



GROUP

SUSTAINABILITY

REPORT 2023

eps

Rethinking Water

SUSTAINABILITY

ALWAYS AT

OUR CORE

Our legacy will speak for itself	3
About EPS	4
Areas of Activity	5
Group Structure	6
Sustainability Journey	7
UN Global Compact Alignment	10
Wells of Life	11
Off-Site Construction	12
Coppermills WTW	13
Winchburgh WwTP	14
Water-Share Ireland	15
Collaboration with SEAI	16
Electric Vehicles & Charge Points	18
Solar Photovoltaics	19
Solar Photovoltaics - Phase 2	20
Environment	21
People	22
5 Peaks Challenge	24
Energy	25
Pumps as Turbines (PAT)	26
Ringsend Main Lift Pumping Station	27
Water	28
Skibbereen Regional Water Supply Scheme	29
Communities	30
Caring for Our Communities	33
Waste Minimisation	34
Technologies	35
Education	37
Our People	40
Diversity / Inclusion	41
Networks & Memberships	43
Biodiversity	44



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



€177m revenue
March 2023



630 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 offices

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**



2022

2400 tonnes of emissions (tCO₂e)

61.55% emission reduction in GHG from base year 2010

Achilles **10 Year Carbon Reduction Award**

Engineers Ireland **CPD Reaccreditation**

WINNER: Deloitte Best Managed - Family Business of the Year

Ongoing alignment with **UN SDGs**

Introduction of **4 x hybrid vehicles** to our fleet

LED lighting upgrades to warehouses in Mallow

Removal of fossil fuel heating and installation of **energy efficient PV powered heating** in Mallow

Extension of PV panels on Centre for Design and Manufacturing Excellence, Mallow

WINNER: Utilities and Services category - Health & Safety Excellence Awards

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



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 prefabricating 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.



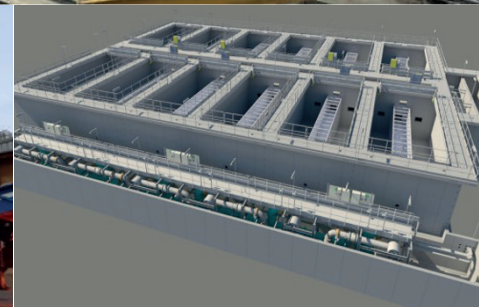
CASE STUDY

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 Month



LABOUR USED ON SITE
92% ↓



SAVINGS ON SITE PRELIMS
€6.5 Million



CARBON
40% ↓



PRECAST CONCRETE
3400 Tonnes
installed in 18 weeks



CASE STUDY

WINCHBURGH WwTP

What is truly special about the project at Winchburgh is that it met one of the client's most significant pressing needs, the project deadline, despite one of the largest unforeseen challenges to face the construction industry in decades - Covid-19.

Before the design stage was even reached, the global Covid-19 pandemic restricted movement, work methodologies and global supply chains in a new and previously untested manner.

Although the solution delivered at Winchburgh is littered with examples of innovation and modern methods of construction, the real key metric was the fact that none of the design team visited the site until after construction was largely completed.

Most of the EPS mechanical elements on site were able to be installed using only a team of three mechanical fitters for €9.8M value of mechanical plant and piping, adhering to a tight programme.



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 12 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)



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 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 308 strong 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 helps to make our fleet more energy efficient and allows our Energy and Fleet Managers to identify opportunities for the partial electrification of our fleet which began in 2020.

We are encouraging our 630 strong workforce to consider the switch to electric vehicles by installing EV charging points at our Irish branches, while we are trialling the use of HVO as well as at Ferrier Pumps (Scotland).



CASE STUDY

SOLAR PHOTOVOLTAICS

A PV Solar array of 210 panels was installed at the EPS head office in Mallow in 2021, 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.



22↓

TONNES OF EMISSIONS

(tCO₂e) per year



68,000

kWh OF ELECTRICITY

per year



18%

ENERGY REQUIREMENTS

for Mallow site



CASE STUDY

SOLAR PHOTOVOLTAICS

Following the success of Phase 1, the panels were further extended to include an additional 168 panels in 2023.

This latest extension now facilitates the production of a combined power output of 150 kWp, which in turn generates 127,500 kWh of electricity per year.

The green energy generated by this extension produces 33% of the energy requirements at the Mallow site, helping us to achieve a reduction of 41 tonnes of CO₂ emissions per year.



41↓

TONNES OF EMISSIONS

(tCO₂e) per year



137,500

kWh OF ELECTRICITY

per year



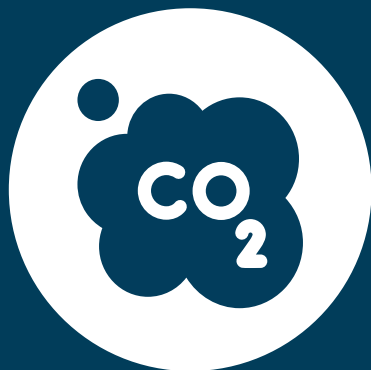
33%

ENERGY REQUIREMENTS

for Mallow site



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 two 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



2400

**TONNES OF
EMISSIONS**

(tco2e) 2022



15.6

**EMISSIONS
INTENSITY**

per €m turnover



62%

**EMISSIONS
REDUCTION**

in GHG from base yr 2010

FOCUS AREA

PEOPLE



Rethinking Water

- › Engineers Ireland CPD Reaccreditation - December 2022
- › 13 strong CPD committee enhanced in August 2020 - 8 existing and 5 new
- › Preparation underway to introduce Work Inclusivity Committee
- › Formal addition of 2 additional company shut down days
- › Re-introduction of regular Employee Days
- › Enhanced Christmas vouchers
- › Expansion of HR team to support Group companies
- › Increased focus on mental health and employee retention
- › Menopause and Financial Wellness webinars

Wellbeing Initiatives

<p>Increased Annual Leave by 2 days</p>	<p>Employee Social Days</p>	<p>4 Mental Health First Aiders</p>	<p>Provided CISM support</p>	<p>Monthly Health & Wellbeing Calendar</p>	<p>5 Peaks Challenge</p>
<p>EAP</p>	<p>Mental Health Booklet <i>Barbara the Brain</i></p>	<p>Pieta House Webinar</p>	<p>Mortgage Event</p>	<p>Onboarding Presentation</p>	<p>Health Screening</p>





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 Hours/Hybrid Working

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 initiative was formalised in 2023.

CASE STUDY

5 PEAKS CHALLENGE

The 5 Peaks Challenge saw 18 team members from the Group companies - EPS, EPS Water UK, DPS, Ferrier Pumps, Pedrollo Distribution and IPP - scale the 5 highest peaks across Ireland and the UK in under 48 hours over the 11th - 13th August, 2023.

The aim, outside of just raising money for charity and challenging ourselves, was also to strengthen the links between the Group companies by engaging with our colleagues, customers and suppliers as well as the communities we live and work in by including them in the initiative.

Not only did our team smash the 48 hour target by an unbelievable 75 minutes, but we also raised €48,000 for our chosen charities in the process.



FOCUS AREA

ENERGY



Rethinking Water

- › 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



50

ENERGY
CHAMPION
LEADERS



5

ENERGY
SOURCES



16

ENERGY
USES



30

GWh/YEAR
UTILISATION

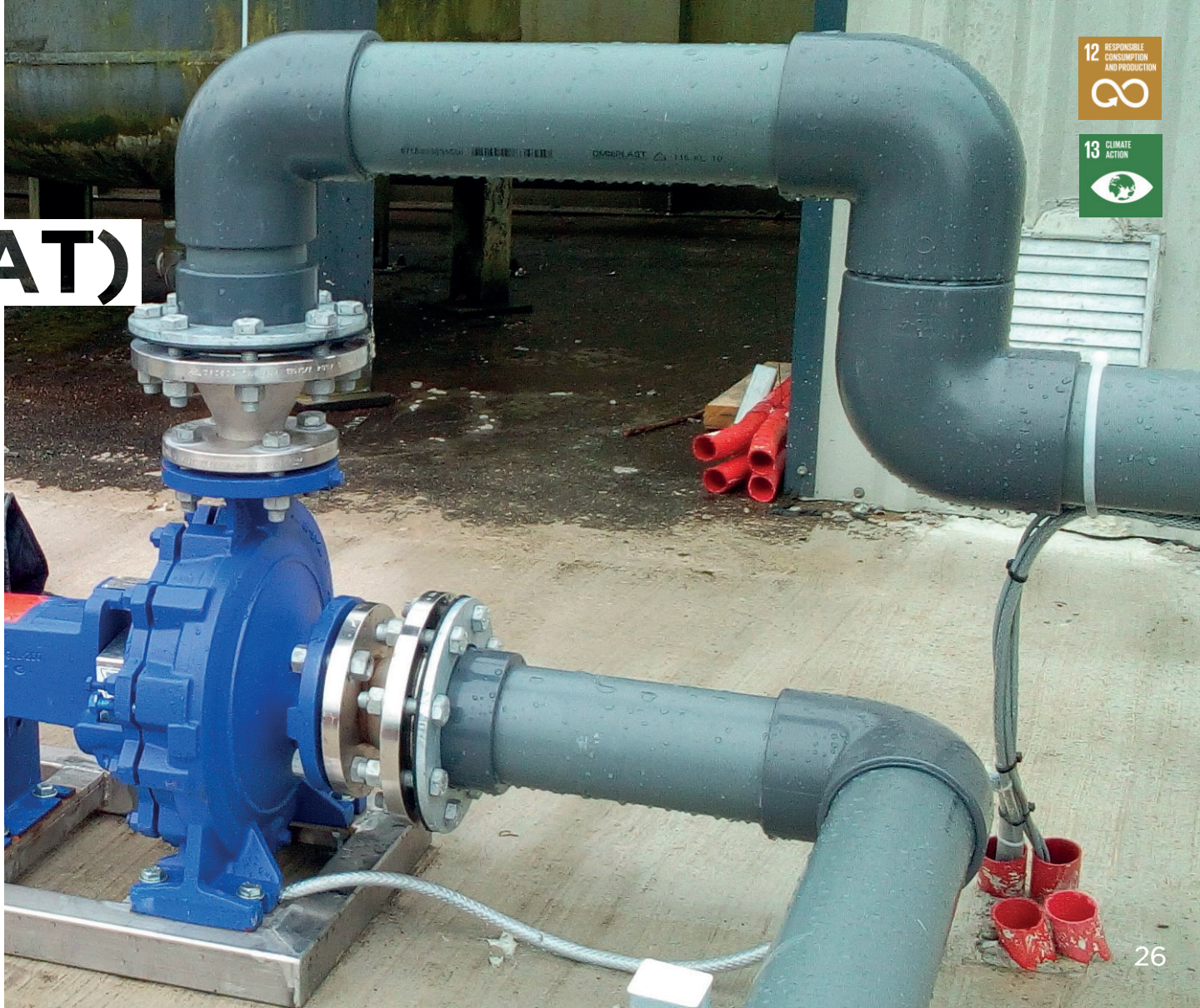
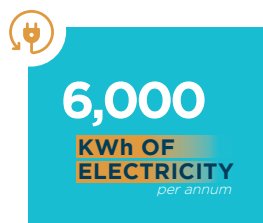


CASE STUDY

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, the scheme generates 6,000 kWh of electricity pa on average, that's 1242.42 kg CO₂e or €2,400 in savings per annum.



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.



FOCUS AREA

WATER



Rethinking Water

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



90

water treatment
plants operated &
maintained each year



TOTAL WATER TREATED

60+
MLD

WATER TREATED PER PLANT

1 - 18
MLD

22,000+

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



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

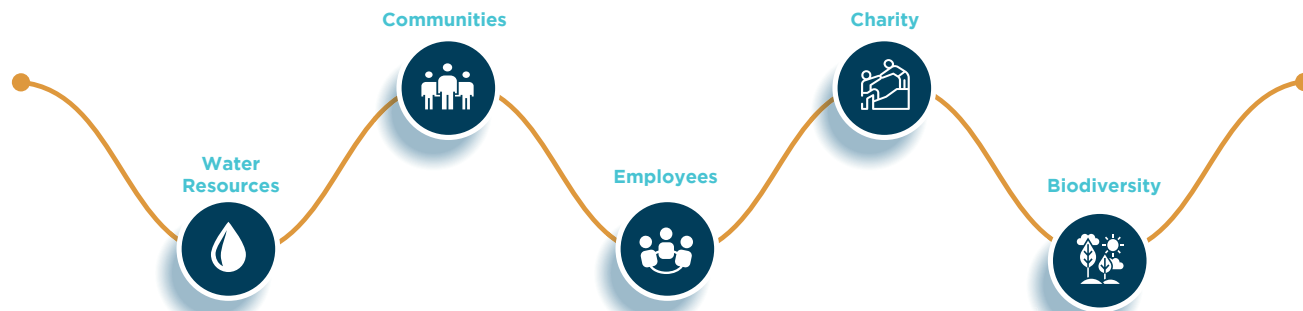


Rethinking Water

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 630 employees across the group. As a prominent member of the communities in which we operate, EPS believe it is important to be involved actively 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 will 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.





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 spent .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 Donations, 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 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.

With the arrival of Covid-19, we recognised the impact affected some organisations harder than others and in lieu of Christmas 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 (62 in total) in December 2023.



FOCUS AREA

WASTE

MINIMISATION



Rethinking Water



Food Waste Segregation

Under the Waste Management (Collection Permit) (Amendment) (No.2) Regulations 2023, all commercial premises are now legally obliged to segregate food waste.. We have rolled out the use of food waste bins with green food waste bins in each of the company's canteens and the amount will be increased as required.



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



Rethinking Water

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.



PV/Solar

For EPS – and our community – sustainability has always been at the core of what we do and in addition to our core services and offering, we also have a responsibility to lead by example and to encourage and enable our employees, customers, supply chain partners to reduce their carbon footprint.

EPS' solar solution offering includes PV solar modules/panels; solar pumps; inverters; a PV mounting kit/system; battery storage units; EV chargers and solar structures/car ports.



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), EPS 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.



THM Reduction Technology

*Partnership with UGSI/PAX
North America*

EPS offer a highly effective integrated 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.



FOCUS AREA

EDUCATION



Rethinking Water



In Partnership With:

FOCUS AREA

EDUCATION



Rethinking Water



Attendance at Events & Webinars

- › **Regional Skills South West:** Skillnet Round Table Meeting, Charleville
- › **REEdI:** MTU Engineering Symposium, Tralee
- › **MTU Engineering Dept:** Lunchtime Careers Event, Bishopstown Campus



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. We also deliver presentations to students on Zoom.

We have tailored our message to be more attractive to students with our presentations focusing not only on STEM, trade and professional apprenticeships and other ways to join EPS.



STEM South West

EPS is an industry partner to STEM South West and iWish, working together to maximise the capacity of the STEM (Science, Technology, Engineering, Maths) sector.

EPS exhibits 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.

FOCUS AREA

EDUCATION



Rethinking Water

**Mallow Science & Maths Fair**

EPS exhibits at the Mallow Science & Maths 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 includes professional apprenticeships.

They are:

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

**Co-op Placement Programmes**

Students join us for on 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 Uisce Éireann and a number of contractors and consultants to develop and implement a graduate programme for the water industry.

CASE STUDY

OUR PEOPLE

Encouraging our people to enjoy what they do, while supporting them to advance and develop to be the best they can be and reaching their full potential are invaluable ways to attract, train and retain the best available talent.

We are heavily focused on attracting the right talent for our organisation. We are clear in the values we look for - outside of academic qualifications - such as a strong work ethic, honesty, integrity and respect, being a team player, having community spirit and those who engage, are innovative, willing to learn and participate.

We have created a series of over 25 videos highlighting the varied career paths of some of our apprentices, graduates, project engineers, IT, HSQE, marketing & communications team and those who have joined us from abroad.



Meet Our
People



Deirdre Moran, Office Administrator

'The company gave me the opportunity to get a degree, which I never would have had a chance to do otherwise - to think I got a degree in my forties! It's the proudest thing I've ever done'.



Rose Healy, HSQE Systems Manager

'The company was very supportive in my learning progression, I did courses, I had a very good mentor who taught me everything he knew. It was a steep but a very enjoyable learning curve - it's never boring!'

FOCUS AREA

DIVERSITY / INCLUSION

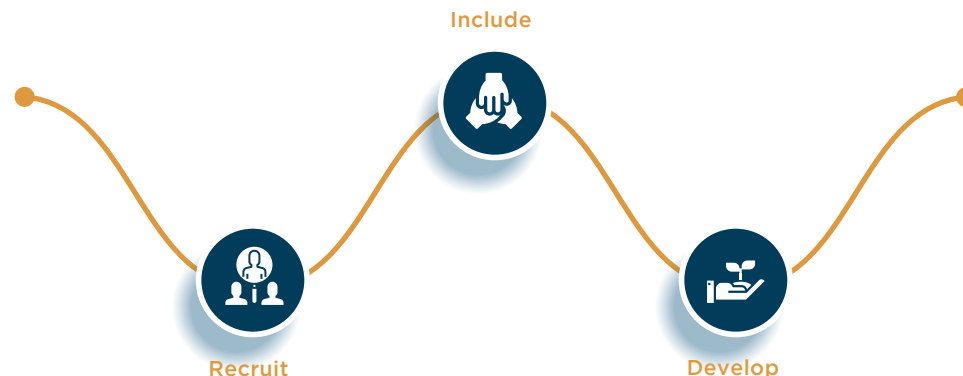


Rethinking Water

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.

We continue to advance our diversity and inclusion efforts, focusing strongly on diversity recruiting, strengthening our culture of inclusion and developing the potential of our employees.

Establishing a Work Inclusivity Committee is our first valuable step toward promoting these values. Consistent commitment and dedication to inclusivity will contribute to a more diverse and inclusive workplace.



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
- › 8 graduates & 10 apprentices have joined our team over the past 12 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.

- › With operations in many countries, EPS is inherently multicultural. Our diversity is a source of strength and contributes to our performance. Our teams often work on projects spanning multiple countries bringing together different perspectives and generating new ideas.
- › We visually demonstrate our support for the LGBTQ+ community by switching to a rainbow of our logo across our social media during Pride Month.



DEVELOP

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

- › 1261 employees completed 166 training and H&S courses last year
 - › As of December 2023, there are 36 apprentices in our apprenticeship programme across Ireland
- Our apprenticeship programme has also been extended to include professional

FOCUS AREA

NETWORKS & MEMBERSHIPS



Rethinking Water

Promoting & Collaborating on Sustainable Business Practices

				
				
				
		 WSOG Water Services Operators Group		

FOCUS AREA

BIODIVERSITY



Rethinking Water

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 are an active participant in the All-Ireland Pollinators Plan programme since 2021 with 76 sites registered across the country on their



interactive map, listing no-mow zones, areas where hedgerow is protected or where planting has taken place. The area not being mowed is just under 340,000m²; the length of existing flowering hedgerow

protected is 12,783m², while the length of native hedgerow planted/managed for pollinators is 7,540m².

Support for Tidy Towns

EPS has a long history of supporting fund raising events held by local Tidy Town committees as well as promoting and getting involved in litter minimisation and cleaning.

Environmental Reports

EPS works 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.