



**WRITECH**

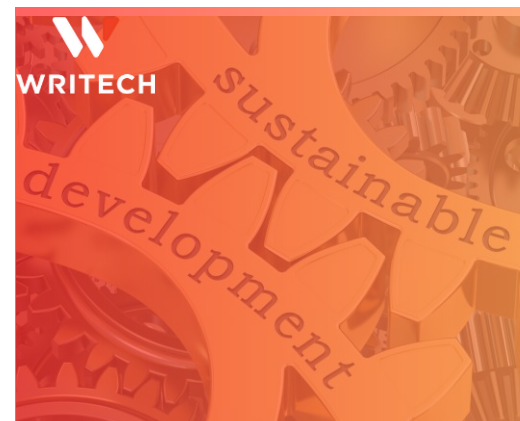
Fire Protection Engineering

January - December 2025

# Writtech

# Sustainability Report

Writtech prioritises protection and environmental sustainability through innovative practices and integrated safety measures. Quality and innovation shape our systems, processes, and culture, allowing us to exceed expectations. Writtech is an employee-driven business, continuously reviewing and optimising our practices to deliver the best quality for our Clients and our People.



# INTRODUCTION

Writtech designs, manufactures, installs and services fire protection systems across sectors including Data Centres, Life Sciences, Logistics, Healthcare, and Energy.

We specialise in complex, bespoke engineered systems delivered to exceptional quality standards within industry-leading timeframes.

Our modular approach, manufacturing systems off-site in a controlled environment, reduces installation time while improving quality, reliability, and safety.

As leaders in the Fire Sprinkler Industry, we are dedicated to minimising the environmental impacts of our operations and strive to implement best practices across our sites and supply chain to drive sustainability.

- Environmental Management
- Waste Recycling & Circularity
- Energy & Carbon Management – Supply Chain
- Water Stewardship



# COMPANY OVERVIEW

Writech Ltd., with over 40 years' of award-winning experience - designs, manufactures, installs, commissions, and services cutting-edge fire protection systems that safeguard large buildings and complex facilities. Operating in sectors such as data centers, life sciences, industrial, residential, commercial, and renewables, Writech is committed to delivering fire protection solutions that meet the highest standards.

With 170 employees spanning two locations in Westmeath, ROI, and Manchester, UK, the Company serves over 500 clients worldwide. Writech's success stems from its dedication to quality, safety, and sustainability. The Company's focus on modular designs and turnkey solutions ensures optimal performance for all its fire protection systems.



**170 employees**



**40+ years award winning  
experience**



**2 locations across  
Ireland & the UK**



**500+ Clients worldwide**



**55 on-going major  
projects across Europe**



**25% Female  
Representation in the  
Leadership Team**



**Bronze Investors in  
Diversity Award**

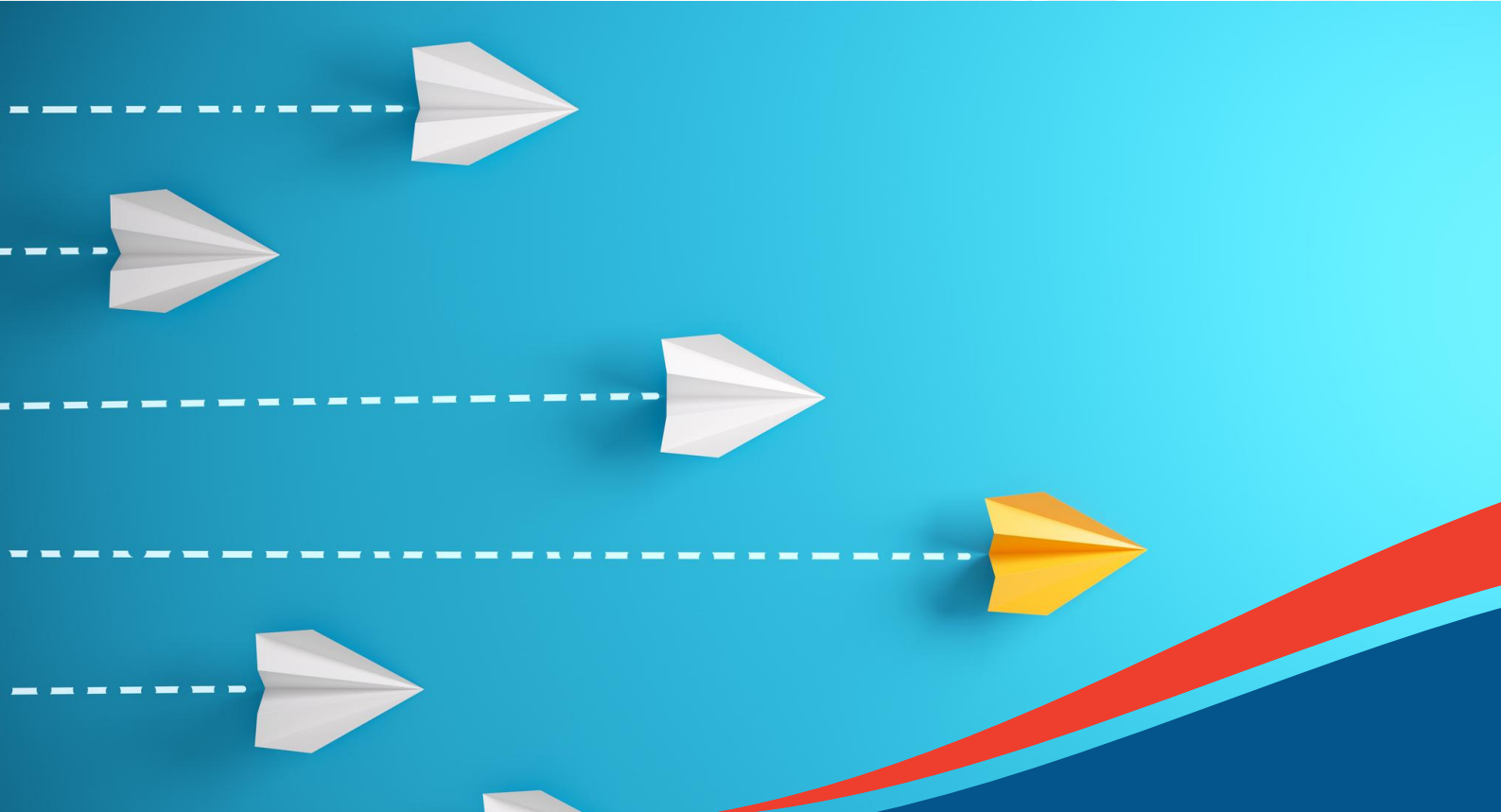


**Sunday Times Best  
Places to Work Ireland  
& UK**

# SUSTAINABILITY LEADERSHIP

Writech's sustainability leadership is demonstrated through the Company's ambitious goals, employee training programs, and community-based initiatives. The Company actively works towards reducing its environmental footprint, encouraging energy-efficient designs, and incorporating renewable energy solutions.

Writech's leadership in sustainability is embedded in every aspect of its operations, from product design to customer service. Through strategic decision-making, the Company ensures that its growth and development consider long-term environmental impacts. Writech's commitment to sustainability sets an example for the industry, positioning the Company as a leader in both fire protection engineering and environmental responsibility.



# UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



## Environment SDG's

- Energy Use Policy: We reduce energy consumption with energy-efficient practices.
- Sustainable Travel Policy: We encourage eco-friendly travel options ie. electric vehicles.
- Recycling and Waste Management: We have recycling programs across all locations ie compost bins and Re-Turn deposit return scheme.
- Promotion of Renewable Energy: We invest in renewable energy, supported by a Micro-Generation Grant.



## Social SDG's

- Gender Pay Gap Reporting:
- Female Representation in Management: We promote gender parity in leadership roles.
- Diversity, Equity & Inclusion (DEI) Policy: We support a diverse and inclusive workplace.
- Health, Safety & Wellbeing: We provide safe working environment , noise monitoring and employee assistant program.
- Employee Development: We offer career growth opportunities and educational funding.
- Awards for Achievement: We recognise employee contributions through awards.
- PPE and Uniforms: We provide free PPE and uniforms to ensure safety.
- Mental Health First Aiders: We have trained mental health support staff.

# UNITED NATION SUSTAINABLE DEVELOPMENT GOALS

## Governance SDG's



- **Anti-Bribery and Corruption Policy:** We have a clear Anti-Bribery and Corruption Policy that ensures all our business transactions are conducted ethically and transparently.
- **Anti-Fraud and Anti-Slavery Policies:** We maintain a strict stance against fraud and modern slavery with dedicated policies to prevent such practices.
- **Supplier Code of Conduct:** Our Supplier Code of Conduct ensures that all our suppliers adhere to ethical practices, promoting accountability and transparency throughout our supply chain.
- **Diversity, Equity & Inclusion (DEI) Leadership:** We provide DEI training to our leaders and managers, ensuring our governance is inclusive, equitable, and fair.
- **Sustainable Product Design:** We are committed to modular designs and the disassembly of materials for re-use, ensuring our product lifecycle management supports sustainability.
- **Waste Reduction:** We focus on reducing waste in our manufacturing processes and continuously enhance our recycling efforts across all operations.
- **Sustainable Travel:** Our sustainable travel policy reduces carbon emissions from employee travel, encouraging eco-friendly alternatives.
- **Energy Efficient Manufacturing:** We utilise energy-efficient technologies in our manufacturing processes to minimise our environmental impact and reduce energy consumption.

# ENVIRONMENTAL INTRODUCTION

Sustainability is an important consideration for our organisation, and we recognise our responsibility to operate in a manner that is environmentally responsible, socially aware, and economically sustainable. While the nature of our activities means that our overall environmental footprint is relatively low, we remain committed to managing and reducing our impacts wherever practicable.

Our operations do not involve energy-intensive processes, large-scale manufacturing, or significant resource consumption. As a result, our direct environmental impacts such as greenhouse gas emissions, waste generation, and water use are limited. The primary environmental effect associated with our activities is air emissions resulting mainly from travel and transit to project locations. We continue to monitor this impact and explore opportunities to reduce emissions through efficient planning, awareness, and responsible travel practices. Nevertheless, we believe that a low impact does not remove our obligation to act responsibly. Instead, it provides an opportunity to embed good environmental practices into everyday decision-making and to demonstrate leadership through proportionate and effective sustainability measures.

This report outlines the steps we have taken to minimise our environmental impact, comply with relevant legislation, and promote sustainable behaviours within our workplace. It also reflects our ongoing efforts to improve efficiency, reduce waste, and work more sustainably through areas such as energy awareness, responsible procurement, and engagement with employees and stakeholders.

We view sustainability as a continuous process rather than a fixed destination. As expectations, regulations, and best practices evolve, we are committed to reviewing our approach and identifying realistic opportunities for improvement that align with the scale and nature of our organisation.



# ENVIRONMENTAL INTRODUCTION

We view sustainability as a continuous process rather than a fixed goal. As regulatory requirements, stakeholder expectations, and industry standards evolve, we remain committed to regularly reviewing and improving our environmental performance in a manner that is proportionate to the scale and nature of our operations. This report provides transparency on our Environmental ensure a structured and consistent approach to environmental management, we are currently in the process of implementing an Environmental Management System (EMS), with the objective of achieving ISO 14001:2015 certification. Environmental management within the organisation is delivered through close collaboration between the Human Resources, Operations, Quality and Environmental, Health and Safety departments, ensuring environmental considerations are embedded across all aspects of our work.

The EMS will clearly define the roles, responsibilities, and accountabilities of personnel involved in managing and complying with environmental standards and procedures on our projects. Oversight and implementation are supported through cooperation between our Sustainability and EHS teams, working alongside designated Sustainability Champion(s). This framework promotes cross-functional collaboration, enabling effective monitoring, auditing, and coaching of teams on environmental best practices.



# WASTE MANAGEMENT, RECYCLING AND CIRCULARITY

Our organisation is committed to responsible waste management and the principles of circularity by minimising waste generation and maximising reuse and recycling wherever practicable. Due to the nature of our operations, waste volumes are relatively low; however, we have established processes to ensure that waste is segregated at source and managed in accordance with applicable environmental legislation. Recyclable materials such as cardboard, metal and wood are separated and directed to approved recycling contractors, while non-recyclable waste is managed appropriately to prevent unnecessary environmental impact. We actively encourage reduction at source through mindful procurement, reuse of materials where feasible, and engagement with employees on sustainable waste practices. Performance is monitored through defined waste and recycling KPIs, including recycling rate, diversion from landfill, waste volumes, and improvement targets supporting continuous improvement and reinforcing our commitment to practical circular economy principles.

A key element of our circularity approach is the reuse and recycling of steel pipe and associated components generated during installation activities. Unused steel pipe generated during installation activities is segregated and sent for recycling through approved contractors, ensuring valuable materials are returned to the supply chain rather than disposed of as waste. In addition, components and fittings that are not required during the initial installation phase are retained, where appropriate, and reused on other projects. This approach reduces material wastage, supports circular economy practices, and minimises the need for new raw materials, while maintaining quality and safety standards across all installations.

During the reporting period, xxx tonnes of unused steel pipe was segregated and sent for recycling through an approved contractor ensuring the material was reintroduced into the supply chain. In addition, 98093 of surplus components and fittings not utilised during the initial installation were retained and successfully reused on other projects. This practice resulted in 498,510 euros in cost savings supporting efficient resource use, reducing waste generation, and reinforcing our commitment to practical circular economy principles while maintaining required quality and safety standards.



# Sustainability Practices

## Monthly Litter Pick

As part of our commitment to sustainability, we organise monthly litter pick initiatives in and around our local community. These activities not only help keep our environment clean and safe but also foster a culture of environmental responsibility among our team. By actively taking part in these regular efforts, we contribute to reducing pollution, protecting local wildlife, and promoting a cleaner, greener community, reflecting our dedication to making a positive impact beyond the workplace.



## Tidy Towns Contributing

We are proud to support sustainability in our community through regular donations to Tidy Towns, a leading organisation dedicated to improving local environments. By contributing financially, we help fund initiatives that enhance public spaces, promote environmental awareness, and encourage community engagement in keeping towns clean and vibrant. This partnership reflects our commitment to environmental responsibility and our ongoing efforts to make a positive, lasting impact on the communities where we operate.



## Sustainable Policies

At Writtech, we are constantly evolving our policies to ensure that we uphold the highest standards in ethics, sustainability, and employee well-being. Our recent policy updates reflect our commitment to building a responsible, fair, and forward-thinking company culture.

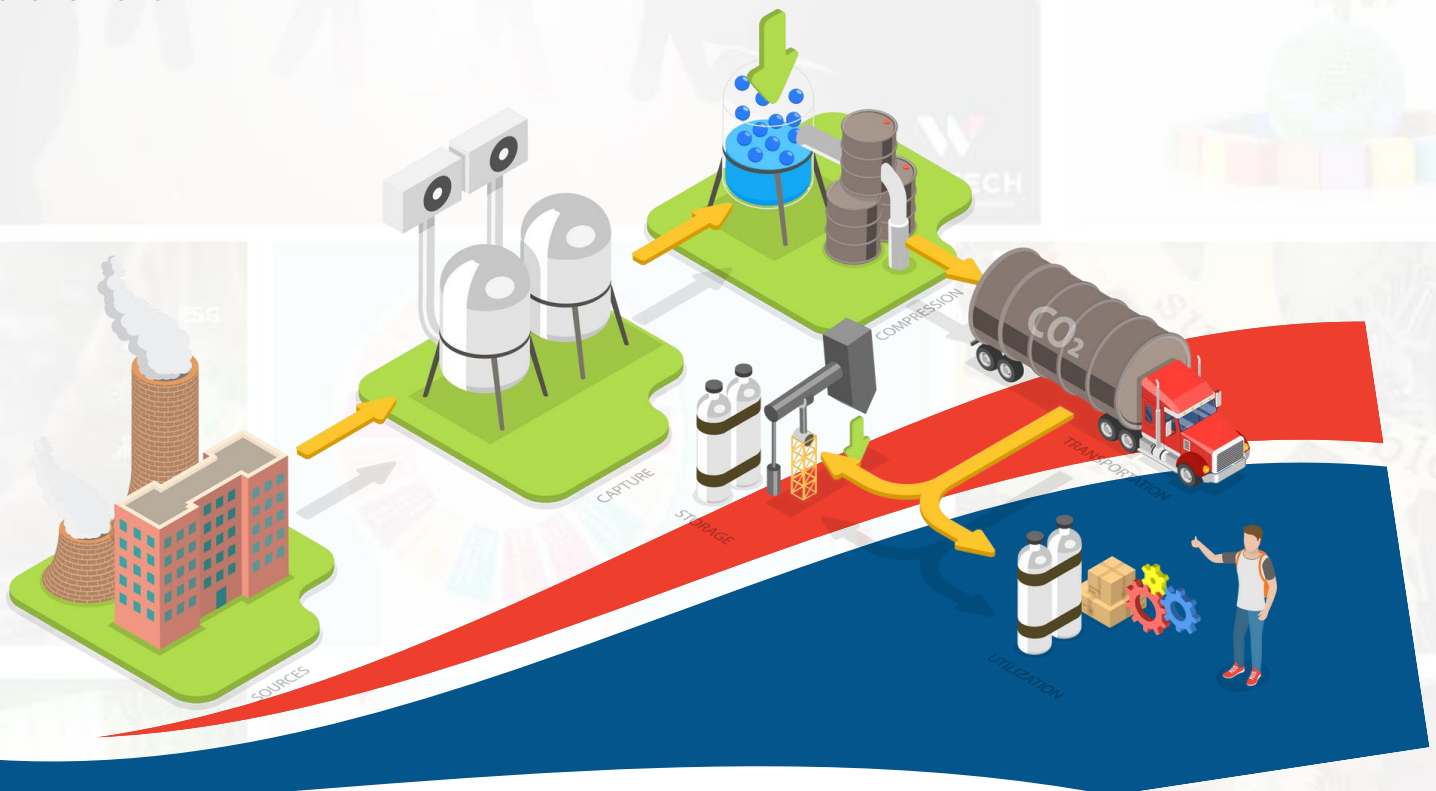
- **Business Travel Policy:** This policy aims to ensure that all business travel is conducted responsibly, professionally, and in line with company procedures, while promoting cost control, employee safety, and environmentally



# ENERGY AND CARBON MANAGEMENT

We manage our energy use and carbon emissions in a structured and proportionate manner, with a focus on transparency, reduction, and continuous improvement across Scope 1, Scope 2, and Scope 3 greenhouse gas emissions. Scope 1 emissions primarily relate to company-owned vehicles and fuel used at our Headquarters, while Scope 2 emissions arise from purchased electricity, including energy used across our offices and operational locations. Scope 3 emissions, which represent our most significant indirect impacts, are largely associated with employee commuting, business travel, and upstream supply chain activities.

To address these impacts, we promote employee uptake of electric vehicles, a Bike to Work scheme, and car-pooling, while also investing in on-site photovoltaic (PV) panels that enable the generation of renewable electricity and reduce reliance on external energy sources. We measure and track our GHG emissions using the Climax platform, supporting consistent data collection and informed decision-making across all emission scopes. Our wider sustainability performance is independently assessed through EcoVadis, where we currently hold a Bronze sustainability rating, reflecting our structured approach to energy and carbon management and our commitment to ongoing improvement.



# GREENHOUSE GAS (GHG) EMISSIONS OVERVIEW

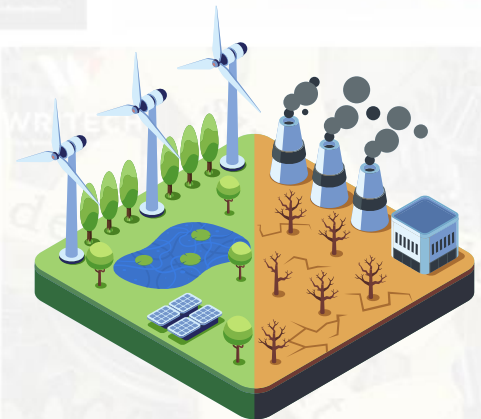
## GHG Emissions by Scope

Emission Scope	Description	Primary Emission Sources	Illustrative Emissions (tCO <sub>2</sub> e)	Key Management Actions
Scope 1 (Direct)	Direct emissions from sources owned or controlled by the organisation	• Fuel use in company-owned or leased vehicles	473	• Transition to electric vehicles • Efficient travel planning
Scope 2 (Indirect – Energy)	Indirect emissions from purchased electricity	• Electricity consumption across offices and operational locations	44	• On-site PV panel installation • Reduced grid electricity reliance
Scope 3 (Other Indirect)	Indirect emissions across the value chain	• Employee commuting • Business travel • Upstream supply chain activities	8498	• Bike to Work scheme • Car-pooling • Supplier engagement
<b>Total Emissions</b>	Combined Scope 1, 2 and 3 emissions		<b>9015</b>	Ongoing monitoring and reduction initiatives

## Year-on-Year GHG Emissions Comparison

Emission Scope	2023 (tCO <sub>2</sub> e)	2024 (tCO <sub>2</sub> e)	Change
Scope 1	366	473	+29%
Scope 2	43	44	+0.02%
Scope 3	8480	8498	+0.002%
<b>Total Emissions</b>	<b>8889</b>	<b>9015</b>	<b>+0.014%</b>

Carbon Intensity (tCO <sub>2</sub> e/€m)	2023 (tCO <sub>2</sub> e)	2024 (tCO <sub>2</sub> e)
Turnover		37.56
Scope 1		12.5
Scope 2		1.17
Scope 3		226.25



# ENVIRONMENTAL INITIATIVES

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Writtech is committed to integrating sustainable practices across every facet of our operations. From reducing our carbon footprint to promoting renewable energy, we continuously explore ways to minimise environmental impact and contribute to a greener future.

## Achievements:

- **Installation of Compost Bins and Recycling Facilities:** We have set up compost bins and recycling stations across our facilities to ensure waste is managed responsibly, diverting waste from landfills and promoting a circular economy.
- **Purchase of Five Electric Company Cars and Promotion of Carpooling:** In an effort to reduce emissions, we have invested in five electric vehicles for our fleet and actively encourage carpooling among employees.
- **Implementation of a Sustainable Travel Policy:** Our sustainable travel policy encourages greener commuting options, reducing carbon emissions and promoting eco-friendly travel practices.
- **Participation in Micro-Generation Grants for Renewable Energy:** We have applied for micro-generation grants to explore and implement renewable energy solutions in our facilities, advancing our commitment to clean energy.



## Future Plans:

- **Energy Use Training for Employees:** We will introduce energy use training to help employees adopt energy-saving practices in both their work and home environments.
- **Researching HVO Fuel Sources for Company Vehicles:** We are investigating HVO (Hydrotreated Vegetable Oil) as an alternative fuel source for our vehicles, aiming to further reduce our environmental impact.
- **Increasing Recycled and Renewable Material Inputs:** We will prioritise the use of recycled and renewable materials in our operations, reinforcing our commitment to sustainable production methods.



# SCOPE NARRATIVE AND MANAGEMENT APPROACH

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## Scope 1 Emissions (473 tCO<sub>2</sub>e)

Scope 1 emissions represent direct greenhouse gas emissions resulting from activities under our operational control, primarily fuel usage associated with company-owned or leased vehicles. While emissions at this level are relatively low, reduction efforts focus on supporting a transition to electric vehicles wherever possible, optimising travel routes, and encouraging efficient driving practices. There has been an increase of 29% in absolute tCO<sub>2</sub>e of these emissions which underlines the necessity to work with our stakeholders to reach the target of a 4% reduction from our baseline figures

## Scope 2 Emissions (44 tCO<sub>2</sub>e)

Scope 2 emissions arise from the generation of purchased electricity used across the organisation's offices and operational locations. To reduce these indirect emissions, we have invested in on-site photovoltaic (PV) panels, enabling the generation of renewable electricity and lowering dependence on grid-supplied energy. Energy use is monitored to identify further efficiency opportunities. Scope 2 emissions have increased very slightly but again we must commit more resources to reducing these by 4% from our baseline figures set in 2024

## Scope 3 Emissions (8498 tCO<sub>2</sub>e)

Scope 3 emissions account for the largest proportion of our overall carbon footprint and include indirect emissions from employee commuting, business travel, and upstream supply chain activities. Reduction measures focus on behaviour-based initiatives such as promoting cycling, car-pooling, and electric vehicle use, alongside ongoing awareness and engagement activities.



# MEASUREMENT, GOVERNANCE AND ASSURANCE

All emissions data are captured and managed through the Climax carbon management platform, ensuring consistent methodology and traceability across reporting periods. Our overall sustainability performance, including climate and carbon management, is independently assessed by EcoVadis, where the organisation currently holds a Bronze sustainability rating. This external assessment supports transparency and reinforces our commitment to continuous improvement.

Below is a complete, report-ready expansion that adds:

1. A year-on-year (YoY) emissions comparison
2. Clear reduction targets and pathways beneath each scope, written in formal sustainability-report language

## Greenhouse Gas (GHG) Emissions – Year-on-Year Comparison

To track performance and support continuous improvement, greenhouse gas emissions are monitored on a year-on-year basis in line with the GHG Protocol. The table below presents an illustrative comparison of emissions across Scopes 1, 2, and 3. Actual figures will be updated annually using verified data from the Climax platform.



# SCOPE-BASED REDUCTION TARGETS AND PATHWAYS

## Scope 1 Emissions – Reduction Targets and Pathway

Current emissions: 473 tCO<sub>2</sub>e

### Target:

- Achieve a 4% reduction in Scope 1 emissions by 2026 using the current reporting year as the baseline.

### •Pathway:

- Continued transition from internal combustion engine vehicles to electric vehicles (EVs)

- Review and optimisation of travel planning to minimise unnecessary journeys

- Ongoing monitoring of vehicle performance and fuel consumption via emissions tracking tools

- These actions are intended to progressively reduce direct fuel-related emissions while maintaining operational effectiveness.



# SCOPE-BASED REDUCTION TARGETS AND PATHWAYS

## Scope 2 Emissions – Reduction Targets and Pathway

Current emissions: 44 tCO<sub>2</sub>e

### Target:

• Achieve a 4% reduction in Scope 2 emissions by 2026 with a longer-term ambition to approach net-zero electricity-related emissions where feasible.

### • Pathway:

• Increased utilisation of on-site photovoltaic (PV) energy generation

• Reduction of grid-supplied electricity consumption through energy awareness initiatives

• Ongoing review of electricity demand and consideration of renewable energy sourcing options

This pathway supports a shift toward cleaner energy sources and improved energy efficiency.



# SCOPE-BASED REDUCTION TARGETS AND PATHWAYS

## Scope 3 Emissions – Reduction Targets and Pathway

Current emissions: 8898 tCO<sub>2</sub>e

### Target:

- Achieve a 4% reduction in key Scope 3 emission categories by 2026 recognising the indirect nature of these emissions.

### •Pathway:

- Promotion of lower-carbon commuting options, including Bike to Work schemes and carpooling

- Encouragement of employee uptake of EVs supported by organisational initiatives

- Gradual engagement with suppliers and service providers on sustainability and emissions awareness

- Improved data quality and completeness for priority Scope 3 categories over time

Scope 3 emissions will remain a key focus area, with emphasis placed on influence, engagement, and data maturity rather than direct control.



# SUPPLY CHAIN RESILIENCE

Building a resilient and agile supply chain is a cornerstone of Writtech's commitment to operational excellence and sustainability. By creating strong relationships with local suppliers and leveraging advanced technologies, we ensure that our supply chain remains robust, efficient, and adaptable to changing market demands. Our proactive approach enhances not only the reliability of our operations but also our positive impact on local economies and the global environment.



## Our Approach

- **Local Collaboration:** We work with regional suppliers to reduce transportation emissions, support local businesses, and contribute to community growth.
- **Technological Integration:** Advanced IT systems enable real-time supply chain management, improving efficiency, transparency, and responsiveness.
- **Ethical Governance:** Our Supplier Code of Conduct ensures partners meet high standards for integrity, sustainability, and social responsibility.

## Key Highlights

- **Local Sourcing:** Partnering with local suppliers reduces costs, environmental impact, and delivery times while strengthening regional economies and ensuring high-quality service.
- **Supplier Code of Conduct:** We uphold ethical practices and sustainability by requiring suppliers to follow strict guidelines on labour standards and environmental responsibility.
- **IT Investments:** Cutting-edge systems streamline procurement and logistics, helping us manage inventory efficiently and address potential disruptions proactively.
- **Supplier Diversification:** Expanding our supplier base enhances resilience, ensuring adaptability to global challenges like market changes and supply chain disruptions.

Our focus on supply chain resilience ensures that we deliver excellence while supporting ethical, sustainable, and localised practices. By continuously investing in innovation and creating responsible supplier relationships, we are better equipped to meet the needs of our clients and contribute to a sustainable future.

# CUSTOMER SATISFACTION AND CORPORATE SOCIAL RESPONSIBILITY

At Writtech, our dedication to customer satisfaction goes hand in hand with our commitment to corporate social responsibility (CSR). We believe exceptional service is not only about meeting client needs but also about contributing positively to the communities and environments in which we operate. By integrating CSR into our service ethos, we ensure that our actions benefit both our clients and the wider world.

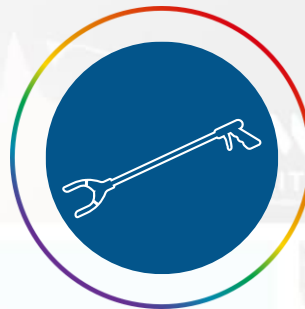
## Customer Satisfaction Initiatives

- 24/7 Emergency Support - We provide a 24/7 emergency line to ensure our clients receive immediate assistance whenever required.
- Client Surveys and Feedback - Regular surveys and feedback sessions allow us to understand our clients' needs and expectations.
- Continuous Improvement - Feedback from clients drives innovation and service enhancements, ensuring that we consistently deliver exceptional, client-focused solutions.

## CSR Highlights



Committed to waste reduction and removing individual bins from desks



Continued our Writtech Litter Picking initiative



Continued Depository initiative with Mullingar Tidy Towns



Hosted our 3rd Dream Big Program



Doubled our TY Program

# RECOGNITION OF WRITECH'S ACHIEVEMENTS

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At Writtech, our commitment to excellence, innovation, and sustainability has been acknowledged through a range of prestigious awards and accolades. These recognitions are a testament to the hard work, dedication, and collaborative efforts of our entire team, as well as our focus on delivering outstanding value to our clients and communities.

## 2025 Achievements

**Mullingar Chamber of Commerce:** Finalist for a 3rd year for Outstanding Large Business of the Year. This award celebrates our significant contributions to the local economy, our innovative practices, and our role as a leader in the industry. It reflects our strong community ties and consistent delivery of high-quality services.

**Operational Excellence in Construction Award 2025:** Recognised for setting benchmarks in operational efficiency and excellence, this award highlights our ability to optimise processes, uphold quality, and maintain a commitment to sustainable practices across our projects.

**The Sunday Times Ireland: Best Places to Work 2025:** Being named one of the Best Places to Work demonstrates our dedication to being a positive, inclusive, and supportive workplace culture. This recognition, based on anonymous staff surveys & company policies & procedures underscores the value we place on employee wellbeing, development, and engagement.

**Deloitte Best Managed Company:** This incredible achievement is a testament to the hard work, dedication, and excellence that each and every employee bring to Writtech.

**Celebrating Success** - These accolades inspire us to continually strive for improvement and innovation in all areas of our operations. They also reinforce our mission to lead with integrity, sustainability, and exceptional service.

# EMPLOYEE ENGAGEMENT AND WELLBEING

At Writtech, we understand that a thriving business starts with a thriving workforce. That's why we make employee engagement and well-being a top priority. We aim to create a work environment where employees feel valued, supported, and motivated to succeed. Our commitment to a positive workplace culture is reflected in a wide range of initiatives designed to enhance the health, satisfaction, and professional growth of our team.

## Initiatives:

### Free On-Site Gym with Extended 24/7 Access:

We offer employees free access to our on site gym, available round the clock. This provides our team with the flexibility to prioritise their health and wellbeing at their convenience.



### Diversity, Equity & Inclusion Leadership Training:

We are committed to developing a diverse and inclusive workplace. Our leadership training programme equips managers with the tools and knowledge needed to promote inclusivity, fairness, and equal opportunity within the organisation.



### Enhanced Wellness Programmes and Further Education Funding Assistance:

Our wellness programmes offer support for mental and physical health, while our education funding assistance encourages employees to continue developing their skills and expertise.



### Female Representation in Management and DE&I Initiatives:

Writtech actively promotes diversity and inclusion, working to ensure equal representation in management roles. We continue to implement DE&I initiatives aimed at empowering underrepresented groups, particularly women in leadership and STEM roles.

# Employee well-being

## Our Commitment to Wellbeing

At Writtech, we recognize the importance of supporting a healthy work-life balance and its impact on employee wellbeing and performance. We are committed to creating a supportive and flexible working environment that enables our team to manage their professional responsibilities alongside their personal lives. By promoting balance, we aim to enhance job satisfaction, reduce stress, and foster a positive workplace culture where employees can thrive both inside and outside of work.



## Building a positive work culture

We are committed to fostering a safe and supportive workplace culture where every employee feels respected, valued, and empowered. We prioritize health and safety, open communication, and mutual respect, ensuring that all team members can perform their roles in a secure and inclusive environment. By promoting collaboration, providing access to support, and encouraging a positive culture, we aim to create a workplace where individuals can thrive, contribute confidently, and feel a strong sense of belonging.



# Writech is for the future

## Investing in the Next Generation

At Writech, we are committed to supporting the next generation by providing structured work experience placements and early-career engagement initiatives. These programs give young people practical exposure to the workplace, helping them develop skills, gain confidence, and explore potential career paths in a supportive environment. By investing in the growth and development of future talent, we aim to empower the next generation to succeed while fostering a culture of learning and innovation that will help both our industry and the wider community.



## DREAMBIG PROGRAMME

Our DreamBig Programme—focusing on Digitalization, Robotics, Engineering, Automation, and Manufacturing—aims to inspire and engage the next generation in future-focused industries. Through this initiative, we introduce young people to innovative technologies and real-world applications, helping them understand the exciting opportunities within these fields. By fostering curiosity, creativity, and technical awareness, the programme encourages students to explore careers in STEM and equips them with the knowledge and motivation to become the skilled professionals of tomorrow.



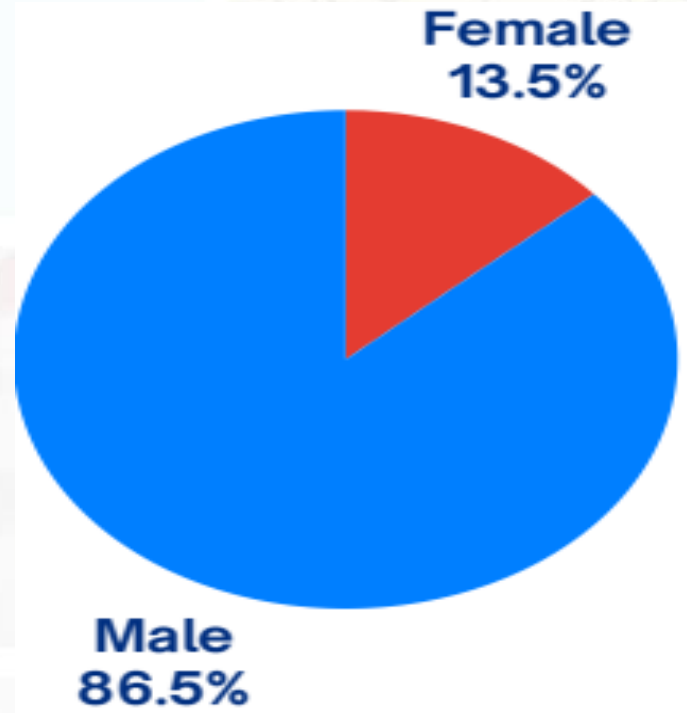
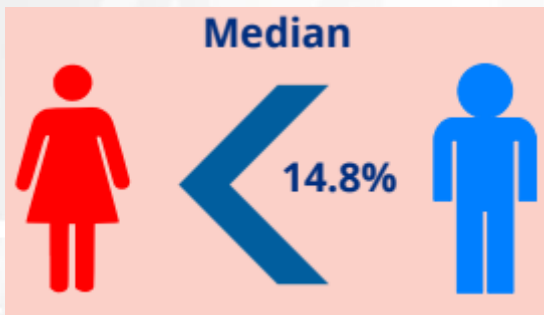
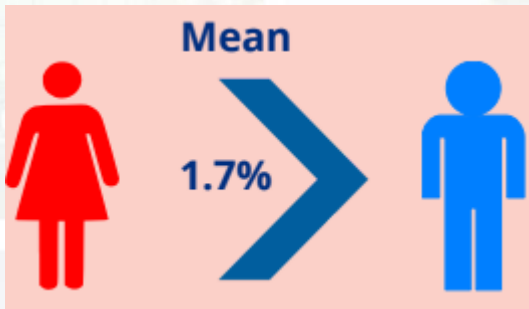
# GENDER PAY GAP

WRITECH

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. It compares the pay of all working men and women; not just those in similar jobs, with similar working pattern or with similar competencies, qualifications or experience.

## 2025

Total Workforce by gender (%)



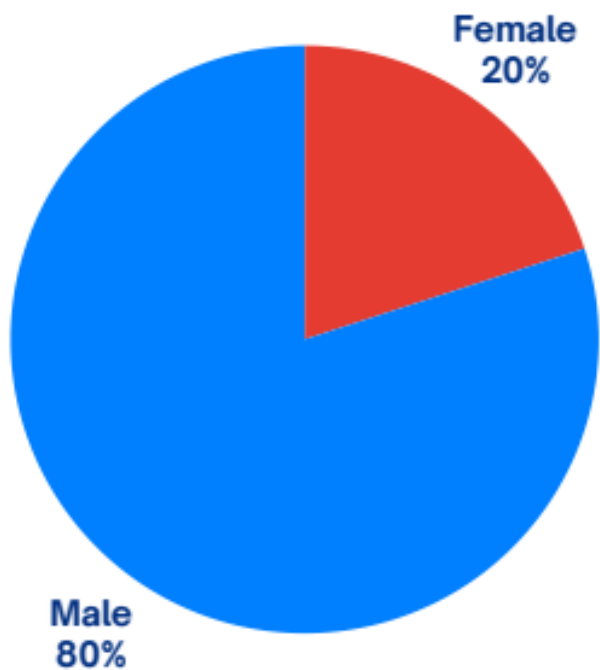
The mean gender pay gap is the difference between women's mean hourly wage and men's mean hourly wage. The mean hourly wage is the average hourly wage across the entire organisation.

The median gender pay gap is the difference between women's median hourly wage (the middle-paid woman) and men's median hourly wage (the middle-paid man). The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle.

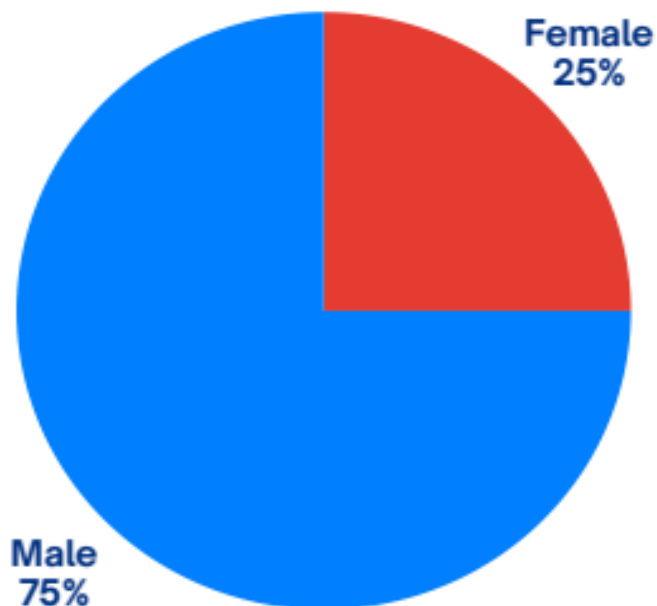
- **Our mean Gender Pay Gap for 2025 was 1.7 %**
- **Our median Gender Pay Gap for 2025 was 14.8 %**

# GENDER PAY GAP DATA

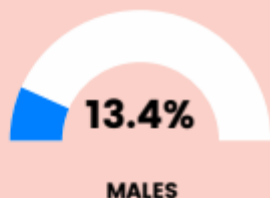
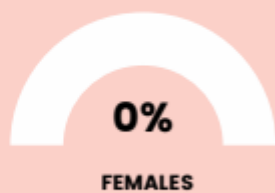
Percentage of Males & Females at top level Management (%)



Percentage of Men and Women within the organisation board (%)

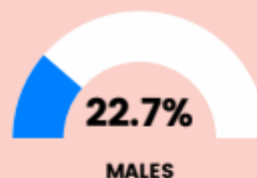
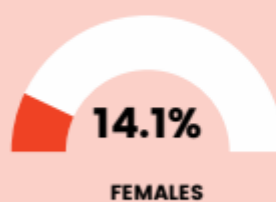


Employees who Receive Bonus Pay %



- Bonuses are a sum of money added to a person's wages or salary, usually related to performance.

Employees who Receive Benefit in Kind %

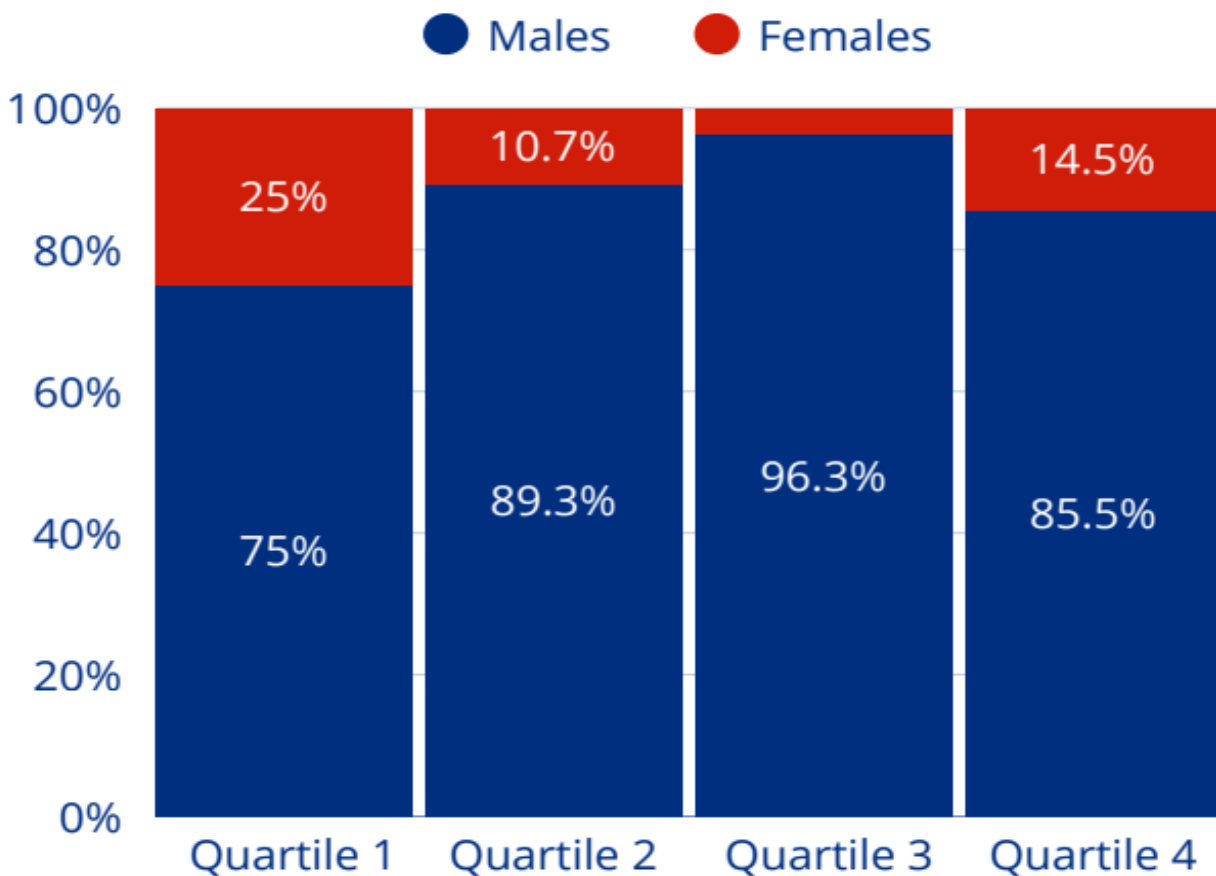


- BIK represents benefits that cannot be converted into cash but have a cash value, e.g. the use of a company car, company health insurance, etc.

# Factors impacting our 2025 Gender Pay Gap

When looking at our Gender Pay Gap figures (1.7% at the mean and 14.8% at the median level), the central driver of these gaps is the influence by the engineering sector in which we operate, where female representation remains comparatively low. However, we recognize this imbalance and actively support community initiatives, such as the Dream Big programme, to encourage greater female participation in engineering. We also ensure that employees performing the same roles are remunerated equally, regardless of gender. We are delighted to see a rise in Quartile 4 which has increased by 4% since last year.

## Quartile Bands



- Q1 - the lower remuneration quartile.
- Q2 - the lower middle remuneration quartile.
- Q3 - the upper middle remuneration quartile.
- Q4 - the upper remuneration quartile.

# Measures to Address the Gender Pay Gap

## Equality, Diversity and Inclusion

Writtech has prioritised the promotion of a positive, inclusive workplace culture. The aim is to engage colleagues and support initiatives that advance EDI and support a more equal and diverse workplace. In 2023, the W.I.D.E Committee was formed and its commitment to this work is ongoing. The Committee's activities and any EDI action plan it develops will support the overall People Strategy.



## Recruitment

At Writtech we are reviewing and continually working to improve our recruitment practices to enable fair and balanced opportunities for all, understanding the barriers within our processes and ensuring the language in our recruitment adverts appeals to all genders.



## Learning & Professional Development

Writtech supports continuous professional development and offers a wide range of learning and development opportunities, including professional business qualifications programmes, networking and mentoring, and tailored leadership development initiatives. More broadly, the organisation provides training and awareness related to equality, diversity, and inclusion (ED&I) for employees



# HEALTH, SAFETY, AND WELLBEING

WRITECH  
The Business Technology

Ensuring the Health, Safety & Wellbeing of our employees is a core principle at Writech. We implement a wide range of measures to provide a safe, healthy, and supportive work environment, in line with both legal and industry standards.

## Health, Safety & WellBeing Measures:

- **Dedicated Health, Safety & WellBeing Officer:** We have a dedicated officer who ensures that all health, safety, and well-being protocols are in place and that employees are fully supported.
- **Mental Health First Aiders and WellBeing Induction Training:** We provide mental health first-aid training and offer well-being induction sessions to support the mental health of our employees.
- **Alignment with ISO 9001 Standards:** We comply with internationally recognised health and safety standards to ensure that our operations are both safe and of the highest quality.



# COMMUNITY ENGAGEMENT

Writtech is passionate about making a positive impact on the communities we serve. Through volunteering, support for local events, and participation in important social causes, we strive to contribute to a more sustainable and inclusive society.

## Community Engagement Initiatives:

- **Volunteering for Mullingar Tidy Towns:** Our team actively participates in the Mullingar Tidy Towns initiative, helping to clean up and maintain local areas.
- **Supporting Cultural Events:** We support and engage with cultural events such as Pride Month, Fleadh Cheoil, and St. Patrick's Day, celebrating diversity and inclusion.
- **Promoting Zero Discrimination Day and World Meditation Day:** We raise awareness about important causes like Zero Discrimination Day and support mental health initiatives such as World Meditation Day.
- **Sponsorship of Grass Roots Sporting Clubs:** Writtech proudly supports grassroots sports, empowering local communities, promoting teamwork, encouraging youth development, and inspiring active, healthy lifestyles.



# SUSTAINABILITY GOALS FOR 2026

Writech continues to set ambitious sustainability targets to reduce our environmental impact and promote ethical business practices. We are committed to making significant strides in 2026 to achieve our sustainability goals.

## Planned Initiatives;

- **Achieving the Ecovadis Sustainability Rating Award:**

We aim to achieve an Ecovadis sustainability rating, demonstrating our commitment to responsible and sustainable business practices.



- **Carbon Footprint Assessments and Reduction Initiatives:**

We will conduct a thorough carbon footprint assessment and implement strategies to reduce our emissions.



- **Expanding DE&I, Employee Engagement, and WellBeing Programmes:**

We plan to build on our existing DE&I efforts and employee well-being programmes, ensuring a more inclusive and supportive workplace for all.



## And also;

- Supporting community initiatives
- D,E&I, Wellbeing Annual Calendar.
- New Starter & Diversity Surveys.
- Group ESG Report Internally & Externally.
- Research HVO – Fuel Source for Company Vehicles.
- Increase recycled and/or renewable material inputs.

# RESEARCH AND DEVELOPMENT

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At Writech, innovation is central to our mission of delivering advanced fire protection technologies and sustainable solutions. Our ongoing investments in research and development (R&D) reflect our dedication to raising industry standards while prioritising environmental responsibility. By adopting new materials and technologies, we aim to improve efficiency, reduce our carbon footprint, and meet the evolving needs of our clients

## Current R&D Projects:

- **Exploring Renewable Materials for Fire Protection Systems:** We are actively investigating the use of renewable and recyclable materials in our fire protection solutions. This approach aligns with our sustainability objectives by reducing dependence on traditional resources and supporting a circular economy, all while maintaining the highest safety standards.
- **Digital Transformation Initiatives:** We are integrating cutting-edge digital technologies into our processes to enhance operational efficiency and reduce environmental impact. By adopting advanced data analytics, automation, and smart systems, we are streamlining operations and delivering more responsive, customised solutions to our clients.
- **Future Focus:** Our future plans include expanding R&D efforts into smart fire protection systems using IoT technology and further exploring bio-based materials. These initiatives will ensure Writech remains at the forefront of innovation, continuously adapting to technological advancements and sustainability goals.



# ENVIRONMENTAL CERTIFICATIONS AND COMPLIANCE

At Writtech, environmental responsibility is integral to our operations, ensuring that our processes, products, and services align with global standards for sustainability and environmental care. We actively monitor and improve our practices to reduce environmental impact and uphold the trust placed in us by clients, partners, and the wider community.

## Accreditations:

- **Compliance with International Standards:** Writtech ensures all our fire protection systems meet stringent global fire safety and environmental benchmarks, delivering solutions that balance safety, functionality, and sustainability.

Our dedication to environmental excellence extends beyond certification, as we continuously explore innovative ways to minimise our ecological footprint.



# EMPLOYEE DEVELOPMENT

Writtech places a high value on the growth and advancement of its employees, recognising that our people are at the heart of our success. By equipping staff with the skills and knowledge they need to thrive, we build a workforce ready to meet the challenges of the future.

## Key Initiatives:

- Graduate and Internship Programmes: These initiatives provide aspiring professionals with hands-on experience in engineering and fire protection, helping them gain critical industry insights and practical expertise.
- Transition Year Opportunities: Our programme introduces secondary school students to career possibilities, offering guidance, mentorship, and exposure to our dynamic work environment.
- Continued Learning Assistance Programmes: To support lifelong learning, Writtech offers financial assistance and resources for employees pursuing additional education, certifications, or professional development courses.

Through these programmes, we empower our employees to grow in their careers while contributing meaningfully to Writtech's mission and goals.



# CONCLUSION

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WRITECH  
The Business Difference

Writech's journey is defined by our commitment to innovation, sustainability, and responsible business practices. We have achieved significant milestones, from earning prestigious awards to implementing forward-thinking strategies that benefit our clients, employees, and the environment.

Our focus on environmental stewardship ensures that we remain at the forefront of sustainable practices, while our investment in social responsibility creates a positive impact on the communities we serve. Ethical governance underpins all aspects of our operations, ensuring that we act with transparency, fairness, and integrity.

As we move forward, Writech is dedicated to building a greener, safer, and more equitable future. We aim to be leaders in our industry by consistently delivering innovative solutions that address global challenges while maintaining our commitment to excellence and accountability.

