



## Elliott Group | ESG Report

Cavan | Dublin | Cork | London | Birmingham

[www.elliottgroup.com](http://www.elliottgroup.com)



## Executive Summary



In 2024, Elliott Group achieved significant progress across its Environmental, Social, and Governance (ESG) goals, strengthening its position as a sustainability leader in the construction sector.

The year was marked by substantial reductions in greenhouse gas (GHG) emissions, exceptional waste diversion rates, and the integration of ESG considerations into all facets of the business.

These efforts are aligned with the EU's Corporate Sustainability Reporting Directive (CSRD) and the company's vision of achieving net-zero emissions by 2050.

### A Tradition in Construction

The Elliott Group is a hands-on, third generation construction company, dedicated to improving the built environment.

We achieve this through our experienced, dedicated, tried and trusted team; using innovative technologies; adopting strong and supportive bonds; ensuring the sustainability of our business for our people, our partners and our clients.



Crann Biodiversity Programme, Adamstown B&E Project



# Our Values

At Elliott Group, our values guide every aspect of our operations, ensuring that we not only meet but exceed expectations in all our endeavors.



## QUALITY

Upholding high standards to deliver excellence

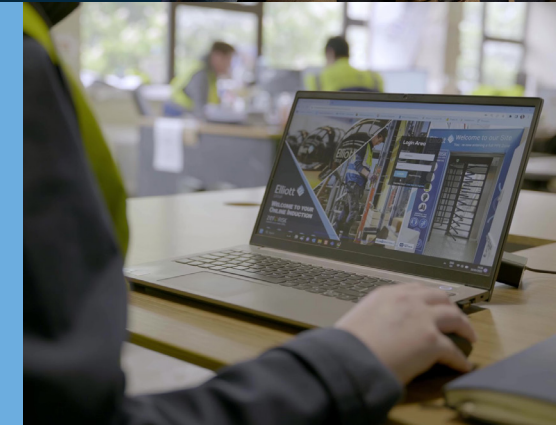
## SAFETY

Prioritising safety and well-being for everyone



## INNOVATION

Embracing innovation to drive positive change



## ENVIRONMENTAL STEWARDSHIP

Mitigating environmental impacts responsibly

## PEOPLE

Creating a diverse and inclusive workplace



## SOCIAL RESPONSIBILITY

Engaging with and supporting communities





# Sustainability and ESG Strategy

At Elliott Group, we have seamlessly integrated our Sustainability and ESG objectives into every dimension of our organisation.

## Sustainability Committee

This commitment has been further solidified through the creation of a dedicated Sustainability Committee, which includes members from all disciplines within the company. Chaired by our Group Environmental and Quality Manager, the committee is central to driving the implementation and oversight of sustainability initiatives, ensuring both accountability and alignment with our goals.

## Equality in Collaboration

We prioritised inclusive representation on the committee to guarantee that the perspectives of all departments are considered. All departments are encouraged to participate and contribute, encouraging company-wide ownership and effective implementation.



## Sustainability Committee



Ray Fallon  
Group CFO



Matthew O'Dowd  
Group HSEQ Director



Laura McCooley  
Group Environmental & Quality Manager



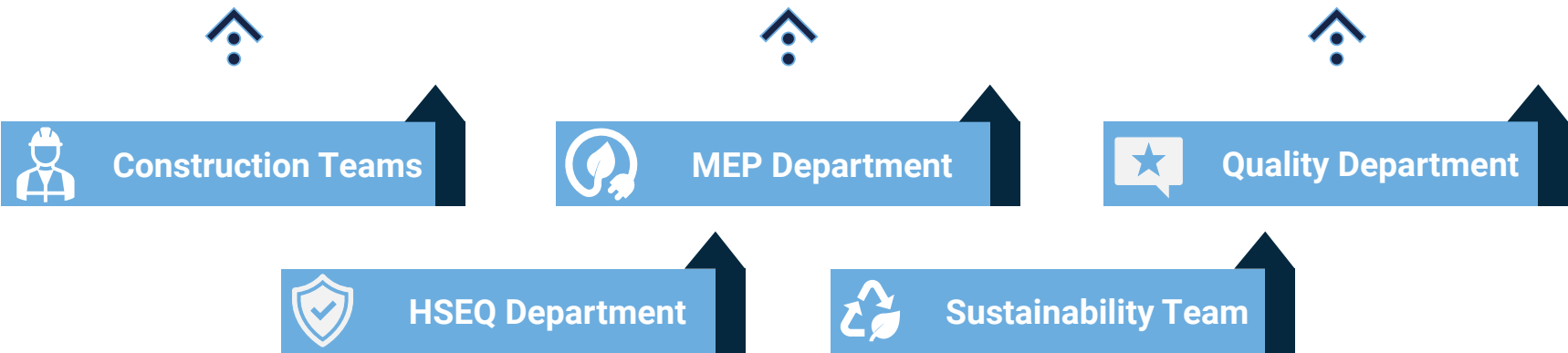
Gerry McCaffrey  
Group Head of Procurement



Lauren Eite  
HR Manager



Ciaran O'Connor  
QA / QC Manager





# Key Highlights

GHG Emissions  
Management

Scope 1, 2, and 3 emissions accounted for 72%, 13%, and 15% of total emissions respectively.

Efforts led to measurable reductions in energy use and transportation emissions.

Waste  
Management

Achieved a **87.75%** landfill diversion rate.

This figure surpassed 2023 performance, achieved with advanced circular economy principles - reusing materials across major projects.

Community  
Engagement

Strengthened ties with local communities through volunteering initiatives and stakeholder partnerships, aligning construction projects with social and environmental needs.

Governance  
Improvements

Enhanced transparency, conducted comprehensive materiality assessments, and prepared for compliance with the CSRD, ensuring robust ESG governance practices.

Growth and  
Impact

Projects like Profile Park Power Plant and DUB10 Energy Centre demonstrated the integration of sustainability into large-scale infrastructure development.

Net Zero  
Commitments

Continued alignment with the EU's goal of achieving net-zero emissions by 2050, with significant steps taken in 2024 to reduce energy usage and improve efficiency.



# Our Targets

## People



At Elliott Group, people are central to our mission. From our dedicated colleagues and valued clients to our suppliers, their teams, and the broader community, we are committed to enhancing wellbeing, supporting local communities, and promoting equity in everything we do.

- + Support Colleagues
- + Support Communities
- + Protect Workers Rights

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Key Performance Indicators Committed



## Planet



We will work with our stakeholders to address the issues facing us for climate and biodiversity. We will become a catalyst for change by playing our part in cutting emissions, reducing consumption and waste, and restoring nature.

- + Take action on Climate Change
- + Protect the Environment and Nature
- + Support Clients to Become Sustainable

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Key Performance Indicators Committed



## Prosperity



Our stakeholders expect responsible action, and our customers rely on us to support their sustainability goals. We are committed to integrating sustainability into our operations, acting with integrity, and upholding the highest corporate governance standards.

- + Drive Innovation
- + Continuous Improvement
- + Support Clients' Sustainability Goals

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Key Performance Indicators Committed





Elliott Group Highlights

Environmental



**netZERO**  
NetZero  
2050

**EV**  
17% Electric  
Vehicles in  
Company Fleet

**64**  
Solar panels  
drive sustainable  
energy at our  
headquarters

**87.75%**  
Waste successfully  
diverted from  
landfill in 2024

**11**  
Planet KPI's  
Committed

**1 million**  
Over 1 million  
tonnes of waste  
diverted from  
landfill in 2024

**HVO**  
Transition  
Plan in  
Progress

**ISO  
14001**  
Certified

Social



**43/45**  
Average Considerate  
Constructor Scheme  
Score

**4**  
CCS Site Award  
Nominations 2024

**ROSPA**  
Successful for 4  
Consecutive Years

**850**  
Health Checks

**16**  
Mellon Educate  
Volunteers Annually

**lighthouse**  
The Construction Charity  
Company Supporter

**NISO**  
Awarded **Seven**  
Consecutive NISO  
Awards

**EXCEED**  
with Elliott Group  
Graduate Development  
Programme

**NOEL ELLIOTT SNR  
SCHOLARSHIP**  
TUD, Dublin

**76**  
Charities &  
Organisations  
Supported

Governance



**ESG Policies** in  
place across ROI &  
UK

**sustainIQ**  
ESG Monitoring  
Platform  
implemented

**THE NATIONAL  
PROCUREMENT  
AWARDS 2024**  
Sustainable  
Procurement  
Team Finalists

**Blue Planet Consulting**  
Sustainability & ESG Strategy and Advisory  
ESG Strategy  
implemented  
with Blue Planet  
Consulting

**ESG**  
Committee 2025

**SUPPLY CHAIN SUSTAINABILITY  
SCHOL**  
Registered with  
Supply Chain  
Sustainability  
School

**20%**  
Female  
Employees

**8**  
Nationalities  
Employed

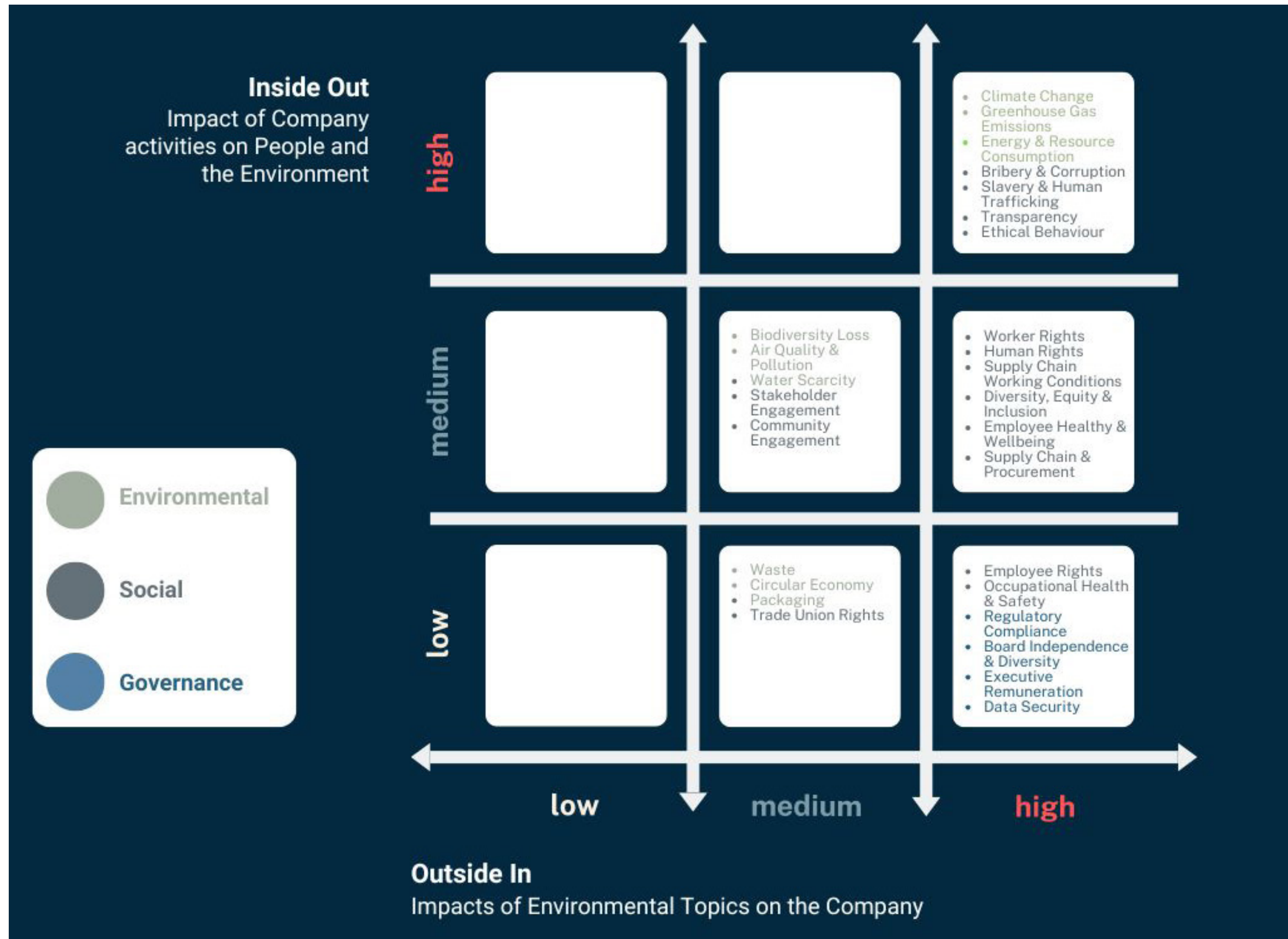


## Double Materiality Matrix

To strengthen our ESG framework, we conducted a double materiality assessment—a process that evaluates both how our business impacts the environment and society, and how emerging environmental and social factors may affect our business operations.

Using the matrix allowed us to identify and prioritise the issues that are most relevant from both a financial and non-financial perspective. This dual lens helped us better understand our risks and responsibilities, ensuring we remain responsive to stakeholders while future-proofing the business.

By embedding these findings into our strategy, we've enhanced the way we make decisions, report transparently, and build resilience—reinforcing our commitment to keeping sustainability at the heart of everything we do.





# Sustainable Development Goals



At Elliott Group, we are committed to aligning our ESG strategy with the United Nations Sustainable Development Goals, focusing on the areas where we can make the greatest impact.

These goals guide our efforts to build responsibly, support communities, and create long-term value for people and the planet.

3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



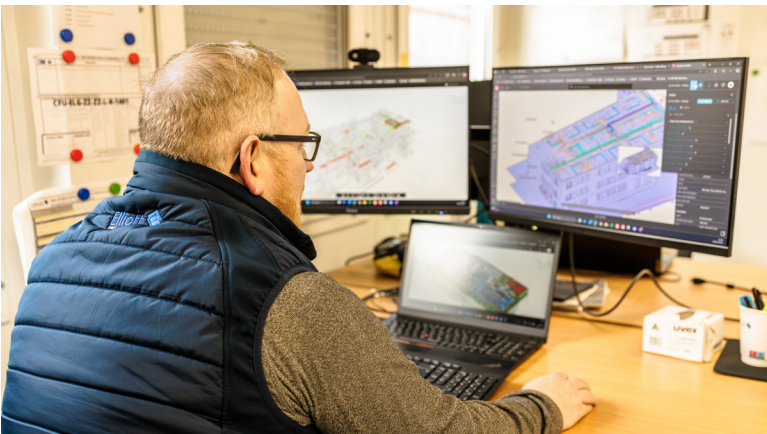
15 LIFE ON LAND



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS





# Carbon Footprint

## 2024 Report v Baseline Report.

Highlighting Elliott Group’s progress in reducing greenhouse gas emissions, showcasing measurable improvements since our initial assessment.

|                          | 2021       | 2024       |
|--------------------------|------------|------------|
| GREENHOUSE GAS EMISSIONS | 21.34T/€1M | 12.95T/€1M |
| SCOPE 1                  | 97.56%     | 72.13%     |
| SCOPE 2                  | 2.28%      | 13.28%     |
| SCOPE 3                  | 0.16%      | 14.60%     |

Scope 1 Emissions: Direct greenhouse gas emissions from sources that the company owns or controls, such as fuel combustion in generators, fuel use on site. Scope 2 Emissions: Indirect emissions from the generation of purchased electricity, steam, heating, or cooling consumed by the company. Scope 3 Emissions: All other indirect emissions that occur in the company’s supply chain, including upstream (e.g., purchased goods and services) and downstream (e.g., product use and disposal) activities.

“ We at SustainIQ are proud to partner with Elliott Group on their sustainability journey. Their decision to invest in SustainIQ is a clear demonstration of their long-term commitment to ESG and responsible business practices. From the outset, it was evident that sustainability is not just a compliance exercise for Elliott Group—it’s a core part of their strategic vision for their business. What truly sets Elliott Group apart is the engagement and leadership shown by their team. Across departments, we’ve seen strong ownership and collaboration, ensuring that SustainIQ is not only implemented but fully integrated into their daily operations and decision-making processes.

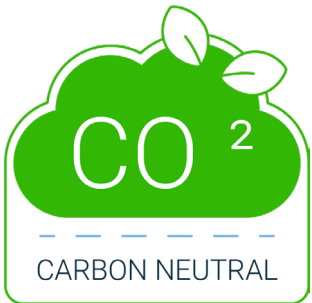
Their proactive approach and drive to leverage ESG data across their construction projects is already yielding measurable results, and we’re excited to continue supporting them as they build a more sustainable and resilient business.

Liam McEvoy, Co-founder  
SustainIQ



## Our Goal

Our Target is to become Carbon Neutral by 2050



### Greenhouse Gas Emissions

**Total Emissions**  
Significant progress was made in reducing total GHG emissions, supported by the implementation of renewable energy solutions and efficiency measures.

**Energy Management**  
Exploration of on-site solar projects to further reduce reliance on non-renewable energy sources.  
High diesel usage sites like DUB10 Energy Centre and Profile Park were prioritised for emission reduction initiatives.

### Circular Economy Initiatives

Strengthened supplier engagement to ensure the reuse and recycling of construction materials.  
Piloted waste prevention strategies on flagship projects, achieving tangible results in reducing environmental impacts.

### Waste Management

Achieved **87.75%** diversion from landfill.

**Material Breakdown**  
Aggregates, subsoil, and construction waste were the primary focus for recycling and reuse.

**Site Performance**  
High-waste sites like DUB10 Energy Centre and Profile Park contributed substantially to overall material recovery efforts.



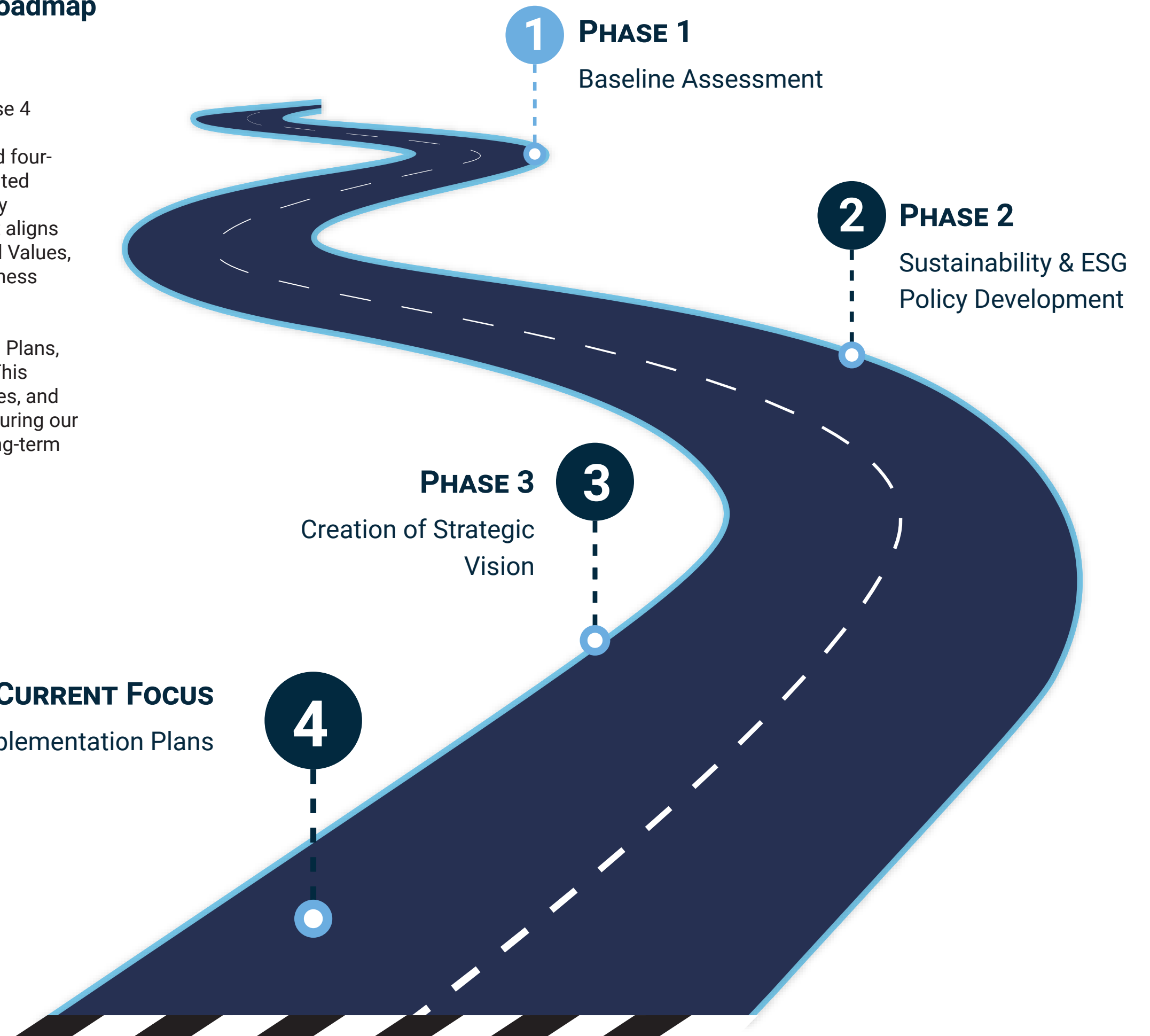
## Sustainability and ESG Strategy Roadmap

Elliott Group's ESG Roadmap: Advancing to Phase 4

Our ESG journey has been guided by a structured four-phase roadmap, ensuring a strategic and integrated approach to sustainability. Phase 3 marked a key milestone, establishing a clear ESG strategy that aligns with Elliott Group's Purpose, Vision, Mission, and Values, embedding sustainability at the core of our business strategy.

Now in Phase 4: Development & Implementation Plans, we are focused on turning strategy into action. This phase is about building the frameworks, initiatives, and measurable goals that will drive real impact, ensuring our ESG commitments translate into meaningful, long-term change.

### **PHASE 4 - CURRENT FOCUS** Development & Implementation Plans





## Elliott Group in Action: ESG Commitments in Motion



### Clockwise I-r

- + Local School Visit to our Belfry Leisure Centre Construction Site
- + Wall of Kindness homeless donation hoarding, Premier Inn, Cork City
- + Sherriff's Gate project team with members from Worcester Community Trust at the Breaking Ground
- + Crann Programme at a primary school in Adamstown, teaching kids about biodiversity
- + Elliott Group volunteers for the Mellon Educate Building Blitz, South Africa
- + Donation of Trees and Bonsai Kits to Giraffe Childcare at site milestone event - U Store It, Liffey Valley
- + Hoarding adorned with artwork following a colouring competition with a local creche, U Store it, Liffey Valley





## Elliott Group in Action: ESG Commitments in Motion



### Clockwise I-r

- + Dragons at the Docks team at the charity event supporting Simon Community
- + Staff relay team for the Phoenix Park Relay
- + Topping Out celebrations at The Crossings development in Adamstown
- + Local school children burying a time capsule on site in Chester
- + Celebrating onsite at the Eglinton Topping Out ceremony
- + Donation of goods to the Easter Campaign at the Cutteslowe Community Centre
- + Free health checks issued to all staff annually





Contact Us



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# A **TRADITION** IN CONSTRUCTION

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