



SUSTAINABILITY REPORT 2021

eps

Rethinking Water

SUSTAINABILITY ALWAYS AT OUR CORE

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OUR LEGACY WILL SPEAK FOR ITSELF



PURPOSE

Safely delivering sustainable water and wastewater resources for our customers and their communities, whilst fostering and promoting ethical standards with the highest of integrity



VISION

We aim to be the best and most rewarding place to work for our teams, to be our customer's outstanding partner of choice and we are committed to being a Net Zero, sustainable business



VALUES

We value: Our People, Inclusivity, Diversity

We value being: Progressive, Experts at what we do, Supportive, Reliable, Truly Customer Focused



ABOUT

EPS



Water & Wastewater Treatment
& Pumping Specialists



Founded in 1968



€106m revenue
March 2020



533 employees



Territories:

Ireland - UK - Northern Europe

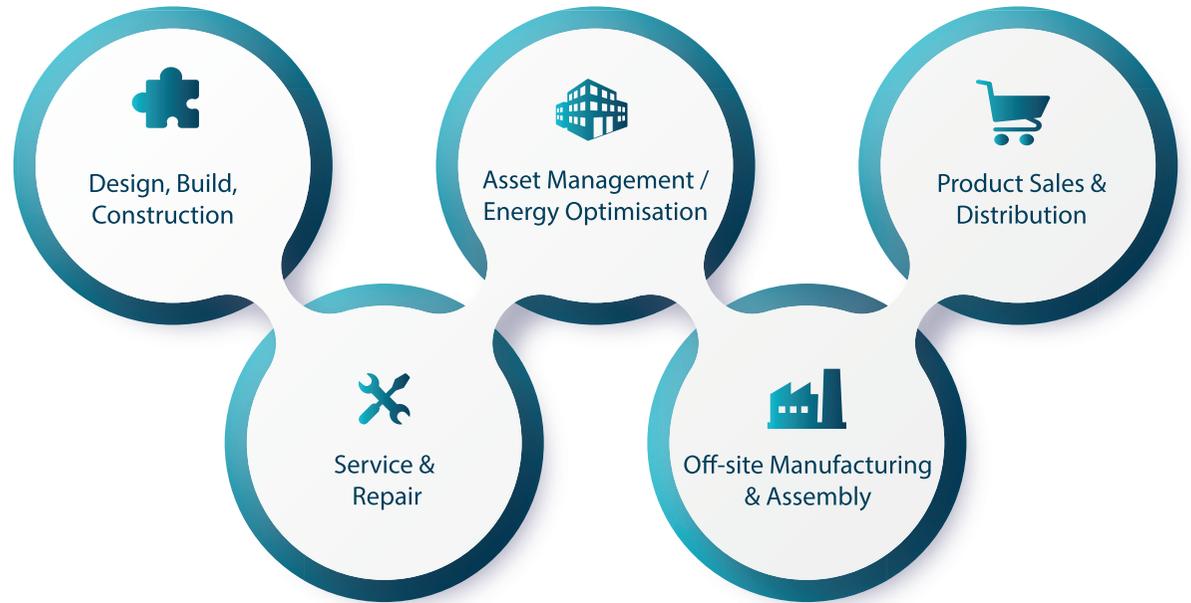


Markets:

- Water & Power Utilities
- Industrial
 - Food & Beverage*
 - Dairy*
 - Pharmaceutical*
 - Biotech*
 - Micro Electric*
- Commercial
- Agricultural
- Building Services
- Residential / Domestic
- Data Centres

AREAS

OF ACTIVITY



GROUP STRUCTURE



Rethinking Water

SUSTAINABILITY JOURNEY

1970s

Provision of **electrical goods, potable water and pumping systems** to homes, farms & businesses across Ireland



1980s

Introduction of **energy efficient borehole** submersible pumps to Irish market

Provision of **annual support** for the Christmas party at an orphanage in Mallow; Mallow Industrial School for Girls, Sisters of Mercy

1990s

Supports **Bóthar Charity** providing livestock as long term sustainable aid



Introduction of **rural water treatment solutions** for village and group water schemes across Ireland

2000s

2002
'Ballyhaunis Magugu Project'
Supply of clean water to African Community



2002
Awarded **ISO 14001**

2007
Awarded **Achilles**

2008
Formed **EPS Energy & Environment Sub Group**

SUSTAINABILITY JOURNEY

2010

First year **capturing and measuring carbon** across scope 1, 2 & 3 with third party verification by **CEMARS**

Autism Assistance Dogs Ireland partnership commenced

Sustainable Energy authority of Ireland (SEAI) partnership commenced



2012

Awarded **ISO 50001**

WINNER: Green Energy Award

WINNER: SEAI Energy Efficiency Award

First cohort of **LEAN Green Belt** certified employees

Construction of **Ireland's largest industrial AD facility**



2013

NATIONAL CHAMPION: Environmental & CSR Category finalist at the European Business Awards

First year as a **Deloitte Best Managed Company**

Introduction of **Nereda Technology** to Ireland



2014

NATIONAL CHAMPION & RUBAN D'HONNEUR: Environmental & CSR Category finalist at the European Business Awards

Introduction & completion of **Community Energy Performance Solutions**

Launch of **Lean Transform Programme** in partnership with Enterprise Ireland

Launch of **Better Energy Communities Programme**

2015

Community Outreach Projects

Home Salary Incentive Scheme with SEAI

WINNER: SEAI Leadership award

WINNER: Green Leader of the Year

NATIONAL CHAMPION & RUBAN D'HONNEUR: Environmental & CSR Category finalist at the European Business Awards



2016

WINNER: Green Technology Award

Participants in **charity cycle 'Better Life Cycle'** in aid of St. Joseph's Foundation

Construction of our Centre for Design and Manufacture - off site digital delivery approach



2018

Named **'One to Watch'** at European Business Awards

WINNER: Best Use of Technology: **Carbon Reduction Award** at the New Civil Engineer TechFest Awards for Nereda installation at Great Dunmow WRC

WINNER: Digital Technology Award at European Business Awards



2019

Through collaboration, led a unique Hydropower Project across Ireland & UK

Commissioning of **Renewable Pump as Turbine installation** at Blackstairs Group Water Scheme

WINNER: Manufacturing and Engineering Family Business of the Year at the inaugural Energia Family Business Awards

Awarded Engineers Ireland **CPD accredited** employer status

SUSTAINABILITY JOURNEY

2020

2395 tonnes of emissions (tCO₂e)

22 emissions intensity (tCO₂e) per €m turnover

21% emission reduction in GHG from base year 2010

Feasibility study for the installation of PV solar energy across all EPS sites to help **decarbonise energy**

WINNER: Health & Safety Project of the Year at the IMR Manufacturing & Supply Chain Awards

WINNER: DfMA Project of the Year at Water Industry Awards

Launch of enhanced **Caring for Our Communities Programme**

2021

ISO50001:2018 certification extended to 100% of sites and company vehicle fleet

Expansion of **Energy Management team**

CEMARS Gold certification maintained; **21.31% reduction** in emissions intensity relative to 2010 baseline

Introduction of **battery electric vehicles** to fleet

Installation of **Solar PV** at Mallow head office

Installation of **EV charging points** at Mallow head office

LED lighting upgrades in various EPS branches

Installation of **energy sub-meters** at Tullamore WwTP to monitor and log energy consumption of all significant plant assets

Introduction of **Hybrid Working**

WINNER: Construction Industry Excellence in Health & Safety Award

Alignment with **UN SDGs**



UN GLOBAL COMPACT ALIGNMENT

We strive to develop cleaner technologies and solutions which reduce the environmental impact of not just ourselves but of our customers as well. Our approach to sustainability focuses strongly on 7 of the United Nations Sustainable Development Goals (SDGs). We are aligning with these goals to address the global challenges humanity faces including poverty, social inequality, physical and mental well-being, access to education, water quality, environmental degradation and climate change.

SDG	OUR FOCUS AREA
 <p>1 NO POVERTY</p>	Communities
 <p>2 ZERO HUNGER</p>	People Communities
 <p>3 GOOD HEALTH AND WELL-BEING</p>	People Diversity / Inclusion
 <p>4 QUALITY EDUCATION</p>	Education in Schools Networks & Memberships Leadership Awareness
 <p>6 CLEAN WATER AND SANITATION</p>	Environment Water
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Environment Energy Carbon Waste Minimisation Technologies
 <p>13 CLIMATE ACTION</p>	Environment Energy Carbon Waste Minimisation Biodiversity

CASE STUDY

WELLS OF LIFE

EPS, the Blackstairs Group Water Scheme (GWS) and Wells of Life, a charity working on the ground in Uganda combined forces to fully restore the water well for the 1000+ community in Nakaziba village, Mityana, Uganda.

The community well, which had functioned perfectly in the past, had become obsolete having been drilled more than 15 years ago, with rusted and broken parts, meaning that the women and children of the village had to walk for hours to source drinking water from swamps.

Most of the money for the restoration works was in fact generated at the Blackstairs GWS site in Rathnure, Wexford, operated by EPS. Blackstairs is a demonstration site for the Dwr-Uisce Pump-as-Turbine renewable energy project, which harnesses the energy of the incoming source water with a conventional pump which acts as a turbine to generate electricity. The well was restored using the monetary value of energy saved at the treatment plant by the Dwr Uisce Renewable Energy Project and additional costs were supplemented from EPS' community fund.



- 1 NO POVERTY
- 2 ZERO HUNGER
- 3 GOOD HEALTH AND WELL-BEING
- 4 QUALITY EDUCATION
- 6 CLEAN WATER AND SANITATION
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
- 13 CLIMATE ACTION

CASE STUDY

OFF-SITE CONSTRUCTION

EPS is equipped to supply, deliver and commission bespoke off-site assemblies and complex integrated structures globally.

As our vision is to be the most sustainable company in our industry, the off-site construction (OSC) model that we apply wherever possible has a huge impact on reducing our carbon footprint and by extension, that of our delivery partners. Off-site construction essentially means pre-fabricating as much as possible of the large scale infrastructure in our Centre for Design and Manufacturing Excellence in Mallow rather than on site.

This is done for a number of reasons, not least less time on site; reducing H&S risks; a more controlled environment; certainty of project delivery and timeline; but it also seriously reduces the carbon footprint.



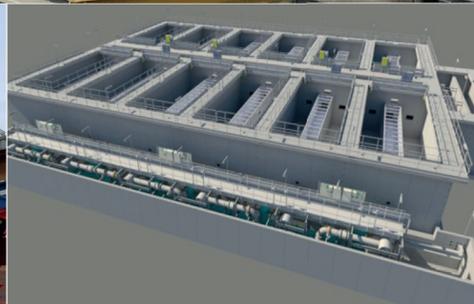
CASE STUDY

COPPERMILLS WTW

Most of the infrastructure we delivered at the Coppermills Water Treatment Works, London's largest water treatment plant, was made off-site at our Centre for Design & Manufacturing Excellence in Mallow and shipped to London.

- The project was delivered through our meps JV in collaboration with MWH Treatment and SMB
- 134 large vehicle deliveries were removed by OSC techniques in concrete and component delivery
- With an average journey of 746km from Ireland and average HGV fleet emissions of +700g/km, this saved 0.52 tonne of carbon per load and a total of 70 tonnes of carbon
- The use of OSC led to overall carbon reduction of 429 tonnes CO₂ for the switch from concrete to steel H-Flumes
- OSC resulted in 66 weeks of construction was removed from site @1410kg per week saving 93 tonnes of CO₂ in movement

This resulted in a total CO₂ reduction of 592.52 tonnes for the project



SAFE DAYS
890



WORKING AT HEIGHT
90% ↓



PROGRAMME
18 months



LABOUR USED ON SITE
92% ↓



SAVINGS ON SITE PRELIMS
€6.5 million



CARBON
40% ↓



PRECAST CONCRETE
3400 tonnes
installed in 18 weeks



CASE STUDY

WATER-SHARE IRELAND

EPS is a member of Water-Share Ireland; an umbrella group comprised of a number of Irish based water sector companies and GOAL.

The group collaborates to deliver sustainable water, sanitation and hygiene (WASH) aid programmes to vulnerable communities in developing countries using funding, technical resources and expertise.

Sierra Leone

In 2020, through Water-Share Ireland EPS supported GOAL to deliver the Freetown Faecal Sludge Pilot project. Freetown has a population of 1.05 million people and effectively no liquid or solid waste infrastructure. GOAL worked closely with the Freetown City Council to pilot filtrate treatment, a basic faecal sludge handling and dewatering facility and to assess treatment options for the city sewer.

As part of the project, EPS provided M&E design development, procurement planning, logistics and construction planning. EPS also provided a heavily discounted polymer dosing plant as well as its expertise in plant commissioning.



CASE STUDY

COLLABORATION WITH SEAI

EPS has worked closely with the Sustainable Energy Authority of Ireland (SEAI) for over 10 years, transforming the way we think about and use energy.

Together, we have created collaboration across multiple sectors to protect our environment and create employment through various energy reduction initiatives including;

- › Community Outreach Projects
- › Community Energy Performance Solutions (CEPS)
- › Better Energy Home Salary Incentive Scheme (BEHIS)



€350,000
to Cuan Mhuire
Rehabilitation Centres

€1,015,000
to community &
voluntary sector

€415,000
to the Society of St.
Vincent De Paul &
Sheltered Housing Projects

€150,000
to sporting clubs
nationwide



Community Outreach Projects

EPS co-ordinated several community outreach projects around the country and our efforts saw 81 community and voluntary groups including addiction centres, sheltered housing, sports clubs and schools benefit from almost €2million in funding for energy saving projects which in turn resulted in a saving of 26,000 tonnes of carbon.



Community Energy Performance Solutions (CEPS)

Through the Community Energy Performance Solutions (CEPS) project, EPS assisted community groups and businesses to secure funding towards various projects aimed at increasing the energy efficiency of these organisations.

This has resulted in the installation of many energy efficient projects such as energy efficient boilers, lighting and insulation upgrades. These projects will help to support public wellbeing, reduce environmental impact and reduce energy consumption and operations cost due to efficiency.



Better Energy Home Salary Incentive Scheme (BEHIS)

The Better Energy Home Salary Incentive Scheme (BEHIS) was established by SEAI in collaboration with EPS as an incentive to encourage employees to improve the energy performance of their homes. The pilot was achieved by making energy upgrades more affordable and accessible through the provision of free home energy audits as well as subsidies. In collaboration with SEAI.

Under the pilot, EPS co-ordinated energy audits which were carried out at employees homes to identify energy upgrades in areas such as insulation, solar panels, heating systems, boilers, windows and doors.

As a result of the success we achieved having completed this pilot programme, a number of companies throughout Ireland implemented the BEHIS scheme within their organisations.

CASE STUDY

ELECTRIC VEHICLES & CHARGE POINTS

EPS marked World Earth Day 2021 by unveiling the latest additions to the company's extensive fleet – two electric Renault Kangoos as well as the installation of 2 EV charge points at our head office in Mallow.

Our vehicle fleet is fitted with a telematics system (GPS tracking) to allow the collection of work-related driving data for each vehicle. Analysis of this data not only helps to make our fleet more energy efficient, but it also allows our Energy and Fleet Managers to identify opportunities for the partial electrification of our fleet which began in 2020.

We are encouraging and facilitating our 533 strong workforce to consider the switch to electric vehicles by installing electric charging points at our Irish branches.



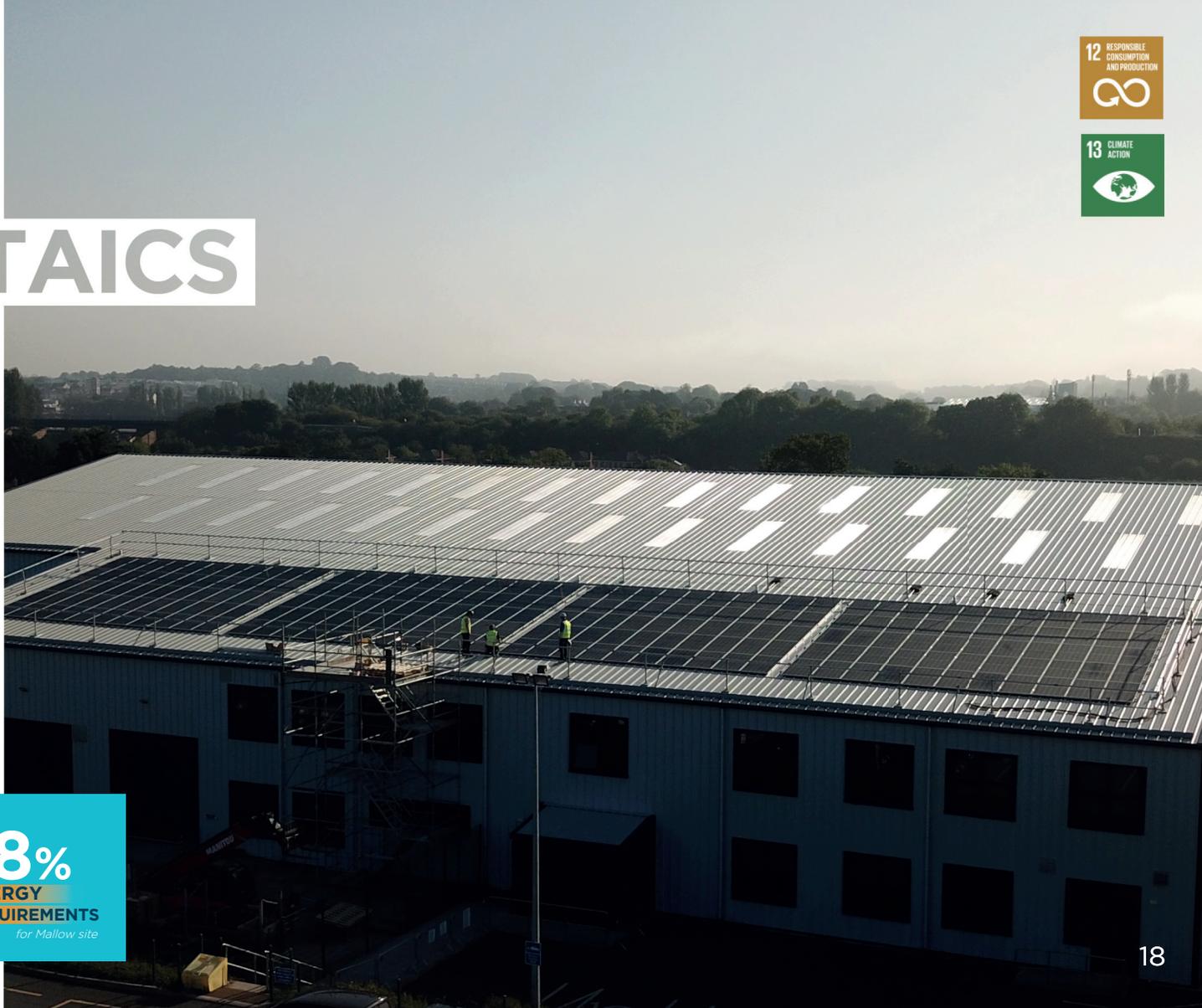


CASE STUDY

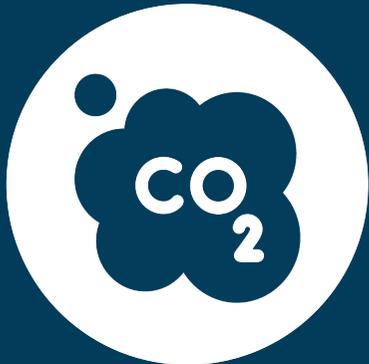
SOLAR PHOTOVOLTAICS

A PV Solar array of 210 panels was recently installed at the EPS head office in Mallow, enabling us to produce clean renewable energy while saving on energy bills.

The PV solar panels produce a power output of 80 kWp, which in turn generates 68,000 kWh of electricity per year. This self generation of green energy provides 18% of the energy requirements at the Mallow site, helping us to achieve a reduction of 22 tonnes of CO₂ emissions per year.



ENVIRONMENT



- › First Irish DBO Water & Wastewater Solutions Company to receive CEMARS accreditation with independent third party verification in accordance with ISO14064-1:2006
- › One of the first Tier 2 providers in the UK water sector to receive CEMARS for our carbon reporting in 2010. This involved completing a detailed review of our operations and accounting for all our scope 1, 2 and 3 GHG emissions
- › Contributor to National Carbon Reduction Targets
- › Certified by Achilles Verify; 100% performance scores



PEOPLE



- › Engineers Ireland CPD Accredited Employer since December 2019
- › CPD committee enhanced in August 2020. It comprises of 13 members; 8 existing and 5 new
- › Lunch & Learn sessions - transitioned into remote training sessions via webinar
- › Held 24 events over Teams/Zoom/webinar with various supply chain partners in 2020
- › Regular annual updates for employees
- › Continuously strive to create a workplace that supports all-round well-being
- › Focused on the understanding and importance of balancing work with life
- › Introduction of Hybrid Working to allow employees to work from a non-office location
- › Introduction of flexible working hours to enable a better work/life balance

Wellbeing Initiatives





Health Screening Programme

Offered to all employees with over 60% of the company attending for a health check.



Employee Assistance Programme

Facilitated by Laya Healthcare in Ireland and Northern Ireland and by Bupa in the UK. The schemes are focused on both physical and mental wellbeing.



Flexible Working Hours

This initiative was recognised as an essential system to encourage and support employees in having a better work/life balance.



Workplace Wellbeing Day

Getting people involved in simple tasks such as walking a lunchtime mile, providing complimentary smoothies during breaks or just sharing a chat over a free fruit bowl!



World Mental Health Day

Our EAP programmes provide assistance in areas including counselling and critical incident support as well as advice on financial and legal quandaries for employees.



Thank Holiday

Sharing our gratitude with our employees every year by means of a 'Thank Holiday'. This simple initiative allowing people additional time off was introduced in 2016.



CASE STUDY

STEPS FOR HEALTH

The Steps for Health challenge is a four week walking or running challenge that supports employees to move more with the added benefit of improving our health and well-being.

This year's challenge for the Group was to reach 40 MILLION steps in four weeks. Once completed, the company committed to donating €/£1,000 to a Mental Health charity in each of our group locations in Ireland and the UK.

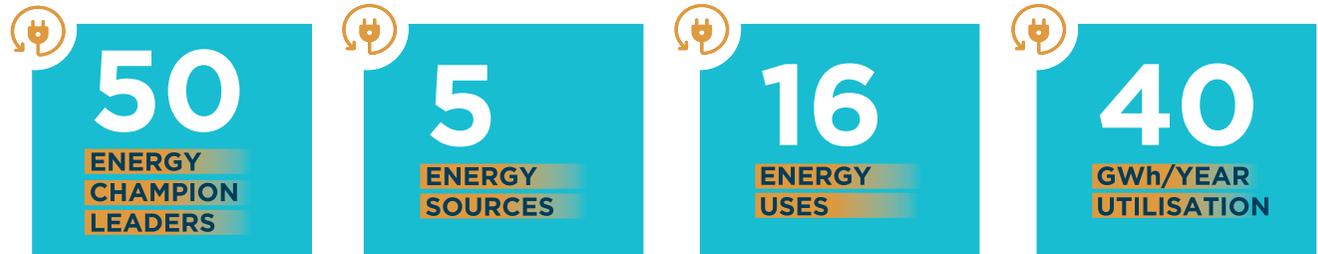
After 51 days, 91 participants and countless hours of effort and dedication from the team in EPS, EPS Water, Pedrollo Distribution, DPS and Ferrier Pumps we collectively reached the 40 million step target. Donations were made to Cycle Against Suicide, Mind, Action Mental Health and Mates in Mind.



ENERGY



- First DBO Water & Wastewater Solutions Company to receive ISO:50001:2018
- Generating renewable energy at 6 locations across Ireland
- Participation in EEOS credits programme (2014 - 2020) with 5,137,729kWh savings, verified independently by the Sustainable Energy Authority of Ireland
- Third year of 100% sourced renewable electricity for all of our activities and sites

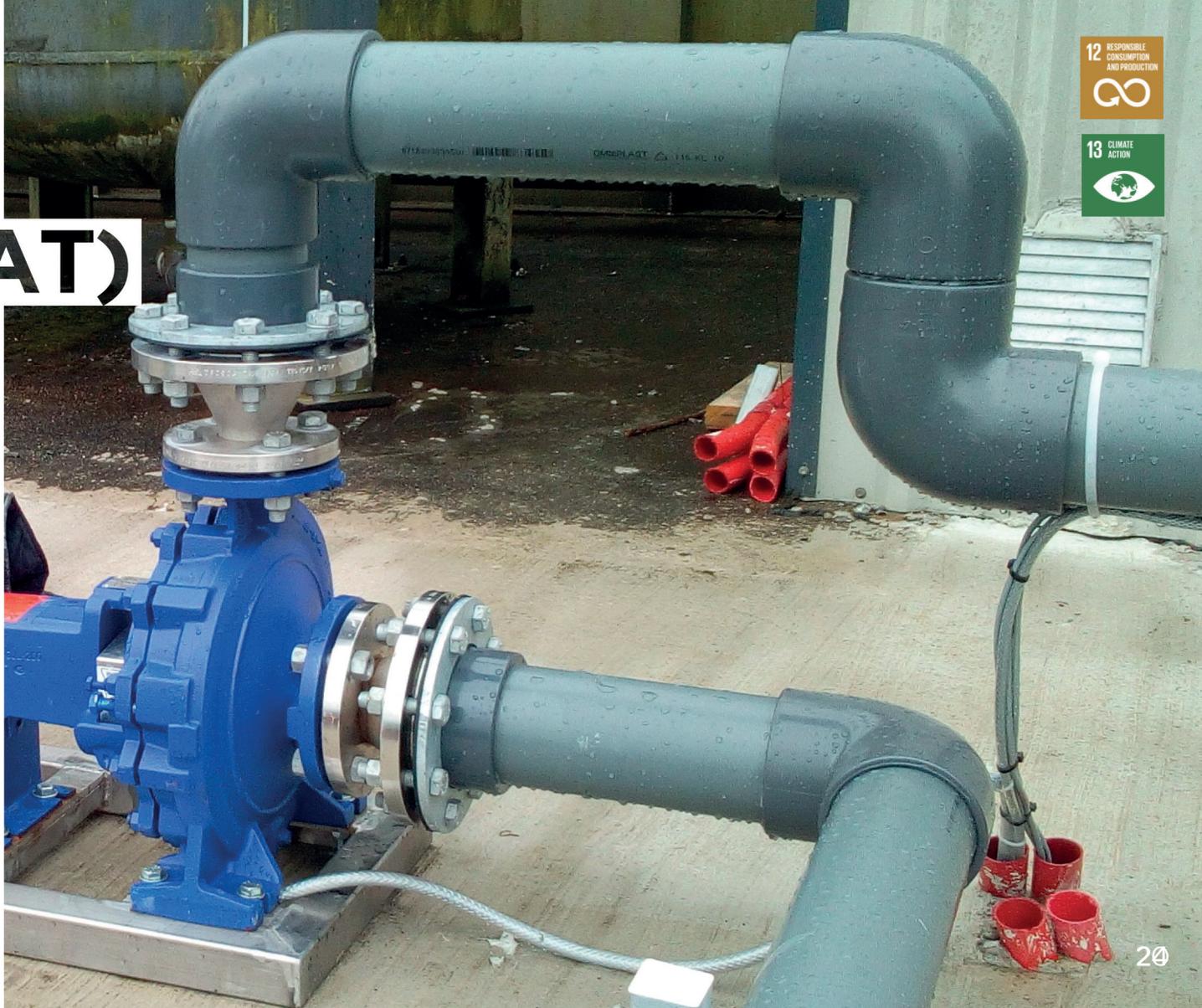
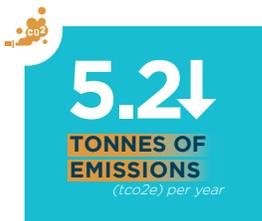


CASE STUDY

PUMP AS TURBINE (PAT)

EPS supported the installation, maintenance and monitoring of a micro-hydropower energy recovery system at the EPS operated Blackstairs Group Water Scheme site in Co. Wexford.

The project was in collaboration with Trinity College, Dublin and Bangor University. It was the first of its kind to be commissioned in Ireland and the UK. Installed to recover energy by means of a 'Pump As Turbine' (PAT). Since its start-up in October 2019 to the end of July 2021, the scheme has generated over 22,225 kWh of electricity which is equivalent to almost 5.2 tonnes of CO₂ equivalent saved.



CASE STUDY

RINGSEND MAIN LIFT PUMPING STATION

This pumping station is a critical part of the Dublin Drainage Network. Existing pumps were replaced with 6 (No.) 630kW variable speed pumps to achieve optimum energy efficiency, maximise unit life and provide optimum long-term operations and maintenance efficiency.

In order to further improve the pump efficiency existing pipework arrangements were upgraded to include 4 (No.) new DN1200 siphons, installed on the discharge side of the remaining pumps. Above each siphon a fully automated DN200 Rotork-actuated valve was installed to allow the siphon to prime on

pump start and to break on pump stop. The siphons allow the system to operate at a lower dynamic head due to siphon recovery, resulting in considerable savings on overall site energy consumption.



CASE STUDY

ANAEROBIC DIGESTION BIOGAS PRODUCTION

EPS builds and operates anaerobic digestion systems in Ireland at multiple municipal wastewater sites. Anaerobic digestion (AD) technology allows for the generation of renewable energy from the sludge treatment process.

During AD, microorganisms break down the organic matter contained in the sludge and convert it into digester gas/biogas, a mixture of mainly methane and carbon dioxide, which can be used for electricity, heat and biofuel production. Anaerobic digesters producing biogas to power CHP systems are in place at several EPS operated wastewater treatment sites including Tullamore, Drogheda, Dundalk and Cork Lower Harbour. EPS operates and maintains a number of AD/biogas facilities for our customers, producing in total over 1.3 Megawatt hours of electricity each year which is the equivalent of 302 Tonnes of carbon emissions saved. Renewable electricity produced from AD/biogas sources equates to approximately 8% of power requirements annually.



FOCUS AREA

WATER



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140

wastewater treatment plants operated & maintained each year



POPULATION EQUIVALENT OF

800,000

per yr

POPULATION EQUIVALENT PER PLANT

250 - 180k

1.1 MILLION

people benefitting daily from the water & wastewater assets we manage and operate on behalf of our utility, industrial & community customers



22,000+

domestic, agricultural & commercial potable water pumps, boosting & treatment solutions each year benefitting over 250,000 people



90

water treatment plants operated & maintained each year



TOTAL WATER TREATED

60+

MLD

WATER TREATED PER PLANT

1 - 18

MLD

CASE STUDY

SKIBBEREEN REGIONAL WATER SUPPLY SCHEME

This €28m upgrade to the Skibbereen Regional Water Supply Scheme saw the reduction of water treatment plants in the local area from five to two, with the decommissioning of treatment plants in Drimoleague, Skeagh & Ballinlough.

The retained sites (in Ballyhilty and Lake Cross), with a treated water volume throughput of 6.3 MLD, have been significantly modernised and expanded, improving drinking water quality and supply for over 7000 people in the local area. New SCADA technology allows for power and energy consumption data to be tracked, logged and trended. The project also involved the construction of new treated water storage reservoirs in Drimoleague, Schull, Leap and Sherkin to provide increased security of supply to customers.



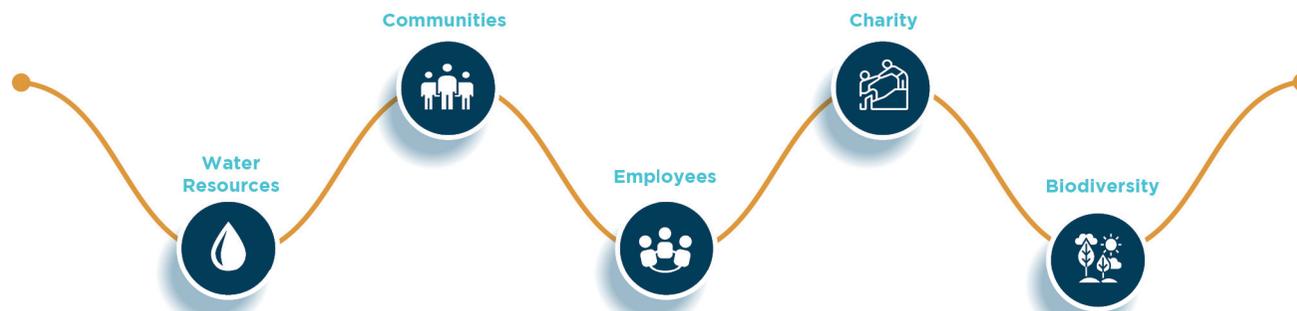
COMMUNITIES



The local communities in which we operate support our business and the lives of our team members.

In order to sustain our operations, we aim to foster a relationship of mutual benefit with our communities. The effects of our presence in the communities in which we operate are generally beneficial, bringing additional employment and economic benefits to the area.

Traditionally, EPS Group offices are based in rural towns where we are one of the largest sources of employment, with a total of 533 employees across the Group. As a prominent member of the communities in which we operate, we believe it is important to be actively involved by leveraging our core business and management resources to help address local issues. We do this in the following ways:





Contributing to Clean, Safe & Reliable Water Resources

We are committed to having a positive impact through our activities on the quality of life of the communities in which we operate and serve. We use our technology and combined strengths to continue the global expansion of our highly reliable products and solutions for the water environment. EPS intend to improve the water environment globally.



Commitment to Our Communities

EPS Group is committed to operating ethically and to contributing to the economic development and quality of life improvement of all of our employees, their families and the local communities in which we operate and serve. To this end, we provide various supports for local community organisations, support for employees and management in their efforts and activities with various community groups as well as providing direct financial contributions.



Encourage Employee Involvement

Our employees are encouraged to participate in their local communities and appropriate community organisations, either on an individual basis or with help from the Group. As needs vary from community to community, each of the Group's business units has some flexibility to identify the most appropriate way to grow with their respective communities. We believe that, as well as generating goodwill in the community, involving employees in community projects can also help their development as potential managers and team leaders as well as for mental health and personal fulfilment.



CORK PENNY
DINNERS



Supporting Our Communities

As a family owned business firmly embedded as part of the local community at each of its office locations, EPS maintains a firm commitment to charitable support and the promotion of the water industry through ongoing public engagement. In a typical year, we spend .05% of our annual revenue on donations and contributions, some of which are an annual rollover, others on a needs basis.

Recent examples of this include our annual Christmas Charitable Donation fund, where our customers and team members across the country are asked to suggest local and national charities to benefit from our Christmas Donation Fund.

We also heavily support our colleagues who undertake activities for local, national and international causes such as Chernobyl, the Oxfam Syria Crisis Appeal, Bóthar, Kidney Research UK amongst others.

We have carried out 2 Autism Ambassador Workshop Training days in conjunction with one of our closest charitable partners the Mallow based national charity Autism Assistance Dogs Ireland (AADI). We facilitated the event for our team members as we hoped that through availing of free Autism Awareness Training, they would become Autism Ambassadors whilst also increasing support for children with autism and their families in our locality.



Biodiversity

EPS is committed to building and managing our water infrastructures responsibly to ensure that the ecosystems are protected and, where possible, enhanced.

Grassland management is one of the measures we have recently implemented across all of our sites. Our “No-Mow Zone” policy not only reduces maintenance costs but also promotes and enhances local biodiversity. We have also implemented the All Ireland Pollinator Plan in several sites to support and increase our pollinator population.



CASE STUDY

CARING FOR OUR COMMUNITIES

We are committed to our communities and have a long and proud tradition of supporting voluntary organisations and charities both locally and nationally each year.

The arrival of COVID-19 hit some organisations harder than others and in lieu of gifts, we asked our valued customers to identify some of the unsung heroes in their local communities, groups who were unable to host their usual fundraisers to help them continue delivering their valuable work and we would make a donation to them on our customer's behalf.

Our customer nominations - added to suggestions from our teams across Ireland and the UK - mean that we are delighted to have contributed to the organisations listed on the right in December 2020.



FOCUS AREA

WASTE

MINIMISATION



Rethinking Water



Bin it Campaign

During 2020, we launched the 'Bin It' campaign whereby employees were asked to identify any wasteful practices in the workplace that resulted in time, energy, money or space being used inefficiently.



LEAN

We benchmark our systems to the best international standards, through significant investment in applying LEAN systems methodology and utilising the latest and most efficient technologies in treatment and pumping. Supported by Enterprise Ireland, we have successfully completed the LEAN Transform, LEAN Start and LEAN Plus programmes which are key to our ongoing sustainability and growth.



Single Use Plastic Policy

EPS has implemented a 'Single Use Plastic' policy with an objective to reduce the use of single use plastic within the company and our supply chain. Measures include avoiding all unnecessary plastic packaging and promoting the use of biodegradable packaging directly and indirectly throughout our supply chain, re-using promotional materials where possible and providing a waste management plan that demonstrates an "Avoid, Reduce, Re-use and Recycle" commitment.



FOCUS AREA

TECHNOLOGIES



With our ongoing focus on R&D and new technologies, we partner with technology providers through licence and integration models to deliver the newest & most innovative technologies as they emerge for our clients in the solutions we provide for them.

Nereda

Nereda® is a granular activated sludge technology that offers a cost effective and sustainable way of treating wastewater to the meet most stringent quality requirements. It combines high treatment and nutrient removal performance with small footprint, reduced civil costs and low operational costs to offer a true leap forward in wastewater treatment technology.



Rethinking Water

GEA Biosolids Granulator

EPS are collaborating with GEA for the design, supply, installation and commissioning of an innovative dry on demand solution for sewage sludge treatment with a stackable end product and minimised pathogen regrowth.

A new and novel proven solution for both municipal and industrial treatment plants with limited disposal and recycling capacity that want to future proof their processes in terms of circular economy objectives, sustainability and ecological footprint.



Compliant to Biosolids Assurance Scheme (BAS)
Treated biosolids can be safely and sustainably recycled to agricultural land.

» **<100K**
ch/g reduced pathogen count



Up to 50% savings on transportation and disposal costs
One container of solids less per day

» **12**
tons of water can be removed daily



Pumps as Turbines

Pumps as Turbines (PAT) are an unconventional solution for hydro power generation adapted to fit in many scenarios where a conventional turbine unit would not be economically viable. PATs have proved to be very effective if used for micro hydro off-grid plants and in-pipe energy recovery.

Following our experience gained from the Blackstairs GWS test project (see case study, pg.24), we plan to apply this technology at other suitable private Group Water Schemes sites so that electricity requirements of such sites can be partly offset by the self-generation of electricity.



REDUCED CARBON



ENERGY RECOVERY

THM Reduction Technology

Partnership with UGSI/PAX North America

EPS offer a highly effective integrated Trihalomethane (THM) management solution based around accurate, automated real-time monitoring and a process guaranteed, reservoir based THM removal solution.

This presents an alternative approach to THM management which results in significant carbon and energy reductions.



REDUCED CARBON



REDUCED ENERGY



FOCUS AREA

EDUCATION




52
COURSES



DURATION
1 day to 2 years



525
PARTICIPANTS

In Partnership With:

Rethinking Water

EDUCATION



Speaking Slots at Events & Webinars

- › **Enterprise Ireland:** Impacts of Climate Change
- › **The New UK:** Strategies for Irish Companies
- › **AIB Business Leaders Live:** Employing Sustainable Practices
- › **Causeway Ireland Scotland Business Exchange:** Successful Digital Transformation Series



Delivering Presentations in Schools

We regularly present to schools in order to promote STEM (Science, Technology, Engineering, Maths) and give students an insight into the work we do at EPS. We also deliver presentations to students on Zoom.

As part of Engineers Ireland STEPS initiative, EPS Project Engineer Tony Dunne recently delivered a STEM themed careers talk for TY students at Coláiste an Chroi Naofa.



STEM South West & iWish

We are a proud industry partner to STEM South West and iWish, working together to maximise the capacity of the STEM (Science, Technology, Engineering, Maths) sector.

We exhibit at these events to help students identify whether a career in STEM is for them and if so, in which field their skills may lie.

EDUCATION



Mallow Maths & Science Fair

We exhibit at the Mallow Maths & Science Fair every year to encourage young people in Mallow and North Cork to embrace the subjects which can be the pathway to stimulating career opportunities later on.



Apprenticeship Programmes

Our apprenticeship programme offers diverse training, unparalleled experience and a path to an excellent career.

Apprenticeships include:

- › Metal Fabrication
- › Mechanical Automation & Maintenance Fitting
- › Electrical & Instrumentation
- › Electrical
- › Industrial Electrical Engineering



Co-op Placement Programmes

Students join us during college placement or for pre-graduation summer work. This provides students with an opportunity to gain industry experience which compliments the academic study undertaken as part of their education.

EPS also participated with Irish Water and a number of contractors and consultants to develop and implement the Water Cross-Industry Graduate Programme.

CASE STUDY

FOCUS ON GRADUATES

Tomasz Krawczyk is a graduate Project Engineer at EPS. He joined the team in 2021. His role involves assisting in the project management of all aspects of water & wastewater pumping and treatment installations.

'Since a young age I was interested in how things work behind the scenes; essentially behind what we physically see in front of us. From here, my interest in Engineering began. I was very interested in fluid dynamics in college, especially in 4th year. Since I was also good at it, I decided to focus on this area and see where it brought me.'

I am really enjoying my time at EPS, it's great to be working as part of an integrated team with such a variety of people who are passionate about what they do. EPS really gives their graduates a chance to excel and improve. A few months back I wouldn't have been able to describe what a project engineer does on a day to day basis whereas now I know exactly what the role entails and what is required from you as an individual. I am happy to be given this opportunity to continuously learn.'



Tomasz Ozaist, graduate Project Engineer

'So far, while working at EPS I have gained vast experience on projects ranging from small domestic applications to bespoke industrial applications. The engineers here are very experienced and great mentors.'

Martin O'Riordan, graduate Project Engineer

'EPS is a great place for a young passionate graduate to learn and develop their skills. It is a busy environment with a wide variety of projects and experienced colleagues who push you to become the best engineer you can be.'

FOCUS AREA

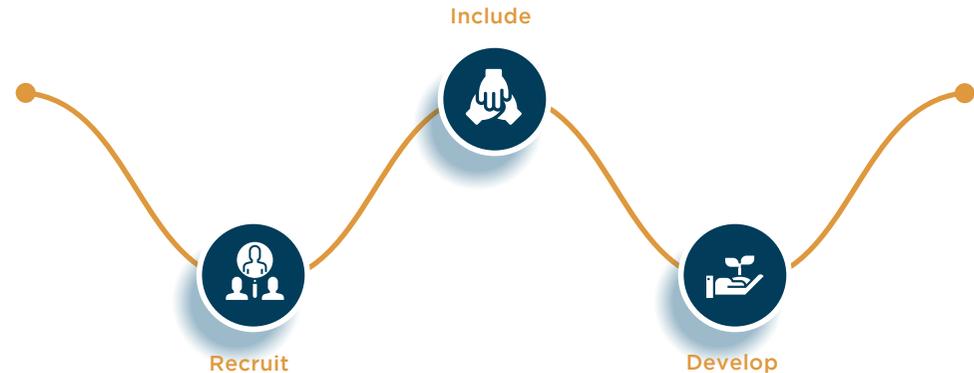
DIVERSITY & INCLUSION



Rethinking Water

Mutual respect and collaboration amongst our people is key to the culture of EPS. We are committed to ensuring that everyone is treated with fairness, respect and integrity.

In 2021, we continued to advance our diversity and inclusion efforts, focusing strongly on diversity recruiting, strengthening our culture of inclusion and developing the potential of our employees.



FOCUS AREA

DIVERSITY & INCLUSION



Rethinking Water



RECRUIT

We aim to reflect the diversity of the community in which we serve.

- › Up to four generations can be found in our workplace. We recently celebrated a colleague's 45th year of service
- › 13 graduates & 14 apprentices have joined our team over the past 18 months
- › Ensure gender equality is embedded in our policies and practices as well as throughout our recruitment process
- › Regularly present STEM themed careers talks to students in our community with an emphasis on promoting STEM to girls



INCLUDE

We foster a culture of belonging based on access, inclusion and equal opportunity.

- › Flexible working arrangements; introduced Hybrid Working to facilitate employees working from various locations
- › Signed up to the UK Social Mobility Pledge, ensuring that opportunities in EPS are open to people from all parts of society
- › Promote lesbian, gay, bisexual and transgender (LGBT) inclusion. We celebrate Pride month by using a rainbow version of our logo across our social media platforms



DEVELOP

We provide our employees with opportunities to reach their full potential.

- › 525 employees have completed 52 training courses since 2020
- › By December 2021, there will be 40 apprentices in our apprenticeship programme across Ireland

CASE STUDY

WOMEN IN ENGINEERING

Christine Wilson is Contracts Manager at one of our group companies, DPS. She leads the Minor Works department and oversees the company's HSQE and ISO standards.

'During my Engineering degree, I completed a placement year with a company specialising in wastewater and water which set me on the path I am on today. I chose Engineering as I have always had a keen interest in how things work and enjoyed seeing an idea go from just a concept to a finished product. Working in the industry fulfils this interest and more, as everyday is so diverse, bringing new challenges and opportunities for growth.'

Throughout my career, I have always found it very satisfying to see completed projects being handed over to the Client and in my current role I am relishing the opportunity to grow the department and helping my team to develop to their full potential. I'm excited for what the future will bring. From my own personal experience, I would say to any young girl or to anyone considering a career in Engineering not to be discouraged, it's really rewarding and you can have a very successful and enjoyable career.'



**Inês Croft,
Project Manager**

'In EPS, I've been lucky to work with state of art technology in the water and wastewater sector, which is allowing me to develop multi-disciplinary skills by being exposed to incredibly interesting challenges, which makes being an Engineer so demanding but at the same time, so rewarding.'



**Laura McCann,
Environmental Services
Site Lead**

'I love the variety in my work, from wastewater treatment to waste management and storm water management. Environmental issues such as air/water pollution and global warming are at a head at the moment and I like to think my team are helping combat this.'



**Muireann Kennedy,
Operations Supervisor**

'My time with EPS has given me incredible experience in many areas of the company while also allowing me access to innovative technology such as Nereda, working closely with Royal HaskoningDHV to further optimise the plants we operate.'

FOCUS AREA

NETWORKS & MEMBERSHIPS



Rethinking Water

Promoting & Collaborating on Sustainable Business Practices

 <p>LINC Engineering Network <small>Creating opportunities together</small></p>	 <p>CAUSEWAY</p>	 <p>BITA <small>PEOPLE WHO KNOW PEOPLE THAT HELP PEOPLE</small></p>	 <p>WM BG</p>	 <p>The Social Mobility Pledge</p>
 <p>Hampshire Water Hub</p>	 <p>ENERGY CURK</p>	 <p>Regional Skills SOUTH WEST Partnerships for Skills</p>	 <p>ENTERPRISE IRELAND <small>where innovation means business</small></p>	 <p>Chambers Ireland <small>Advancing business together</small></p>
 <p>Cita Construction IT Alliance</p>	 <p>CONSTRUCTION INDUSTRY FEDERATION</p>	 <p>Water-Share Ireland Working Together</p>	 <p>The PLUMBER BPMA Plumbing Association</p>	 <p>ENGINEERS IRELAND</p>
 <p>Institute of Water</p>	 <p>BRITISH WATER</p>	 <p>graphite</p>	 <p>SPRINGBOARD+ <small>www.springboardcourses.ie</small></p>	 <p>Skillnet IRELAND</p>

FOCUS AREA

BIODIVERSITY



Due to the size and scale of our operations, we are in a unique position to cause positive or negative impacts on biodiversity. We take this responsibility seriously and are committed to preserving and enhancing biodiversity in order to protect our water resources and natural heritage.

Grassland Management

Grassland management is one of the measures we have begun to implement across our sites. Our “No-Mow Zone” policy not only reduces maintenance costs but also promotes and enhances local biodiversity.

All Ireland Pollinators Plan

We have implemented the All Ireland Pollinator Plan in several sites to support and increase our pollinator population by encouraging a better way of managing our whole landscape to permanently support our struggling biodiversity.



Support for Tidy Towns

We have a long history of supporting fundraising events held by local Tidy Town committees as well as promoting and getting involved in litter minimisation and cleaning.

Environmental Reports

We work extensively with Local Authorities, Irish Water, Consulting Engineers and Civil Engineering Contractors to provide environmental and ecological services during design and construction works. We work closely with our clients to expedite the most efficient and cost-effective solutions to the ecological and environmental challenges that often arise.

OUR JOURNEY CONTINUES

