



**2022**

**Environmental, Social, and Governance Report**

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# STATEMENT BY PAUL BOYLAN, CHIEF EXECUTIVE OFFICER



Since our inception almost 50 years ago, Linesight has grown to become a truly global organization, with people at the heart of our business. Today, we recognize that it is our people that differentiate us and our people who build lasting and meaningful relationships with each other, with our clients, and with the communities around them. As we continue our journey, it is really important to me that we nurture, support, positively challenge, and stretch our people so that they maximize their potential and meet their career aspirations. We strive to create a safe and inclusive culture in which they can flourish and bring their true selves to work every day.

We are implementing Environmental, Social, and Governance (ESG) strategies, because we know how important it is, not only for our people and their families, but also for the planet that we all call home. We are committed to minimizing the impact of both our own and our customers' operations so that the whole of society and future generations can thrive.

### Profits with purpose

As a purpose-driven business, we take our commitments to sustainability, social responsibility, and governance very seriously. We have invested considerable time and resources into thoughtful and systemic initiatives and behavioural adjustments, embedding these values into our culture for the long term.

### Meeting the highest standards

We adhere to strict confidentiality guidelines in relation to client data, and are audited annually by external financial and governance bodies. We always prioritize health and safety in our work environments and for our employees.

### Action guided by principles

Our guiding principles as a business are to act with integrity, to behave responsibly in relation to human rights, labour and anti-corruption, and to be accountable and transparent. This

document outlines the policies we have in place today and why they are important to our planet, our people, and our clients. It also sets out our future priorities, how we intend to measure and report them, and how we will articulate our KPIs, targets, time lines, and actions over the coming months and years.

### Innovating to reach net-zero

Through our cost, project, and program management services, Linesight plays a critical role in the development of the global built asset environment. We undertake continuous education, learning, and training, so that we can advise clients on the innovative technologies and methodologies that will help them to meet their sustainability goals, particularly net-zero emission targets.



# ENVIRONMENTAL

## UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGS) - ENVIRONMENTAL



## ISO CERTIFICATIONS ACHIEVED BY LINESIGHT



**ISO 9001**  
International standard for quality management systems



**ISO 14001**  
International standard for environmental management systems



**ISO 45001**  
International standard for occupational health and safety systems



**ISO 27001**  
International standard for information security management systems

## PROGRESS TO DATE (MAY 2023)

Calculated 2022 **baseline GHG emissions**

## INTRODUCTION TO ENVIRONMENTAL

According to International Energy Agency (IEA) data referenced in the United Nation's 2022 Global Status Report for Buildings and Construction,

**the global built environment “consumes an estimated 30% of global energy” and produces “27% of global operational related CO<sub>2</sub> emissions.”**

Few challenges are more urgent than understanding how we will contribute to a future defined by climate change. With our highly trained staff, we recognize the opportunity to make a meaningful impact and benefit future generations.

**Two of Linesight's core principles are to 'own and empower' and to 'lead by example'.** We have always sought to understand the impact of our work while consistently delivering to the highest quality. By adopting this robust approach, we have developed and nurtured a culture of effective problem-solving through shared responsibility. **I'm committed to working across Linesight's operations to tackle these dynamic challenges.**



Statement by  
**Tom Dempsey, Chief Operating Officer**



# WHERE WE ARE NOW

Our Linesight Integrated Management System (LIMS) drives our quality, occupational health & safety, environment, and information security programmes, all of which are individually certified to ISO standards (further detailed in Governance section). The environmental programme identifies where our operations and activities have an environmental impact and proposes appropriate mitigation actions.



While a lot of work has been done, we also recognize that much more needs to be achieved to truly minimize our impact on the environment.

**Our renewed strategic emphasis on ESG will allow us to set targets for our operations that are more focused and quantifiable than ever before.**

## Initiatives and actions taken to reduce our environmental impact include:

<p><b>Locating offices in city centres to encourage the use of public transport</b></p>	<p><b>Introducing a hybrid work policy that allows working from home two days per week, reducing the impact of commuting</b></p>	<p><b>Where possible, purchasing from renewable energy sources</b></p>	<p><b>Installing LED lighting with movement sensors</b></p>
<p><b>Segregating bins for recycling and appropriate disposal by a licensed waste contractor</b></p>	<p><b>Raising awareness of the waste hierarchy: Reduce, Reuse, Recycle</b></p>	<p><b>Introducing a policy of printing only if necessary, and setting computers for double-sided printing by default</b></p>	<p><b>Implementing an equipment maintenance plan to maximize efficiency</b></p>
<p><b>Installing secure bike shelters and showers at a number of our offices</b></p>	<p><b>Installing electrical charging devices for electric/hybrids cars at several offices</b></p>	<p><b>Using cloud services that operate with renewable energy</b></p>	<p><b>Using online meeting technology to reduce the need for travel</b></p>

## Our carbon footprint

Linesight recognizes that our carbon footprint extends far beyond our offices, and that we need to significantly reduce greenhouse gas (GHG) emissions across the value chain to reflect our role as a leader in this industry. We understand that every aspect of our business operation has a measurable impact, which is why we chose GHG Protocol guidance to calculate our emissions.

**We began this journey with an intensive process to establish an initial GHG emissions inventory for the 2022 calendar year. This baseline will be used to improve our environmental management system and build the processes needed to take action and track progress.**

Our next annual report will outline the steps that we have taken using this data, and the updates to our policies and procedures that result.

The GHG Protocol separates emissions into three sections: Scopes 1, 2, and 3. As a professional services company, our Scope 1 and 2 are limited to the energy use in our offices. Scope 3 looks at the emissions associated with every decision made within our financial or operational control. Scope 3 is often regarded as the most challenging to measure because it includes not only the manufacture of the products we use, but the upstream and downstream emissions as well.

*The Governance section of this report includes more information on how we are reporting to sustainability ratings provider EcoVadis and the Science Based Targets Initiative (SBTi). This section also outlines the role these external bodies play in publishing data, identifying risks, and setting milestones for our environmental impact improvement.*



### Greenhouse gas emissions data

An independent consulting firm, Climate Matters, provided support to develop our first GHG inventory to ISO 14064. These ISO standards specifically pertain to report credibility and GHG emission calculation credibility. Linesight's GHG emissions in 2022 were calculated based on data relating to:

- ✓ Energy use
- ✓ Purchased goods and services
- ✓ Business travel
- ✓ Employee commuting

### ESG report data

	TCO2E 2022	
<b>SCOPE 1</b> (Natural gas)	<b>5.03</b>	0.1%
<b>SCOPE 2</b> (Electricity)	<b>265.87</b>	5%
<b>SCOPE 3, CATEGORY 1</b> (Purchased goods and services)	<b>2734.57</b>	55%
<b>SCOPE 3, CATEGORY 6</b> (Business travel)	<b>1285.24</b>	26%
<b>SCOPE 3, CATEGORY 7</b> (Employee commute)	<b>723.36</b>	14%
<b>TOTAL</b>	<b>5014.08</b>	

## **EMBODIED CARBON ACCOUNTANCY SERVICE**

Linesight offers unique expertise that can help our clients to reduce their GHG impact.

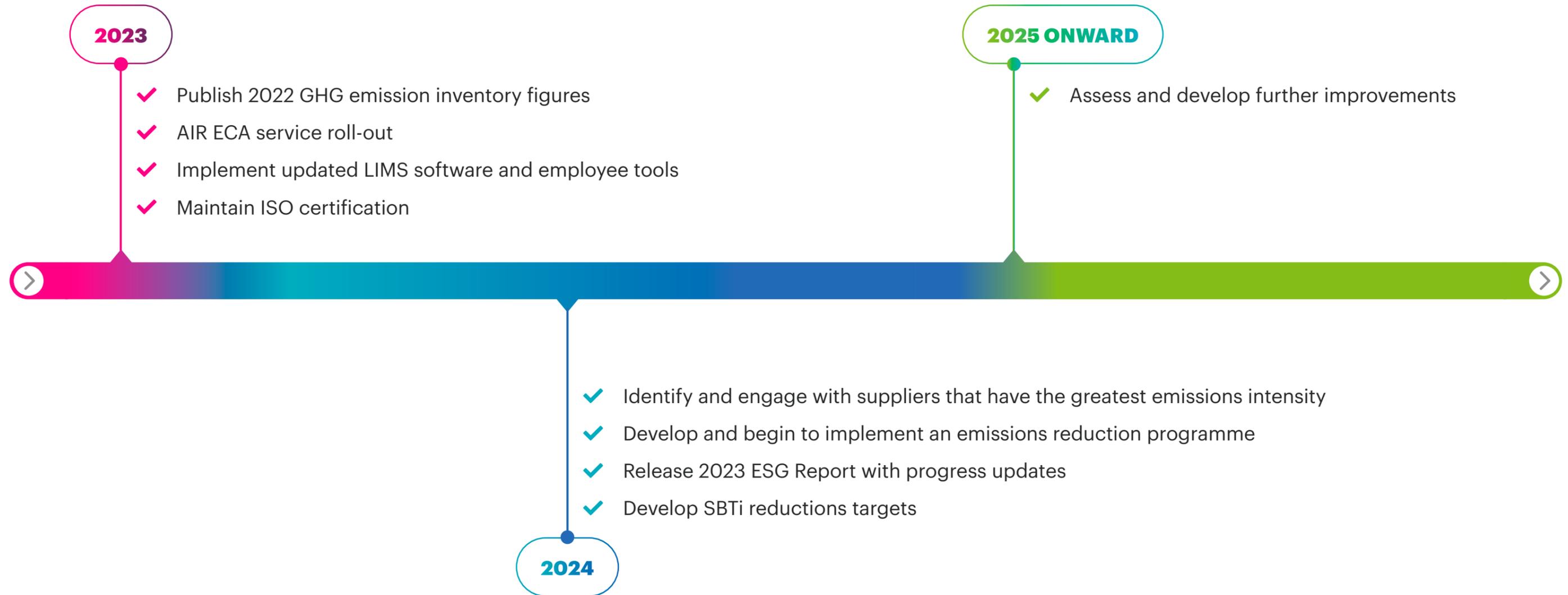
**We are excited to officially announce in this report the upcoming roll-out of our new embodied carbon accountancy service, AIR (Assess, Identify, Reduce), which will expand our leadership expertise within the built environment industry.**

If you would like more information on this service please reach out to me.



Statement by  
**Steven Cooke, Group Director, Strategic Growth**

# OUR GOALS



For other key improvement opportunities that have been identified, see the Governance section.

# SOCIAL

## UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGS) - SOCIAL

## PROGRESS TO DATE (MAY 2023)



**22 average hours of training** provided per employee, per year (2022) (SDG 4)

**100% of workforce** trained on business ethics (2022) (SDG 4)

**27% of Linesight workforce** identify as women (2022) (SDG 5)

**38% of Linesight Executive Committee** identify as women (2022) (SDG 5)

**96% of total workforce** received career or skills-related training (SDG 4)

## **INTRODUCTION TO SOCIAL**

At Linesight, we believe that our success is tied to the success of our employees, and

**we are committed to creating a workplace that is fair, equitable, and inclusive for everyone.**

We understand that creating an environment where all employees have an equal opportunity to thrive requires a concerted effort across every stage of their time with us, from hiring and onboarding to promotion, career growth, and development.

As part of this commitment, **we have implemented a range of policies and initiatives to promote diversity, equity, and inclusion (DE&I)**. This starts with our attraction pipeline and accessible job descriptions designed to attract a broad range of candidates, and continues throughout the employee life cycle with DE&I checks built in at every stage. Fairness, consistency, and transparency are the core principles for all our hiring, salary increase, and promotion decisions with built-in gender pay gap checks. Employee and family-friendly policies are a new addition to enhance inclusion and equity in our teams. We are delighted at this opportunity to discuss these in more detail.

In addition to our commitment to fairness and equity within our company, **we also recognize the importance of supporting the communities in which we live and work**. We believe that by investing in local groups and schools, we can help to create a more equitable society and provide opportunities for those who may otherwise be overlooked. Below, we outline our approach to community engagement, including our partnerships with local organizations, our philanthropic initiatives, and our volunteer programmes. Through these efforts, we aim to create positive change in our communities and contribute to a more just and sustainable society.



Statement by  
**Anne Rush, Chief People Officer**

# WHERE WE ARE NOW

## Diversity, equity, and inclusion



At Linesight, we know that diverse and inclusive teams are more innovative, creative, and effective at solving problems.

As a people-based company, we recognize that both our own success and the success of our clients is built on strong relationships. To support these relationships, we are committed to creating a culture of inclusiveness at all levels, and will rigorously apply the principle of equity in all of our selection.

While proud of our reputation and values, we understand that this is an area of ongoing development. Strategically, Linesight has implemented a robust programme to ensure that DE&I is at the core of what we do, and we will continue to work to make this more transparent. The programme is based on three focus areas:

- ✓ **Education and culture building:** learning and engaging to build understanding and provide a culture of inclusion
- ✓ **DE&I in our full talent lifecycle:** embedding DE&I principles and practices into all of our business practices, processes, and policies
- ✓ **Governance and metrics:** providing a framework to hold ourselves accountable for change.

### OUR DE&I STRATEGY WAS IMPLEMENTED IN 2022.

### WE ARE IN THE PROCESS OF TRANSITIONING FROM THE BRONZE PHASE TO OUR EXPANDED SILVER PHASE.

Some of the key accomplishments during the Bronze phase included:

- ✓ Launching a DE&I curriculum at all levels
- ✓ Putting role models and experts in place to create awareness on DE&I topics and initiatives
- ✓ Moving forward with improvements to DE&I culture scores.

**BRONZE**

During the Silver phase, we are:

- ✓ Working with partners and third parties to understand and increase under-represented hiring at all levels
- ✓ Publishing and reviewing gender parity reports
- ✓ Implementing 'burst learning' on targeted topics
- ✓ Rolling out Inclusive Leadership.

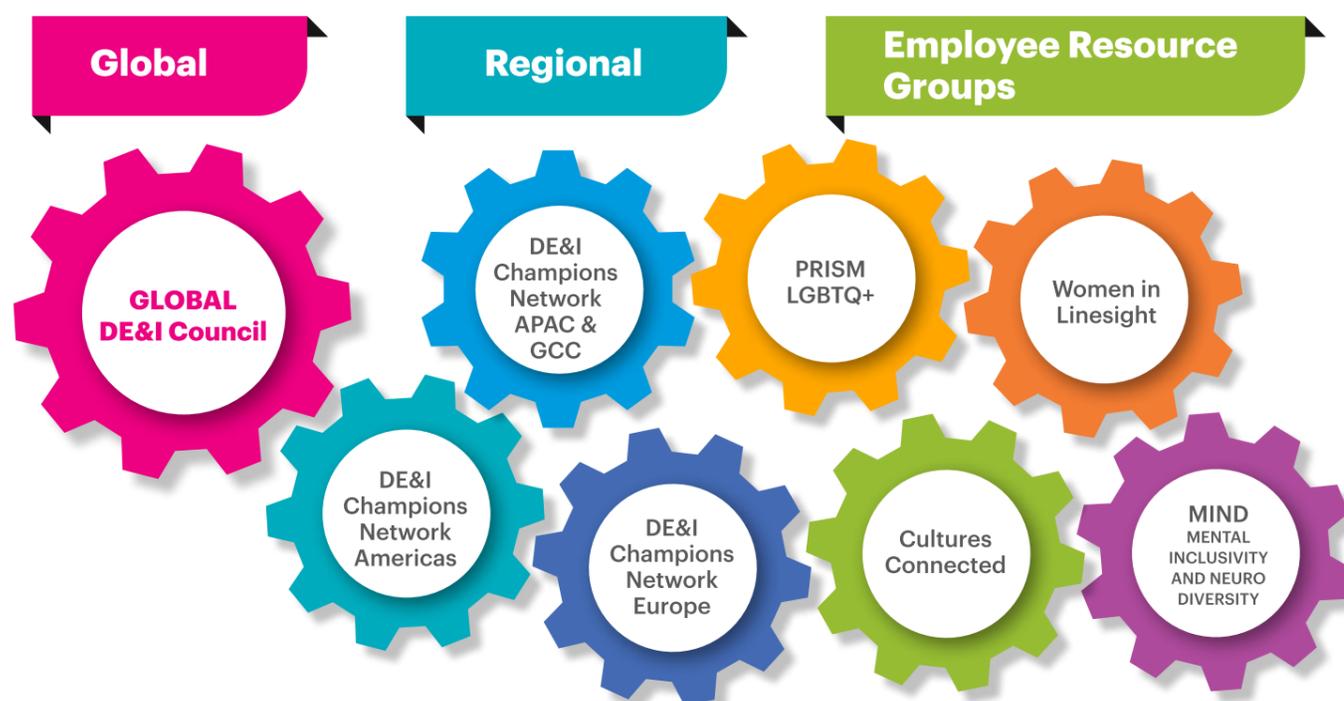
**SILVER**

In 2024, we will move into our Gold phase, where we will:

- ✓ Communicate strategy to DE&I stakeholders
- ✓ Build and start the DE&I curriculum
- ✓ Launch an internal survey for new hires
- ✓ Produce action items based on previous culture findings
- ✓ Relaunch the internal survey to track progress.

**GOLD**

## Employee resource groups



**‘Owning and empowering’ is a key part of Linesight’s culture. This is why our staff have taken a leading role in promoting equality and inclusiveness across our global footprint. Several employee resource groups (ERGs) have been established to address opportunities for improved DE&I.**

We engage with our DE&I champions across the globe through our guiding pillars, which they helped to develop:

- ✓ Employee voice: listening and engaging to build a safe community
- ✓ Understanding and education: understanding our difference, educating for growth.

Our goal is to always inspire transparency and continue to build awareness around our DE&I initiatives.

### Cultures Connected

We are a relationship-based organization, bringing together people from many different cultures. To do this successfully requires strong and caring bonds based on trust, understanding, and shared goals. Our Cultures Connected forum is an initiative focused on helping our teams to build relationships with people from other cultures. Regional champions host activities including themed events, story sharing sessions, webinars, and insight articles related to cultural differences.



### MIND

MIND is dedicated to promoting a workplace culture that celebrates neurodiversity and empowers neurodivergent individuals to reach their full potential. We strive to create a workplace that is inclusive, supportive, and welcoming for all.



## PRISM

The LGBTQIA+ Network, which we call PRISM, brings together LGBTQIA+ team members to ensure gender identity equality across our organization. It also provides mentorship and support at a local level to every member. The network promotes awareness both internally and externally through a range of activities, including newsletters, events, and partnerships within local communities on a range of LGBTQIA+ issues.



## Women in Linesight

Women in Linesight (WiL) is a global network that provides formal and informal additional mentoring, training, and support for women in Linesight. We offer opportunities to women and men in our company to learn about, support and understand the issues facing women in growing their careers. The WiL initiative strives to advance opportunities for women to excel in our workforce and society. Key focus areas include education programmes, mentorship, showcasing talent, and hosting speaker panel series.





## Attracting the best talent

**At Linesight, our inclusive approach starts from how we source and search for talent.**

While we rely heavily on referrals and networks, we are working with external agencies and a broader range of platforms to widen our talent pools and make our jobs more accessible to non-traditional applicants. We are also introducing a wider variety of screening and assessment tools to remove bias from interviews and the selection process overall.



## Retaining the best talent

**Retaining and motivating our employees starts from the day they accept an offer.**

Our enhanced Onboarding 365 programme ensures that all our new team members have a buddy and contact from their manager before they even start. Every three months, our employee relations team check in with them and regular surveys are conducted with new hires to ensure they are settling in and getting the support they need. Throughout the employee lifecycle, we have implemented our people processes based on the principles of fairness, consistency, and transparency. This applies to performance reviews, salary increases, promotions, and development opportunities. We are particularly conscious of our remote site-based employees and a series of engagement activities are undertaken to ensure they feel connected.



## Learning and development

**Knowledge-sharing is vital to our collaborative team environments.**

We do this through formal training modules, employee-led learning hours, and a spirit of open dialogue. This combination of culture and resources has moulded the leadership qualities that we see in our staff today. In the highly technical industries for which we provide our expertise, we strive for the highest quality outputs by empowering people to find the solutions that our clients need.



## Total rewards equity

**Operating in a traditionally male-dominated industry has meant that we need to pay special attention to equity and fairness in our hiring, salary, and promotion decisions.**

Since we implemented our job architecture in 2020, we have been able to critically review all salary and promotion decisions based on objective criteria. Coming out of the salary planning process, each year, we review all employees' increases in light of these objective criteria and review our overall averages to track gender equity. Going into 2024 and beyond, we will implement tracking across a range of other criteria as warranted by our population.



## Community engagement

At Linesight, we are proud of our long-term partnerships, which continue to evolve based on the ever-changing needs of the communities served. That is why we partner with groups that are uniquely dedicated to ensuring that resources are efficiently allocated to the communities that need them. Throughout our continuous dialogue with our charity partners, Linesight has identified how we can build on these relationships to continue providing long-lasting and meaningful support. As a result of these conversations, Linesight is planning to adopt new practices that are based on the feedback we have received. We will start by supporting the work these organizations do for a minimum time period, allowing them to better focus on the high-quality services they offer our shared communities.

This approach to service reflects our core pillar of ‘Connecting for good’.

**Testimonials from community organizations show that our DE&I culture extends far beyond our clients and staff. Linesight is committed to fostering long-term partnerships with community groups in our geographical areas of operations.** This is done as another arm of our DE&I strategy to ensure that we are allocating resources in a way that makes a positive difference.

**Building on these strong relationships, Linesight will continue to develop strategic plans with our partners to ensure funds and expertise provide the greatest impact.**



### America’s Food Frenzy with Food LifeLine this summer.

*“Food Frenzy is a catalyst for change during the summer months when children are out of school and families are struggling to buy groceries.*

***By mobilizing our greater community of companies and community groups, Food Frenzy elevates the story of childhood hunger while raising money, donating food, and volunteering to help support our communities impacted by hunger, 31% of which are children.”***

**Marisa Kent-Guerra** | Corporate Relations Officer |  
Food LifeLine | Seattle, WA

### Seva Sahayog Foundation, Thane, Mumbai



Linesight receiving an award from the Seva Sahayog Foundation located in Thane, Mumbai. The foundation has been functioning in the social sector for the last 12 years, prioritizing the UN’s SDGs through initiatives ranging from women’s empowerment and skill development to health and hygiene. The award was presented to Linesight based on our contribution to a study center that will benefit local youth.

From left, Rubina Charkha (Senior Cost Manager, Linesight), Anne Rush (Chief People Officer, Linesight), Mrs. Geeta Moghe (Program Executive Committee member, Seva Sahayog Foundation), Mugdha Kadam (Coordinator, Seva Sahayog Foundation), Yogesh Bhagat (Project coordinator, Seva Sahayog Foundation), Tom Dempsey (Group COO, Linesight).



### Europe's Aisling Project, a long-term partner

*"Aisling Project has been a charity partner of Linesight for a number of years. The charity partner relationship between us has evolved and developed as understanding has deepened between partners. As the charity in this partnership, **Aisling Project has benefited from the entirely respectful and deeply interested attitude that everyone in Linesight has shown us. There has never been any sense of inequality in the partnership. Linesight has been a great friend to us here in Aisling Project and has been ever-willing to help in whatever way possible, even when the requests have not been easy or convenient.***

*We have received countless Christmas presents for our children and young people, help with leaking roofs, volunteers on Summer Project trips, office furniture, and financial support, and we are delighted to have friends like Linesight to rely on."*

**Micheál Clear** | Project Leader | Aisling Project | Dublin, Ireland



### Europe's Irish Youth Foundation, a long-term partner

*"IYF are committed to levelling the playing field for all children and young people in Ireland, in particular our most excluded, and so we are delighted that **partnering with Linesight has given us another avenue to reach young people and to support them in achieving their full potential in primary school.** Starting out as a trial pilot in four schools, Mathswizz's impact was evident, and by year three of our partnership, it had been rolled out to 10 schools. **Thanks to the foresight and commitment from Team Linesight, we are thrilled to report that the programme has scaled considerably and is now operating in multiple locations and being accessed by hundreds of schoolchildren across the country.**"*

**Lucy Masterson** | CEO | Irish Youth Foundation | Dublin, Ireland

# OUR GOALS

## 2023

- ✓ Roll out improved internal website, with increased access for staff to all employee policies and information with a dedicated DE&I page
- ✓ Publish roadmap of comprehensive family leave policies
- ✓ Conduct six-monthly gender parity review and action any gaps
- ✓ Launch leadership development programme, including modules on inclusive leadership, global team work and culture training
- ✓ Check in on action plans based on Inclusio survey results

### **Externally**

- ✓ Begin to roll out CSR and ERG policies that will increase transparency and inclusivity
- ✓ Engage in the [DCU Access to the workplace programme](#)
- ✓ Engage with the Women Returners in the UK, US, and Ireland

## 2025 ONWARD

- ✓ Continue to develop and improve DE&I and staff engagement policies and practices

### **Externally**

- ✓ Continue to build long-lasting meaningful relationships with charities and ally groups that align with our values

## 2024

- ✓ Relaunch enhanced Inclusio
- ✓ Develop returning parents programme
- ✓ Further embed equity and transparency into all people practices and reward elements
- ✓ Strengthen community engagement by establishing formal commitments to a pilot group of charity partners

# GOVERNANCE

## UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGS) - GOVERNANCE



## GHG INVENTORY INFORMED BY



## ISO 14064

International standard for organizational-level quantification and reporting of greenhouse gases

## PROGRESS TO DATE (MAY 2023)

**100% of total workforce** receive regular performance and career development reviews (2022) (SDG 16)

**SBTi commitment letter** submitted in May 2023

**EcoVadis submission** in June 2023 to identify sustainable procurement gaps

**First GHG Inventory Report developed to ISO 14064-1 and ISO 14064-3** with support from independent consultant

**ESG Subcommittee formed** by eight members of the Executive Committee and two ESG Specialists

**Identified policies and procedures** that will increase the availability of primary source data

**Budget dedicated** to the reduction of operational GHG emissions

## **INTRODUCTION TO GOVERNANCE**

# **Linesight is committed to operating in an ethical and sustainable manner, underpinned by our core values.**

Our strong corporate governance promotes the long-term interests of our employees, clients, shareholders, and the wider community. The governance framework is designed to foster a culture of integrity and compliance, and we continuously monitor and improve our policies and procedures to align with best practices, the highest standards of ethical behaviour, good business conduct, and stakeholder expectations. This constant process of review and improvement helps us to evaluate the company's ability to manage risks and make responsible decisions.

From such robust governance measures, **our aim is to deliver effective support for action on human rights, labour, sustainability, and anti-corruption.** Linesight policies and core values are conveyed to employees and stakeholders by way of regular training and compliance programmes on a global and targeted basis. This ensures that everyone understands their roles and personal responsibilities in the upkeep of our standards, including our commitment to corporate citizenship.

In addition to our training programmes, **Linesight provides an ethics and compliance hotline, available through our intranet.** This is a simple, risk-free way to anonymously and confidentially report actual or suspected financial, human resources, legal, environmental, or occupational safety activities that may involve criminal conduct or fall below the accepted standard of business conduct required by Linesight.



Statement by  
**Jane Cassidy, Group General Counsel**



# WHERE WE ARE NOW

## Our strategic policies



### **Anti-corruption and anti-bribery**

Linesight is committed to conducting all business in a lawful, honest, and ethical manner. It is our policy to be transparent while addressing, mitigating, and reducing any risk from behaviour that could amount to a violation of anti-bribery or anti-corruption practices.



### **Quality**

Our strategy is to implement, maintain, and continually improve our quality management system in accordance with ISO 9001:2015. Through continuous improvement, we aim to exceed the dynamic expectations of our clients.



### **Acceptable use**

Linesight promotes and reinforces a secure and responsible technology environment. This policy states the acceptable use of information and electronic assets as Linesight and complements our robust information security policies.



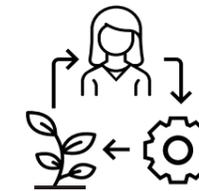
### **Learning and development**

It is fundamental to our business strategy that we equip all employees with the knowledge and training to set them up for success. This starts with mandatory training for each employee, covering a broad range of topics including anti-corruption, cyber security, anti-bullying, and client confidentiality. Before going on site, employees are required to complete occupational safety training. These learning opportunities are just one way that we embed safety into our information culture.



### **Information (data) security**

The protection of client and corporate data is vital to the success and integrity of our business. Linesight is committed to protecting the confidentiality of our clients' information, and we have invested in resources that ensure their data is secure. To achieve this goal, the company has implemented an information security management system in accordance with ISO/IEC 27001:2013, the General Data Protection Regulation, and Data Protection Acts 1998 to 2018.



### **Environment**

Our strategy is to implement, maintain, and continually improve our environmental management system in accordance with ISO 14001:2015. We constantly assess the environmental integrity of our decisions to minimize environmental impact. These considerations include resource consumption, waste reduction and relevant climate risks.



### **Health and safety**

Our health and safety management system will be implemented, maintained and continually improved in accordance with ISO 45001:2018. It is our policy to continuously evaluate the health and safety environment within our offices and on site, and to empower our employees to identify potential hazards, minimize risk and help ensure we create and maintain healthy working conditions. This is achieved through a documented process that evaluates and eliminates potential occupational risks.

## **Our stance on human rights in the supply chain**

**We firmly believe that every individual has the right to live and work freely, without fear of exploitation or abuse.**

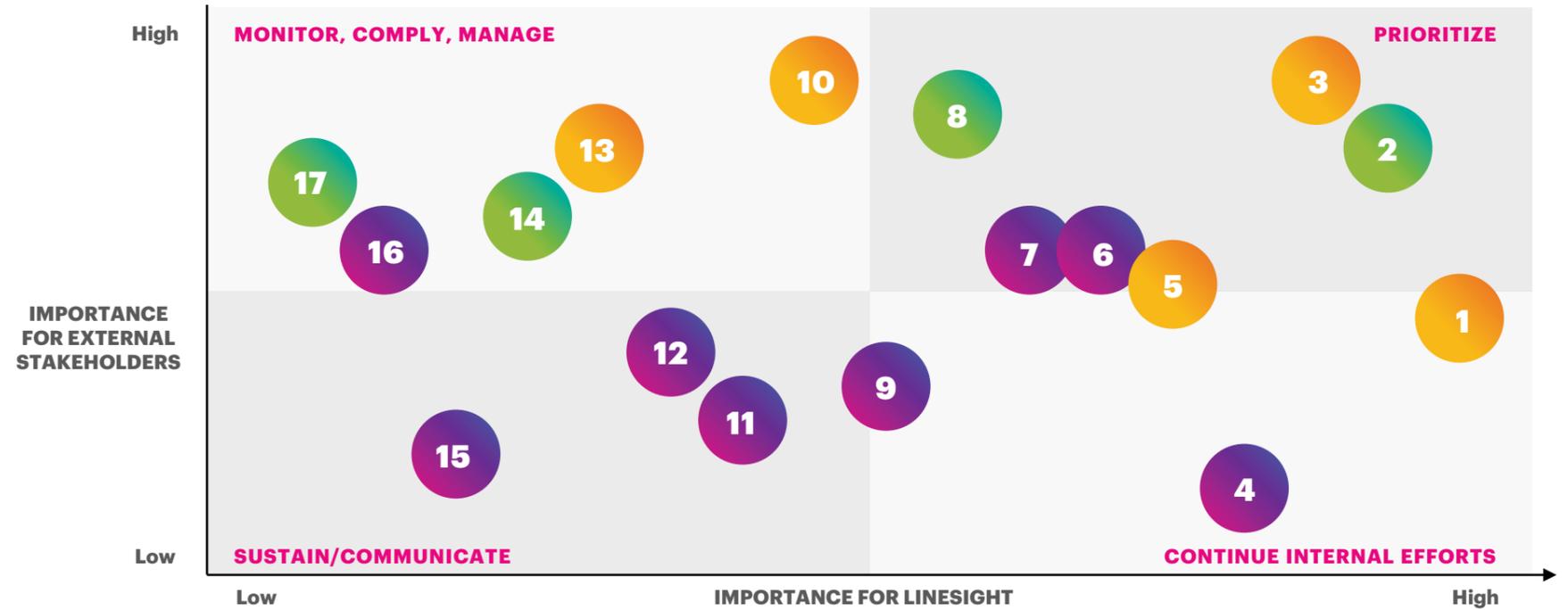
The Modern Slavery Act aims to drive out all forms of modern-day slavery (encompassing slavery, servitude, human trafficking, and forced labour), across every aspect of the value chain. Linesight is committed to upholding the principles of the Modern Slavery Act in all locations where we operate. Our sustainable procurement policy goal will address and assess risks related to modern slavery within our operations and supply chain.

**Our commitment to the Modern Slavery Act reflects our values and our dedication to operating responsibly and ethically as a global business.**

# Transparent reporting on sustainability issues

## Materiality analysis

Staying true to our culture of ‘Going beyond,’ Linesight carried out a materiality analysis for our key stakeholders. Assessments were carried out among our clients, Executive Committee members, and community engagement partners. These assessments allowed us to establish a baseline that could be described in this first ESG report. The assessment prioritized each group’s focus on key ESG topics. To determine the SDG goals that we should give precedence to, an additional SDG materiality analysis was carried out for our key clients and our parent company, IPS (Integrated Project Service).



Priorities	Key
Attracting & Retaining Best Talent	1
Health & Safety	2
Diversity, Equity & Inclusion	3
Data Security	4
Learning & Development	5
Stakeholder Engagement	6
Board Composition	7
Green House Gas Emissions	8
Risk Management and Processes	9
Wage Transparency	10
Commitments to Sustainability	11
Transparent Reporting on Sustainability Issues	12
Communities Involvement	13
Waste Production	14
Transparency on Roles and Governance Procedures (legal frameworks)	15
Responsible Procurement	16
Water Consumption	17

## Greenhouse gas emissions

We see external verification as a fundamental path to establishing credibility, and most of all to ensuring that the most progressive industry-standard approaches are adopted early in the process. After calculating our GHG emissions, we engaged a third-party consultant, Climate Matters, to provide crucial feedback informed by their ISO 14064 expertise.

This support has been provided for GHG figures calculated in the periods of 1 January – 31 December 2019 and 1 January – 31 December 2022.

As ISO 14064 guidance requires, the most conservative approach was continually tested and adopted. The following data sources were used to calculate each scope under the GHG Protocol (see Environmental section):

<b>SCOPE 1</b> (Natural gas)	Primary source energy use data (kWh).
<b>SCOPE 2</b> (Electricity)	A combination of primary source energy use data (kWh) as available, and floor area as needed.
<b>SCOPE 3, CATEGORY 1</b> (Purchased goods and services)	Spend-based method. This is based on the economic value of goods and services purchased and multiplying it by relevant secondary emission factors.
<b>SCOPE 3, CATEGORY 6</b> (Business travel)	A combination of the distance-based method, as available, and spend-based method as needed. The distance-based method involves determining the distance and mode of business trips, then applying the appropriate emission factor for the mode used. The spend-based method involves determining the amount of money spent on each mode of business travel transport and applying secondary emission factors.
<b>SCOPE 3, CATEGORY 7</b> (Employee commute)	Distance-based method. This involves collecting data from employees on commuting patterns and applying appropriate emission factors for the modes used.



12/04/23

Climate Matters Ltd (CML) has been engaged with Linesight to provide Green House Gas Inventory support for the Base Year of 2019 and more recent year of 2022.

CML personnel are certified by the Canadian Standards Association for ISO 14064 Part 1:2018 “Greenhouse Gas Inventories and Measuring Carbon Footprint” and ISO 14064 Part 3: 2019 “Greenhouse Gas Verification and Validation”.

A Green House Gas inventory has been developed by Linesight to ISO 14064-1 for the following required categories for calendar years from 1<sup>st</sup> January to 31<sup>st</sup> December. CML has supported the calculation of Linesight’s 2019 and 2022 green house gas emissions.

	Inclusions	Primary Emission Factor Source
Scope 1	Natural Gas	Sustainable Energy Authority of Ireland
Scope 2 (Location Based)	Electricity from grid at office locations	Our World in Data
Scope 3 Category 1	Purchased Goods & Services	US EPA / US EEIO
Scope 3 Category 6	Business Travel (distance)	UK DEFRA US EPA / US EEIO Customer Emissions Factor
Scope 3 Category 7	Employee Commuting	UK DEFRA

Cera Slevin  
Director, Climate Matters Ltd

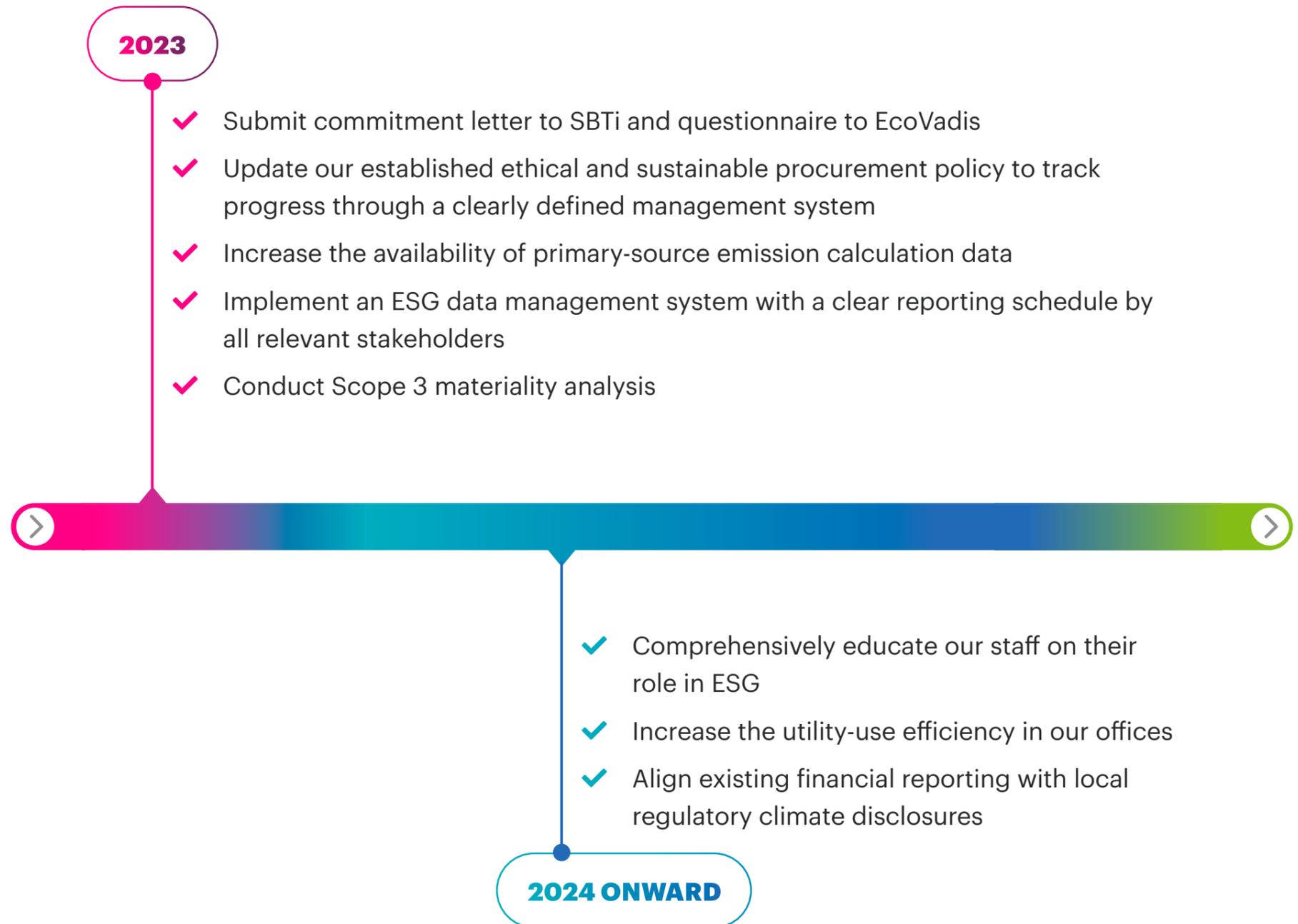
# OUR GOALS

## Science Based Targets Initiative (SBTi)

In keeping with our ‘Going beyond’ culture, this year we committed to joining the SBTi. This goal was identified early as one of our top priorities, in order to ensure that our targets were not only ambitious but realistic. We will work closely with the scheme to understand and identify the most appropriate and effective targets for Linesight.

## EcoVadis

The data accumulated to create this report will be submitted to EcoVadis. Engaging EcoVadis will allow us to understand how our ESG management system could be enhanced by industry-standard approaches, complemented by our dynamic expertise. We aim to improve on our EcoVadis score each year, based on an understanding of our ESG impacts across the value chain. This score will be used to measure progress towards our sustainable procurement goals.



# CONCLUSION

**We are proud of the work we have done to date and the positive impact it has had on our ESG strategy at Linesight.**

As a purpose-driven business, we have a long history of connecting the expertise of our people with the need to think beyond the industry standard. With collaboration at the forefront of our culture, this report demonstrates Linesight’s commitment to our core pillar of always ‘going beyond’ what is expected and doing what is right.



A painting created by our Singapore team representing the sectors we work in, and our collaborative approach to our clients, our people and the communities we live and work in.

# LINESIGHT LEADERSHIP TEAM



**Paul Boylan**  
CEO



**Patrick Ryan**  
EVP – Americas



**Richard Joyce**  
MD - Europe



**John Butler**  
MD - APAC and GCC



**John Williamson**  
CFO



**Steven Cooke**  
Group Director, Strategic  
Growth



**Tom Dempsey**  
COO



**Niamh Moore**  
CMO



**John Doherty**  
CIO



**Anne Rush**  
CPO



**Jane Cassidy**  
Group General Counsel



**Heather Dooley**  
Non Executive Director



**Fiona D'Arcy**  
Non Executive Director

# ESG LEADERSHIP TEAM



**Tom Dempsey**  
COO



**Heather Dooley**  
Non Executive Director



**Fiona D'Arcy**  
Non Executive Director



**Steven Cooke**  
Group Director, Strategic Growth



**Jane Cassidy**  
Group General Counsel



**Anne Rush**  
CPO



**Niamh Moore**  
CMO



**Patrick Ryan**  
EVP – Americas



**Paul Barrett**  
ESG Specialist



**Danielle Hurley**  
ESG Specialist

The ESG subcommittee was formed by an internal group of stakeholders who represent nearly every aspect of Linesight's operations. They have provided feedback at each step of this report, aligning ambitious goals with the ability to execute those visions.

Going forward, this group will continue to be an integral part of setting targets. The time and dedication shown by these leaders is a testament to the value we place on aligning our business strategy with an ESG framework.

