increase on 2016 levels by 50%
<b>ETHICS AND GOVERNANCE</b> 	<b>ANTI-CORRUPTION &amp; MODERN SLAVERY</b>	48 toolbox talks	100 Toolbox Talks per annum
		<b>ISO 45001 Certification 100% of sites</b>	<b>ISO 45001 Certification 100% of sites</b>  <b>2020 Target already achieved</b>
		Increased female workforce by 38% since 2016	Working towards gender balance in the workforce
<b>ENVIRONMENT</b> 	<b>NON-DISCRIMINATION</b>	25% of Staff trained in diversity	100% of staff trained in Diversity
		22% of Management on external training courses	25% of Management on external training courses
		Training needs analysis in place at 75% of sites	Training needs analysis in place at 100% of sites
<b>ENVIRONMENT</b> 	<b>EMPLOYEE WELL-BEING</b>	Wellness programmes in 25% sites	Wellness programmes at 100% of sites
		25% of Employees received Ethics and Anti-Corruption training	100% of Employees received Ethics and Anti-Corruption training
		0 Judgements, prosecution or rulings	0 Judgements, prosecution or rulings
<b>COMMUNITY</b> 	<b>COMPLIANCE</b>	<b>ISO 14001 Certification in 100% of sites</b>	<b>ISO 14001 Certification in 100% of sites</b>  <b>2020 Target already achieved</b>
		31 Formal Audits in 2018	Minimum 37 Formal Audits per annum
		<b>218 Customer Presentations</b>	<b>200 Customer Presentations</b>  <b>2020 Target already achieved</b>
<b>ENVIRONMENT</b> 	<b>IMPACT ON CUSTOMERS</b>	<b>42 ongoing Innovation partnerships</b>	<b>40 Innovation partnerships</b>  <b>2020 Target already achieved</b>
		11 million tones of carbon saved	14 million tonnes of CO <sub>2</sub> saved
		33.85kg in eCO <sub>2</sub> /tonne Ireland	-5% Reduction in eCO <sub>2</sub> /tonne
<b>ENVIRONMENT</b> 	<b>ENVIRONMENTAL IMPACT OF PRODUCTS/SERVICES</b>	16.739kg in eCO <sub>2</sub> /tonne France Dunkirk	-5% Reduction in eCO <sub>2</sub> /tonne
		15.716kg in eCO <sub>2</sub> /tonne France Fos	-5% Reduction in eCO <sub>2</sub> /tonne
		28.07kg in eCO <sub>2</sub> /tonne Benelux	-5% Reduction in eCO <sub>2</sub> /tonne
<b>COMMUNITY</b> 	<b>LOCAL COMMUNITY/CHARITY DEVELOPMENT</b>	4 Internships in 2018	50% growth in Internship programme
		10% increase in financial support to local charities	25% increase on 2018 figures in financial support to local charities
		50% of sites with active community engagement programme	100% of sites with active Community Engagement programme

# Workplace



**Non Discrimination**



**Occupational Health and Safety**



**Employee Wellbeing**



## Non-Discrimination

Ecocem is an equal opportunities employer. Our materiality assessment, a questionnaire sent to our stakeholders rating the importance of issues to Ecocem and society in general, indicated that gender equality was of primary importance. We therefore set gender balance as our main target within the Workplace category.

Although there was a considerable increase in our female workforce, the overall percentage of women in the company dropped. We are therefore renewing our efforts in this area to attract the best talent available.

### Current Performance



**38%**

increase of

**female workforce**



In 2018 **25%** of staff trained in Diversity...

By 2020 we hope this figure will reach **100%**



**13%** Overall increase of **workforce**

### SDG GOALS

5

GENDER  
EQUALITY



10

REDUCED  
INEQUALITIES





## Our Workforce



**Total Workforce**  
**141**

**Largest Employer**  
**Ecocem France**

**16 YEARS**

**Longest Career Profile**  
**Tommy Devey**  
Production Manager  
Ecocem Ireland

**“ Ecocem prides itself on being an equal opportunity, diverse and multi-cultural organisation. ”**



## Occupational Health and Safety

In 2018, we focused on implementing our safety management system into all aspects of the business. Embedding a safety culture into the organisation is a massive challenge and we have come a long way however there is more work to do. We have set ambitious targets for investments in safety and training to help us achieve the ultimate goal of zero accidents. Over the last twelve months we have focused on internal training with staff including management presentations and toolbox talks.

### Current Performance

**Equivalent spend**  
on safety training as 2017

**100% of sites**  
ISO 45001 Certification

**Toolbox Talks**  
**48**

**Accident Frequency rate**  
**1.36** per 100,000 hours

**0 fatalities**

### 2020 Target

**50% Increase**  
spend on safety training

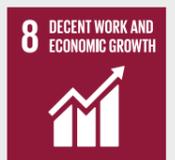
**100% of sites**  
ISO 45001 Certification

**100 toolbox talks**  
per annum

We're targeting **Zero accidents**  
across the group

**0 fatalities**

### SDG GOALS





## ECOCEM PROJECTS TEAM

Clive Moutray - Head of Projects



**As the head of projects in Ecocem my role is both varied & interesting. From assessing potential sites for future projects to dealing with issues in our existing plants every day is different with unique challenges.**

The one constant, however, that the project team maintains is our commitment to safety. We understand that safety must be at the centre of everything we do. As we move through the various stages of a project from feasibility, design, procurement through to construction, ISO 45001 ensures that we provide both safe designs & a safe working environment for our contractors & employees. We work closely with both our own plant managers & equipment suppliers to ensure safe solutions.

We ensure that safety is on the agenda at all meetings. We also engage specialist external safety auditors on all our significant projects to ensure that the highest standards are maintained. We are committed to a zero tolerance when it comes to safety. That means we put the health and safety of our people and contractors before all other considerations without compromise.



Ecocem France delivered the new University buildings of ENS SACLAY, including the specialised LDP branch that a number of Ecocem Research doctors belong to. The project was a total of 55,000m<sup>3</sup> of concrete and included concrete design mixes with 50% Ecocem.

Ecocem France is delivering GGBS to the EOLE underground metro project through a ready-mix concrete batching plant operated by Dodin Compenon Bernard, a branch of Vinci Construction.

The concrete mix design is a special engineering concrete with a large proportion of Ecocem GGBS. The project is due to last until 2020 and will take 20,000 tonnes of Ecocem GGBS.



## SAFETY IN THE PRODUCTION PLANTS

Richard Neville - Assistant Plant Manager, Ecocem Ireland Ltd.



**My current role with Ecocem Ireland is assistant plant manager, though it hasn't always been so, I started as a plant operator back in 2004, in 2006 took over the maintenance of the Dublin Plant and I became the assistant plant manager in 2013.**

As the Dublin Plant has grown over the past 15 years so too has the Health and Safety awareness, we were awarded the OHSAS 18001 in 2013 and in 2018 the group achieved ISO 45001 health and safety certification. This certification is proof that the company has a strong focus on safety and the welfare of our workers.

One of the biggest tasks of management is engaging all staff in the safety process, this can be done with training, toolbox talks and the establishment of a safety committee. Toolbox talks are one of the most simple, straightforward and flexible safety tools we use here in Dublin weekly, we have talks on common workplace hazards like slip, trips and falls, confined space, abrasive wheels and working at heights. They can also be used in a variety of other safety situations like non-routine maintenance or in the event of breakdown or an incident, or to highlight important factors in new work procedures.



*Toolbox talks create a conversation around a task and create a forum for questions that might not normally be asked, they also help get staff involved and take ownership of safety. These tools help protect staff and have successfully helped here in Dublin as we had an accident free year in 2018.*





## Employee Well-Being



The health, welfare and happiness of our employees is key to Ecocem's success. As we continue to recruit and grow our teams it is crucial that the original ethos of the company remains as that of a dynamic, flexible and entrepreneurial business with a purpose. We can only achieve this through engagement with our staff and providing an encouraging and happy workplace. A big focus of employee well being is training, this involves internally assessing the needs of our teams, building it into the review process and also training our managers to perform as leaders.

### Current Performance



**22%**  
of Management  
on external  
**training  
courses**



Training needs  
analysis in  
place at  
**75%  
of sites**



Employee wellness  
programme  
launched at  
**25%  
of sites**

### 2020 Target



**25%**  
of Management on external  
**training courses**



Training needs  
analysis in place at  
**100% of sites**



Wellness programmes at  
**100% of sites**

### SDG GOALS



### EMPLOYEE WELLBEING

Conor O'Riain – Managing Director Europe and France, EDT



**Personally, in order to give my best, I need to enjoy what I do, and have fun doing it. A huge amount of factors effect the work environment and at Ecocem we have implemented an employee wellness programme to influence positively the factors we have some control over.**

In this example, I'm going to talk about France. I decided to put a wellness programme in place to help our Management Team adjust to changes Ecocem France were going through. With the doubling in size of the business, new roles and responsibilities and the challenge of delivering on the investment, I wanted to make sure these changes were communicated effectively and that everyone felt comfortable with the new challenge.

We started working with Maria, a Change Management Consultant. The management team were guided in group and one to one sessions with Maria on how to cope with change, how to better communicate, how to get more out of one's job and, crucially, how to enjoy the job more. The results have been fantastic, with a lot of team reporting the positive impacts overflowing into their personal lives as well.

*Implementing a programme like this had such a positive impact that we are now in the process of rolling this out to the whole group.*



Fred Charles and Dora Bindea, Ecocem Ireland Laboratory Technicians undergoing training on concrete testing to expand the capabilities of our lab



# Ethics and Governance



**Ethics & Anti-Corruption**



**Compliance & Environmental Regulation**



**Protecting & Supporting our Customers**



## Ethics & Anti-Corruption

Responsible business practice is key to the success of our companies in the communities and markets we operate. We are committed to continuous improvement and adhering to the highest international standards. Our supply chain remains limited with transparent relationships and rigorous quality controls so we know our raw material is extracted in a responsible way. Within our own business we operate the four eyes principle in all our financial transactions. Our financial teams drive the ethical principles through the organisation. Training and awareness on corruption and ethics is integral to ensuring compliance across the rest of teams.

### Current Performance



**25% of Employees**  
received Ethics and Anti-Corruption training



Anti – Corruption and Ethics compliance checks embedded in **internal audits**



**0 Judgements,**  
prosecution or rulings

### 2020 Target



**100% of Employees**  
received Ethics and Anti -Corruption training



Anti – Corruption and ethics compliance checks embedded in **internal audits**



**0 Judgements,**  
prosecution or rulings

### SDG GOALS

**8** DECENT WORK AND ECONOMIC GROWTH



**16** PEACE, JUSTICE AND STRONG INSTITUTIONS





## ETHICS AND ANTI-CORRUPTION

Patrick Grace – Deputy Group Managing Director



**Taking responsibility for financial policies, reporting, planning & analysis and compliance with statutory reporting requirements, the finance team is truly at the heart of the organisation, working with all teams to ensure the viability of the Group’s future development.**

As we quickly expand Ecocem’s operations it is now more important than ever to hold ourselves to the highest standards and expectations. While enabling growth and commercial enthusiasm, we must always ensure we lead the way for the company in developing controls, processes and reporting at a level that is on a par with our publicly listed peers.

To deliver on these standards the finance team needs the right personnel with proven expertise and credibility. Therefore, over the past 10 years the finance team has increased from 9 to 20 people while the sales volume more than tripled and the business increased exponentially in complexity with new production facilities and new products. The finance team has led the way in gender balance for the Group, with the balance moving from 37% female to 55%. A dedicated Strategic Development team has now also been established within the finance function, reinforcing the team’s commitment to being an enabler of growth.

At our annual finance conference, a common theme is the breaking of barriers between the finance team and the rest of the organisation. We see internal controls, including issues of anti-corruption and fraud, as being not just a financial risk but a risk for the entire organisation. Therefore, to effectively partner with colleagues, the Finance department must communicate and ensure full understand each other’s business areas.

Recent internal anti-fraud training courses, rolled out across the Group, are just one example of how the finance team is continuously working to achieve this goal. Finance also joined in with external senior manager training on anti-corruption.

*Looking to the future, the finance team will be an integral part of driving our business forward. In doing so we must operate in a transparent manner and continue to task ourselves with being an example for the rest of the company and other companies within the industry.*

*With this leadership, and in setting the standard for ethical behaviour, we will develop a level of trust and confidence in the finance team that will be central to the future success of the company.*



## Compliance & Environmental Regulation

For Ecocem to be a leader in environmental friendly products we must show leadership in our own internal environmental control. The environmental aspect of sustainability concerns an organisation’s impacts on living and non-living natural systems, including land, air, water, and ecosystems. We are committed to improving our operations while reducing environmental impacts in a cost-effective, deliberate manner to create a safe and healthy environment. Through a robust auditing process and working closely with regulatory bodies we want to attain a standard of excellence for environmental sustainability and governance in the construction industry, for our own operations and our supply chain.

### Current Performance



**31 Formal Audits** in 2018



ISO 14001 Certification in **100% of sites**

### 2020 Target



**Minimum 37**  
Formal Audits per annum



ISO 14001 Certification in **100% of sites**

**2020 Target**  
already achieved

### SDG GOALS



## EUROPEAN DEVELOPMENT TEAM

Susan McGarry - European Sustainability Manager



As European Sustainability Manager, one of my main responsibilities is compliance whether it be around ethics, supply chain engagement, environment or safety. We have successfully implemented ISO standards for quality, environment and safety into all of our locations across the group. These standards have given us a framework to monitor our performance and go beyond compliance towards best practice.

We carry out extensive audits on an ongoing basis, including supplier evaluations, environmental impact assessments and product life cycle analysis. The company mission is to be a leader in the industry, not only with the products we supply but how the company operates. This can only be achieved through continuous review and improvement of our processes, monitoring our own performance and striving for excellence in every aspect of our business.





# Protecting and Supporting our Customers



One of the biggest differentiating factors from our competitors has always been our focus on customer service. Through education and training we hope to positively influence the amount of low carbon cement used in construction and assist in the development of new low carbon solutions for customer applications.

Current Performance	2020 Target	SDG GOALS
<p><b>218 Educational</b> Presentations delivered to Customers</p>	<p><b>200</b> Educational Presentations</p>	<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>
<p><b>42 Ongoing</b> Innovation partnerships</p>	<p><b>40</b> Innovation Partnerships</p>	

2020 Target already achieved

2020 Target already achieved



Activated Slag for Precast Concrete has been an ongoing joint research project for Ecocem Ireland, Enterprise Ireland and Trinity College Dublin.

The project included lab testing in TCD, mixing trials in Floods Precast Concrete for strength, admixture testing and loading as well as winter condition trials. Four research papers have been produced to date on the topic.



## CUSTOMER ENGAGEMENT

Gavin O'Riain – European Commercial Director - European Development Team



**In a highly competitive market such as ours, customer service is paramount. Since its inception, Ecocem has understood that by differentiating ourselves from the traditional approach to clients in the construction sector, we can build a solid, loyal and long term customer base.**



By combining a solution-based driven sales pitch with our proximity to clients, we are able to have a higher understanding of not only the market and its trends, but also the issues and problems our customers are facing. The first step to finding a solution is to clearly identify the problem.

The commercial team are supported by a number of divisions within Ecocem to provide solutions. A technical problem would require the joint efforts of the technical support and Ecocem Innovation teams. If the client requires support on achieving BREEAM or LEED credits, our sustainability team can provide Environmental Product Declaration sheets, or even assist in tender proposals. If a customer requires more coverage for a specific project, our Marketing teams can coordinate press releases over multiple platforms.



*We are very proud of our relationship with our customers, and we will continue to invite as many as we can to participate at our annual management conferences.*



Micheal McKittrick, Managing Director Northern Europe and Andrew McGrane Business Development Manager at the Irish Green Building Council Green Room event

# Environment



**Green House Gas Emissions**



**Environmental Impact of Products**



## Green House Gas Emissions



Ecocem's low carbon technology has now saved over 11 million tonnes of CO<sub>2</sub> emissions, making a significant contribution to local and European carbon reduction targets. We upcycle an industrial by product and replace one of the world's most polluting manufactured products. In addition to the positive impact our product has on the environment we are conscious of and wish to impact our supply chain, further influencing the transition to low carbon industry. We submit our carbon performance to the Carbon Disclosure Project and are committed to further reducing our impact on the environment

### Current Performance



**11 million**

tonnes of CO<sub>2</sub> saved in 2018



### SDG GOALS



### 2020 Target



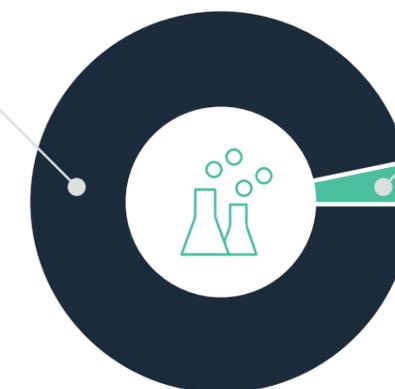
**14 million**

tonnes of CO<sub>2</sub> saved

## Carbon Offset by Ecocem Production over 10 years

**10,906,069**

Carbon Produced from  
Equivalent CEM I  
Production



**362,936**

Carbon Produced by  
Ecocem GGBS  
Production





## Environmental Impact of Products

Ecocem GGBS forms part of the circular economy as it is created from a byproduct of the steel industry that would alternatively have gone to landfill. The impact per tonne is 90% less than ordinary portland cement and can make a significant contribution to lowering the embodied carbon of the construction industry. As our operational carbon is already quite low, we now need to look further along the supply chain to our transport and packaging impacts to create even more savings.

### Current Performance

### SDG GOALS

Product	2017 eCO <sub>2</sub> /tonne	2018 eCO <sub>2</sub> /tonne
GGBS Benelux	25.6	28.07
GGBS France FOS	12.68	15.716
GGBS France Dunkirk	-	16.73
GGBS Ireland	32.03	33.85



### 2020 Target

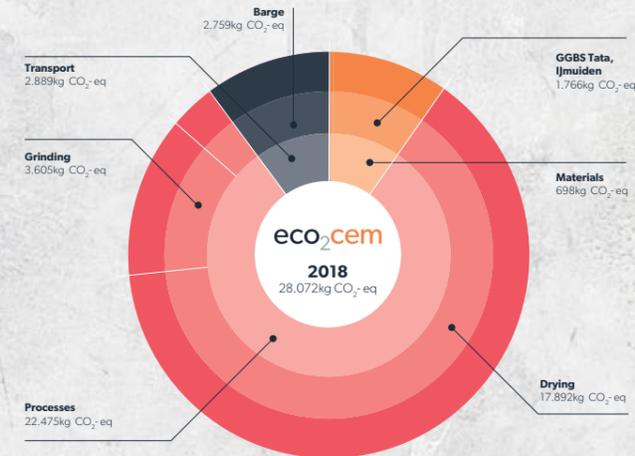


**5% Reduction**  
in eCO<sub>2</sub> per tonne of GGBS

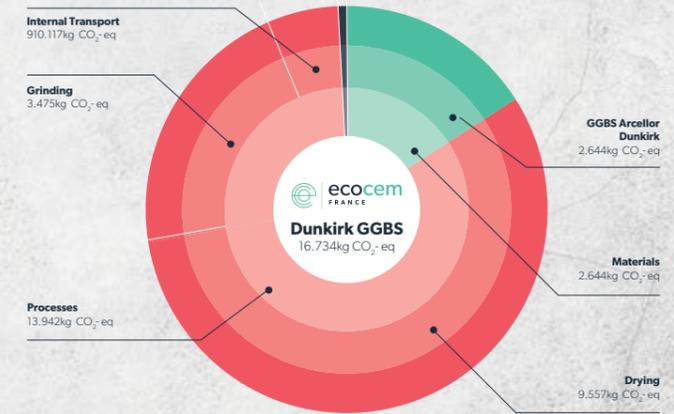


Last Summer, Ecocem France successfully delivered our customer Keller (Special Foundations) with material for the building of two 30 000 m<sup>3</sup> capacity underground water storage facilities close to their water treatment plant at LAGRUA (Bassin d'Arcachon). Keller used: 333 tonne of CEM III/A delivered from Fos sur Mer Production Plant. This was the first project supplied with this product from Fos.

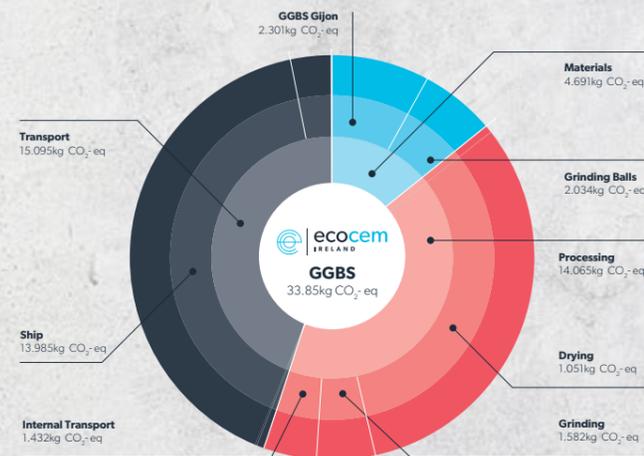
### Environmental Impact of GGBS Ecocem Benelux



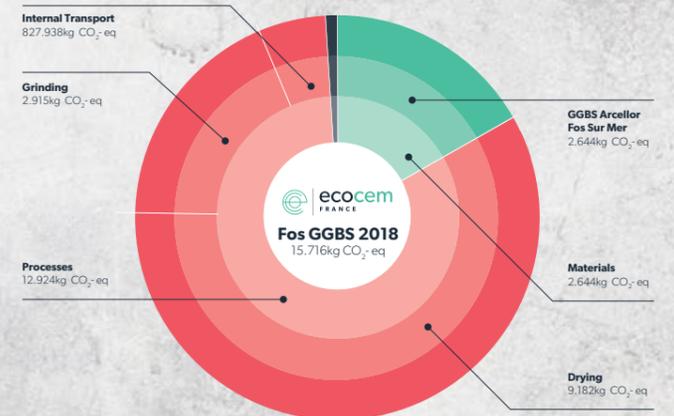
### Environmental Impact of GGBS Ecocem France Dunkirk



### Environmental Impact of GGBS Ecocem Ireland



### Environmental Impact of GGBS Ecocem France FOS





## INNOVATION

Dr. Roberta Alfani - European Director Dry Mix Mortars



**The Innovation Team is diverse and dynamic, with a near 50/50 gender split, mixed nationalities and very different scientific backgrounds, the team has a strong group spirit and youthful determination to help develop new markets and applications for GGBS.**

Innovation has helped create new jobs in the Ecocem Group as it has grown rapidly in the last years in terms of resources and new external activities.

Through partnerships with Universities, we can find and select the best students in our field and nurture their talent for the future growth of the group.

These university partnerships including those with Cachem and Toulouse allow us to collaborate with recognized technical experts in the field of material science in a highly scientific environment using the most modern and technologically advanced methods and tools. This research has resulted in many scientific publications and patents.



*Innovation is a way of thinking. All the Innovation team feel like they are part of a strongly motivated company with the goal of a more sustainable world in the future. Innovation has become an essential element for Ecocem Group for developing new applications for GGBS, especially in new markets.*



## INNOVATION - ECO2FLOOR, LOW CARBON SCREED

Manfred Mille - Business Unit Manager, Flooring Screed



# eco<sub>2</sub>floor

**I have been working for Ecocem now for more than 7 years. Working in the dry mix business before I had no experience of using GGBS in any flooring products, as this binder is normally not used.**

It became clear during the first job interview that Ecocem has a slightly different ambition regarding floors and GGBS and I was really shocked when I got the main topic for my job: Develop a screed based on mainly GGBS! We started working, first with external "experts", but discovered very soon that almost nobody had a solution available.

*We had to start from the beginning, investigating basic solutions and additions – in other words develop a whole new technology.*

With no lab facility or technical team, I started the research in 2014. Step by step we increased our skills, working with additive producers to find the right components, looking for alternative solutions if something went wrong, and contacting potential partners in the market to help us with field tests.

Following this route and the famous 80% error rate of innovation work, after having tested more than 600 combinations, pouring 40,000 m<sup>2</sup> of test floors - we found our solution to combine Flooring screed and GGBS – the eco2floor.

Meanwhile the work force related to screed has been increased with lab technicians, technical engineers, sales and transport teams. The next stage presents another challenge - convincing the market about our new technology.

Step by step Ecocem is making progress and we are sure that we have provided society with another small piece of the solution to lower the embodied carbon in the construction industry while limiting the labour-intensive work of screed flooring and avoiding waste at end of life stage.



Rick Buijer, Managing Director Ecocem Benelux, Donal O'Riain Ecocem Group Managing Director and Nico Vonk Business Development Manager Ecocem Benelux after receiving the Concrete Sustainability Council Silver Award at the Betondag Conference in Netherlands.

# Community



## Local Community & Charitable Engagement



## Local Community & Charitable Engagement

Ecocem's production sites have expanded, increasing our company's engagement with various communities. We strive to be a valuable member of and active contributor to local communities wherever we do business. Our engagement ranges from employment and internships to financial contributions and sponsorship. A major area of involvement is in education with many of our staff donating their time to deliver presentations to second and third level students, host engineering week activities and present at careers events. Through this type of engagement, our own teams are invested in the causes we support.

### Current Performance

### SDG GOALS



**4 Internships**

in 2018



**10% increase**

in financial support to local charities



**50% of sites**

with active Community Engagement programme



### 2020 Target



**8 Internships**

a year



**25% increase**

on 2017 figures in financial support to local charities



**100% of sites**

with active Community Engagement programme



## COMMUNITY ENGAGEMENT

John Reddy - Technical Development Manager Ecocem Ireland



**Ecocem's Dublin Plant is situated in the South Docks of Dublin Port. The Ringsend Community which the plant resides is traditionally a seafaring and dock community. Generations of families have depended on the docks for employment. The workers of the community have been traditionally engaged in manual labour type jobs with very few progressing past the second level of education. A high rate of early school leaving to gain work was normal.**

Modernisation has changed how the docks operate and opportunities and employment levels have reduced in the community. We play our part in the change of local work life by employing five people from the community and availing of the local shops and cafés daily. We engage in CSR activities in the area when possible, such as the reconstruction of the local church wall, construction projects in the Fair Play café and engagement with the local sustainable energy group. The community work which I am most proud about is our engagement with the local secondary school.

I am a board member of the local secondary school, Ringsend College. The school was originally formed as Ringsend Technical Institute to cater for trade apprenticeships for young males. The school is now a mixed school which offers a broader curriculum but still maintains a strong technical focus by offering woodwork, metal work, technical drawing and now home economics. The school has been designated a "DEIS School" which means it operates under a special government initiative aimed at addressing the educational needs of children and youths from disadvantaged communities.

One benefit of the scheme is free meals for all on the basis that their nutrition at home has been deemed to be adversely affecting their learning. The students are bright youths who may not have families who valued education in the past and often thought that education was for somebody else and not for them. Our staff engage with the school through short term work experience, career evenings, promotion of engineering in Engineering Week and factory tours. We also sponsor the football gear for the students.

We are original members of the CSR group in the school with companies such as Google, Cisco and Pfizer. We play a small role but in my 5 years as a board member I can see the positive impact we are having in the school. Student entry numbers are up; early dropouts are now extremely rare; progression to 3rd level education is on the increase; jerseys are being used for girl's tag rugby for the first time ever. To inspire just one youth to follow a positive path in life is a worthwhile effort and we do our best in this regard.

***Our engagement is very important to the community. Being a good neighbour and having good neighbours makes it easy to do business and bring opportunities to support the community. All staff involved in the Dublin operation should be very proud of the small and big roles they play in this.***



John Reddy Technical Development Manager Ecocem Ireland with the 4th year class from Ringsend Community School during Engineers Week 2018



## ECOCEM INTERNSHIPS

Laurie Vanhove - Engineering and Maintenance Intern 2019



**I am an Engineering Student from École Nationale Supérieure de mécanique et des microtechniques de Besançon, France.**

I needed to find a final year internship in relation to my option Engineering of Production Systems and it turns out that Ecocem needed someone to help with the implementation of a new maintenance software. Moreover, Ecocem, as a producer of low carbon cements, considers the problem of ecology and environment. This is a personal interest of mine and I am happy to contribute in a way.

The most interesting thing I have learnt is the importance of adapting to a different work culture. This has helped me to become more open-minded in general.

*The biggest benefit of an internship with Ecocem is their presence in different countries in Europe, it is a good opportunity to discover other cultures and meet new people, in a good atmosphere as the team is still relatively small.*





## STELVIO FOR LIFE CHARITY

Rene Albers - Senior Business Development Manager, Ecocem Benelux



**Stelvio for Life challenge participants to raise funds by running, cycling or hiking up to this impressive 'Passo dello Stelvio' in order to contribute to a personalized and tailor-made treatment for each cancer patient.**



They believe in individualized treatments for cancer patients based on their own tumour-DNA profile. To enable this and to offer patients a longer and better quality of life, they are raising funds for individualized cancer research. Through passion for sports they realize this by organizing the annual event 'Stelvio for Life'.

### Impressive Mountain

Officially named 'Passo dello Stelvio', the mountain pass is one of the most stunning paved mountain roads over one of Europe's highest mountains! During 'Stelvio for Life' we will climb the mountain from the southern side starting in Bormio. The climb covers 21.1 km and a total elevation of 1,533 meter. The finish line, after 40 switchbacks, is 2,758 meter above sea level. Spectacular!

### The Contribution to the Charity

The 'Stelvio for Life' participants commit to raise a minimum of €1 for every elevation meter climbed. This results in a minimum of EUR 1,533 raised by every participant. The donations will entirely benefit the 'Barcode for Life Foundation'. This Foundation aims to raise funds exclusively for the 'Centre for Personalized Cancer Treatment' (CPCT). The mission of this Research Centre is to identify the most effective treatments for cancer patients while minimizing the side effects.

### Ecocem Benelux Involvement

The Ecocem Benelux Team joined the Stelvio for Life 2018 event with 8 participants.

The participation of the team was inspired by Liesbeth, René Albers late wife. She was in the CPCT program but unfortunately, she could not be cured. Her courage strongly motivated us to raise the total amount of €35,000, - and climb by bike or by foot the mountain in heroic circumstances with snow falling on the top of the 'Passo dello Stelvio'

*We are very proud of the achievement of our team. We created a strong relationship and a unique bond that will last for ever. In Liesbeth's memory and for all the other cancer patients we will participate in 2019 again.*



**Ecocem 'Go for It' will strike again and if you wish you can help us by donating at [www.stelvioforlife.nl/en](http://www.stelvioforlife.nl/en)**

Participants: Liesbeth van Gemert, Rick Buiters, Egid dekkers, Berry Gijsman, Jeroen Langenberg, Kirsten Tegelaar, Nico Vonk, René Albers

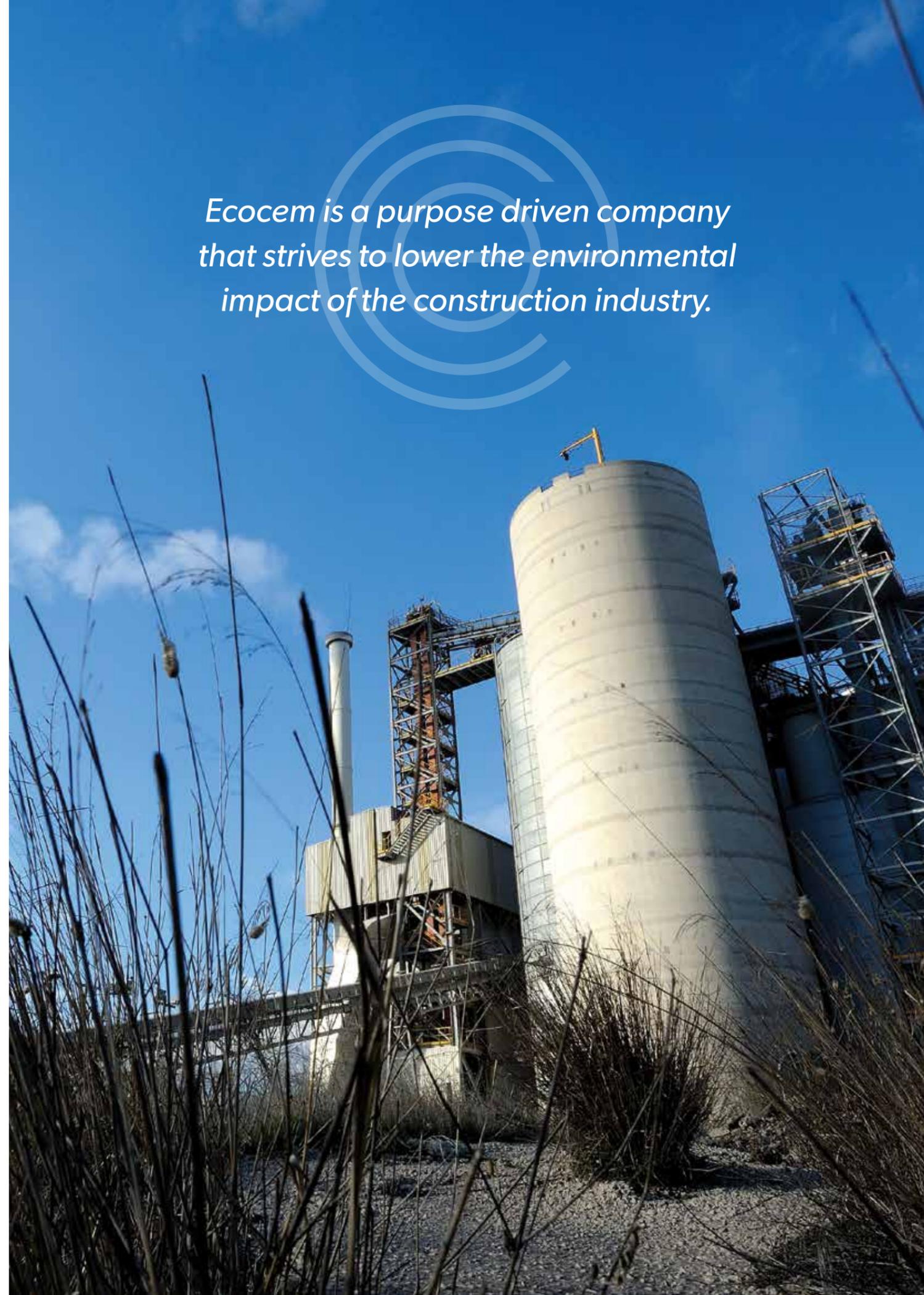




## Certification



*Ecocem is a purpose driven company that strives to lower the environmental impact of the construction industry.*



# Innovation Powering Sustainability

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