

RYAN ■ HANLEY



OUR COMMITMENT TO A SUSTAINABLE FUTURE

SUSTAINABILITY REPORT
2024

RYAN ■ HANLEY

**OUR ENVIRONMENT IS
EVERYTHING**

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OUR Message

The RYAN HANLEY Team

At Ryan Hanley, we are dedicated to integrating sustainable practices into every aspect of our consulting and environmental engineering services. We recognize the urgent need to address climate change and are committed to reducing greenhouse gas (GHG) emissions through innovative solutions, operational efficiencies, and responsible resource management.

Aligned with Environmental, Social, and Governance (ESG) and Sustainable Development Goals standards, we strive to help our clients and partners achieve their sustainability goals while ensuring our own operations reflect the highest environmental stewardship. Our commitment includes adopting low-carbon technologies, enhancing energy efficiency, and promoting sustainable development strategies that contribute to a net-zero future.

Through continuous improvement, collaboration, and transparency, we aim to drive meaningful change, delivering sustainable solutions that balance both environmental and social responsibility.

ABOUT THIS REPORT

This Sustainability Report highlights Ryan Hanley's commitment to environmental safekeeping, social responsibility and strong governance. It details our strategic initiatives to reduce greenhouse gas (GHG) emissions, promote sustainable practices, and work towards a more resilient low-carbon future.

Our roadmap to Net Zero aligns with global standards, including Science-Based Targets (SBTs) and the Paris Agreement. This report provides information about the company's performance related to Greenhouse Gas emissions and the actions being taken to comply with its Pledge to Net Zero path.

Beyond environmental sustainability, we recognise that true progress requires an inclusive and diverse workforce. This report outlines our ongoing efforts to enhance representation, implement inclusive practices, and create a culture that values diverse perspectives in shaping innovative solutions.

This report reflects our ongoing journey towards Net Zero, social equality and responsible governance, aligning our actions with the UN SDGs, aiming to create a lasting positive impact and sustainable future.



Who we are

Ryan Hanley is one of the leading Civil and Environmental Engineering Consultant in Ireland. We are driven by the needs and requirements of our Clients and it is the company's belief that an innovative, enquiring approach best serves our Clients' needs.

Our Vision

Delivering sustainable engineering solutions for a more environmentally friendly future

Our Values

Integrity – Knowing and doing what is right

Respect & Inclusion – Treating others the way you want to be treated

Excellence – Striving for continuous improvement & innovation

Passion – Caring about our work and taking pride in what we do

Health, Safety & Wellbeing - Valuing a safe and healthy workplace. Creating a positive work space and building strong relationships.

Sustainability – Our Pledge to Net Zero.

Sustainable Development Goals

Our role in shaping a sustainable future

In an era where sustainability is paramount, our work plays a pivotal role in realizing the United Nations' Sustainable Development Goals (SDGs), which directly emphasize environmental commitment and resource management.

Goal 6 underscores the importance of clean water and sanitation. By developing technologies that enhance water quality and accessibility, we can help protect aquatic ecosystems and promote biodiversity, ensuring that all communities have access to safe drinking water while preserving vital natural resources.

Goal 7 focuses on affordable and clean energy, inspiring to design efficient energy solutions. These initiatives not only reduce greenhouse gas emissions but also lessen reliance on fossil fuels, thus minimizing environmental impacts and fostering a sustainable energy future.

Goal 9 calls for industry, innovation, and infrastructure, driving to create sustainable, resilient infrastructures that support economic growth while considering environmental factors. This includes promoting circular economy principles that minimize waste and resource depletion, thereby protecting ecosystems and reducing pollution.

Urbanization is addressed in **Goal 11**, which compels us to design smarter, and inclusively. We are tasked with creating projects that enhance quality of life while minimizing ecological footprints. This involves implementing green construction practices, and integrating green spaces to support urban biodiversity.

Lastly, **Goal 13** advocates for climate action, motivating to incorporate climate resilience into all projects. This includes assessing environmental risks and developing strategies to mitigate the impacts of climate change, such as flooding, heatwaves, and extreme weather events.



Our Work

NATURE BASED SOLUTIONS



CONSTRUCTED WETLAND BUNDLE

Ryan Hanley as part of the Ryan Hanley-Stantec Joint Venture, was appointed by Uisce Éireann (UÉ) to deliver their Constructed Wetlands (CW) Bundle. This appointment builds on our recent successful delivery of the Coolatee Constructed Wetland in Co. Donegal for UÉ.

The CW Bundle scope consists of installing CWs to treat wastewater in rural areas over the next 5-8 years. We are currently progressing design at 10 sites through this CW Bundle. Due to the specialist nature of the treatment process involved, we are also providing specialist services to UÉ to assist in the establishment of a contractor framework from which CW works will be procured.

CW's provide a low carbon sustainable treatment solution, giving biodiversity and habitat benefits. In some locations, the proposed approach can also have a recreational benefit to local communities, connecting local people with natural systems, supporting future economic growth, while making a positive impact on ecosystems and the wellbeing of people.

Constructed Wetlands are an extremely efficient carbon sink and provide carbon sequestration at a rate 25 – 40 times greater than woodland.



Our Work



WATER



KILKENNY REGIONAL WATER SUPPLY SCHEME UPGRADE

Ryan Hanley (RH) was tasked by Uisce Éireann to identify, design, and deliver a sustainable and secure potable water source for Kilkenny City and surrounding areas, supporting population and business growth. The project involved developing a new intake facility with transfer pipelines from the environmentally sensitive River Nore, decommissioning existing substandard surface water intakes, upgrading the Water Treatment Plant, and ensuring uninterrupted supply during construction. Additionally, infrastructure was delivered to enhance resilience within the Regional Water Supply Scheme (RWSS). This project successfully met the community's long-term water needs while prioritizing environmental sensitivity.



Our Work



FLOOD RISK MANAGEMENT



ENNIS SOUTH FLOOD RELIEF SCHEME

Ryan Hanley was employed by Clare County Council as engineering and environmental consultant to develop a Flood Relief Scheme for the southern environs of Ennis town, the purpose of which was to protect the flood prone areas at St. Flannan's/ Toberteascáin, Ballybeg, and properties adjoining the Clareabbey floodplain. The project progressed through hydrological and hydraulic analysis, outline design, geotechnical investigations, and cost benefit analysis and planning consent, followed by procurement and construction of the required defences.

In summary the scope of works required to relieve flooding in Ennis South was:

- Construction of two c.1.3m diameter flood alleviation culverts in a congested urban environment, and
- Upgrade of 1.5km of existing flood defence embankment, with associated works to backdrain and sluice gates, and construction of a new 1.0 cumec pumping station, with works required within the Lower River Shannon SAC Natura 2000 Site.





UN World Cities Day



In our continuous sustainability journey, we participated once again in the celebration of UN Urban October – World Cities Day 2024. This year, the theme was both timely and essential: “Youth Leading Climate and Local Action for Cities”. The goal was to shine a spotlight on the energy, creativity, and leadership of young people in the fight against climate change in urban spaces locally, nationally and across the globe.

As part of this year’s celebration, we invited all generations, both within and outside our company, to participate in our Climate Change Across Generations Survey. The survey aimed to gather the diverse perspectives on climate action, fostering intergenerational dialogue on how we can collaboratively address the urgent environmental challenges we face.

CLIMATE ACTION ACROSS GENERATIONS

People are the driving force behind global climate action. Creativity, passion and fresh ideas can shape the solutions of tomorrow. It's time to lead the way for a sustainable climate-resilient future

Take our **CLIMATE ACTION SURVEY**

Scan the **QR code** and tell us how you get involved!

<https://ryanhanley.ie/sustainability/>

World Cities Day October 31, 2024
BETTER CITY, BETTER LIFE

Youth leading climate and local action for cities



Diversity & Inclusion

Diversity and inclusion are essential components for sustainable development. By integrating a variety of perspectives, we can drive innovation and resilience, creating solutions for complex challenges such as infrastructure sustainability, resource management, and climate adaptation. Embracing diverse teams allows for a broader range of ideas and approaches, leading to more effective and equitable engineering solutions.

Inclusive practices not only empower all voices but also enhance community engagement. This sense of ownership is vital for the success of projects, as it fosters collaboration and ensures that solutions are relevant and beneficial to everyone involved.

Aligning with the principles of sustainable development, we can contribute to meeting the United Nations' Sustainable Development Goals (SDGs) by promoting social equity and justice. As diverse and inclusive environments are proven to be more adaptive and innovative, and applying these values can better navigate the rapidly changing landscapes of technology and societal needs.

Ultimately, by championing diversity and inclusion, we can lead the way in creating sustainable solutions that benefit not only our team, our clients but also the broader community, ensuring that progress is inclusive and leaves no one behind.



Our diverse journey in 2024

We organised a number of activities throughout the year from presentations, to shared lunches, to awareness emails and more.

FEBRUARY

International Stand up to Bullying Day

MARCH

Awareness emails

- Ramadam
- Mother's Day
- United Nation World Water Day
- Good Friday Easter

Presentation on Ireland's traditions

APRIL

Awareness email on Ugadi

Presentation on Brazil's traditions

MAY

National Biodiversity Week

World Day of Cultural Diversity

Presentation on Africa's Day

JUNE

Awareness email on International Women in Engineering Day

Pride Month

AUGUST

Awareness email on Water Heritage Day

OCTOBER

Awareness email on Mental Health Day

Inter-Office Challenge - Health and Safety Week

Awareness email on Diwali

NOVEMBER

World Kindness Day celebration

Annual Charity Bake-off

DECEMBER

Christmas Jumper Day





Our Progress to Net Zero

Pledge to Net Zero (PTNZ) has been established to commit organisations from the environmental sector to take a leadership role in the transition to Net Zero Carbon Economy.

Ryan Hanley committed to reduce (considering a 2019 baseline):

46.2% its Scope 1 and 2 of Greenhouse Gas emissions by 2030 and 90% by 2050.

50.4% its Scope 3 emissions by 2030 and 90% by 2050.

As a signatory to Pledge to Net Zero, Ryan Hanley has committed to the following:

- Set and commit to deliver greenhouse gas reductions in line with Science Based Target' 1.5°C climate change scenario.
- Publicly report greenhouse gases emissions and progress against this target each year.
- Publish one piece of research/thought-leadership each year on practical steps to delivering an economy in line with climate science and in support of net zero carbon.

The company's commitment aligns with the Paris Agreement and the below 1.5°C scenario to reduce the negative impacts of climate change on our community and natural environment.

Our Progress to Net Zero

To calculate Ryan Hanley's Carbon Footprint, we relied on the Greenhouse Gas (GHG) Protocol which supplies the world's most widely used greenhouse gas accounting standards.

The standards are designed to provide a framework to measure and report greenhouse gas emissions in ways that support companies' missions and goals.

The principles applied in our company's GHG accounting according to the Protocol, contribute to a true and fair representation of the company's GHG emissions:

- **Relevance:** selection of an appropriate inventory boundary that reflects the economic reality of the company;
- **Completeness:** all relevant emission sources are chosen and accounted for;
- **Consistency:** consistent application of accounting approaches, inventory boundaries and calculation methodologies to track changes over time;
- **Transparency:** disclosure of information in a clear, factual, neutral and understandable manner based on documentation and archives;
- **Accuracy:** precise data to enable decision making with reasonable assurance, minimising uncertainty.

Scope and Boundaries

* Scope 1 emissions were scoped out as the company currently has no activities related to these emission types

Scope 2

Indirect GHG emissions from the generation of purchased electricity consumed by the company

Scope 3

All other significant indirect GHG emissions that occur as a consequence of Ryan Hanley's operation but are sources not owned or controlled by the company

Carbon footprint calculations

We have chosen 2019 as our baseline to track emissions against in following years.

Our sources

Our sources for emission factors and calculations include:

- The Commission for Regulation of Utilities (CRU)
- World Business Council for Sustainable Development
- Eurostat air emission intensities
- UK-DEFRA
- International Civil Aviation Organisation (ICAO)
- Others



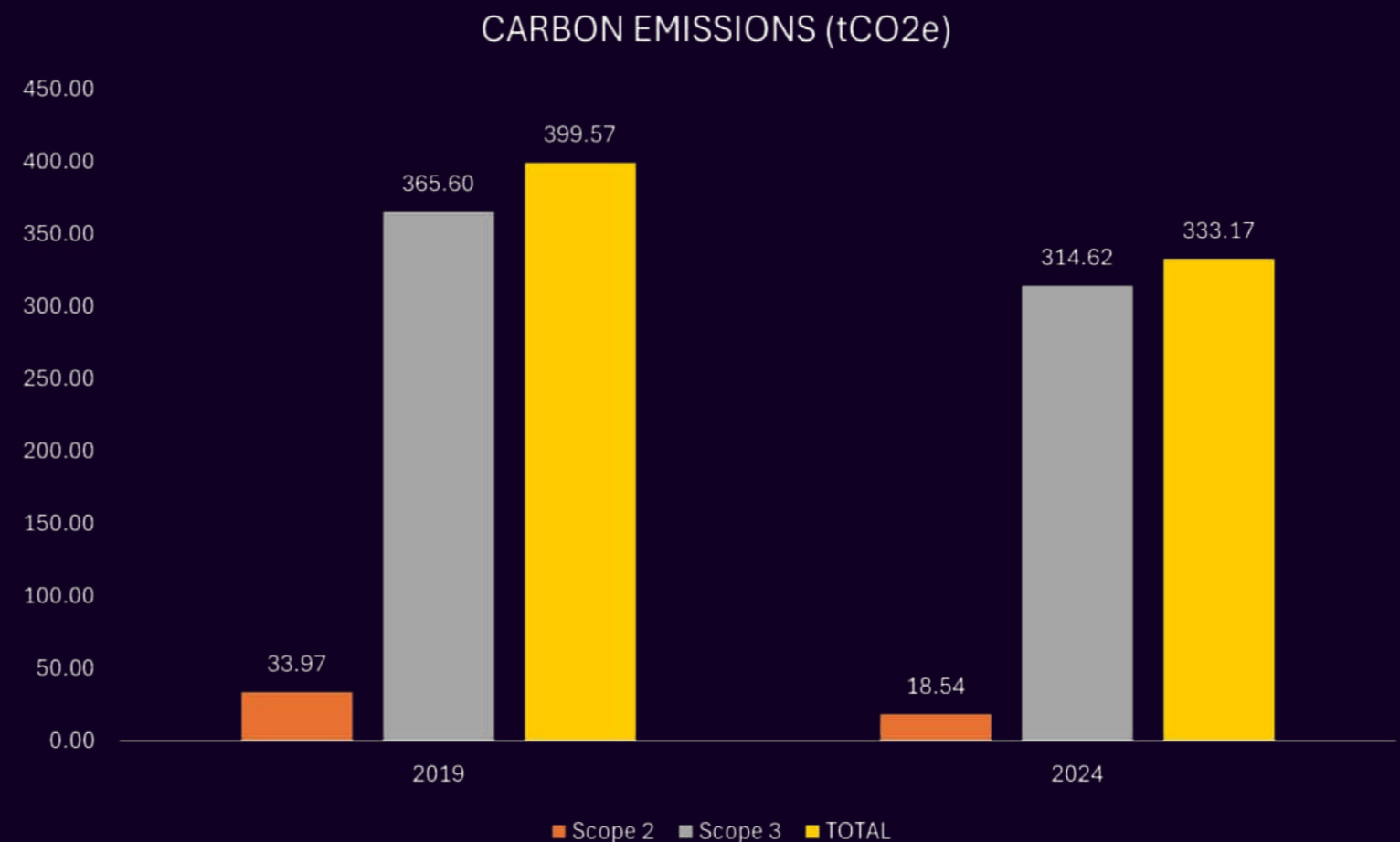
Our total emissions

It is important to highlight that during recent years, Ryan Hanley has grown from 111 employees in 2019 to 156 in 2024. Furthermore, a decision was made for the long-term emission reduction goals, to move to a more efficient office building in Dublin. These mean that inevitably our Scope 3 emissions have increased in the short-term.

Our major achievement was the **reduction of Scope 2** emissions by over **45%** from 2019 to 2024. This is attributed to both an improvement in the energy mix but also to the implementation of energy efficiency and energy saving practices in our offices.

Scope 3 emissions showed an increase from 2023 to 2024, mainly related to our road travel and commuting, but overall show a **decrease** of almost **14% from the 2019** baseline.

Overall, we are still on-track as our **total** emissions have **reduced** by almost **17%** from our 2019 baseline.



Scope 3 emissions

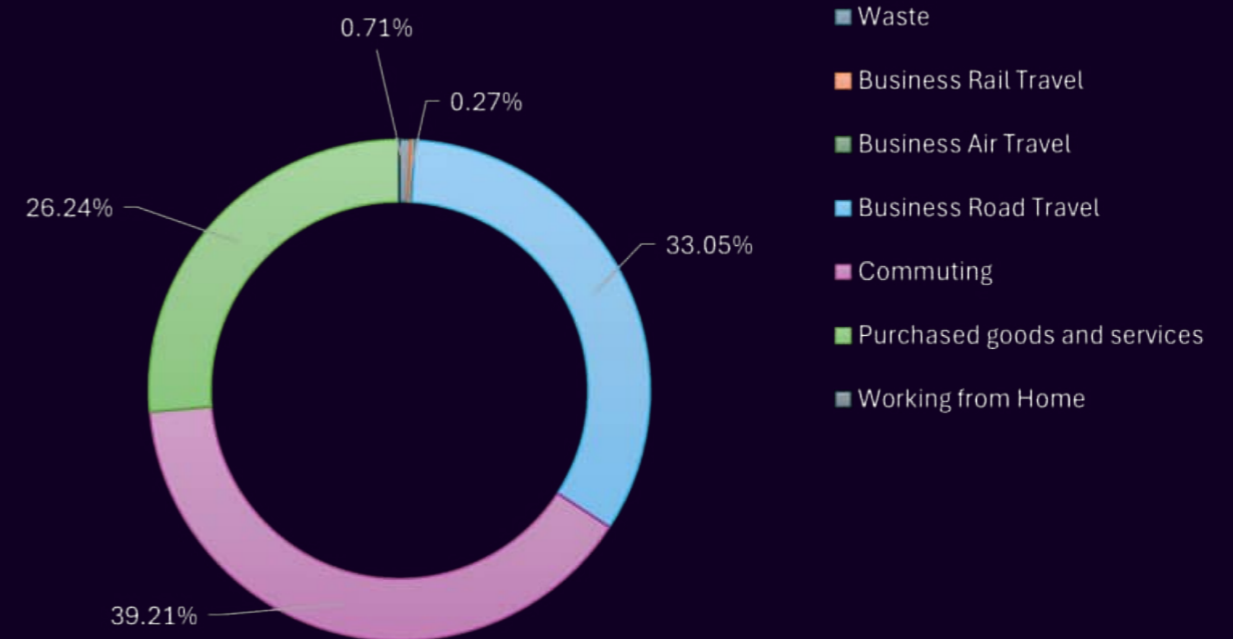
Details

Transport is one of the main sources of emissions at a national level. Road travel and commuting are our main sources of Scope 3 emissions. In 2024 commuting accounted for just over 39% of the total Scope 3 emissions with road travel equating to a further 33%. Emissions associated with purchased goods were significant given the relocation of our Dublin office and upgrade of our Castlebar office.

Cycling and Walking mileage have both increased by 12% in 2024. The most used sustainable transport mode was however rail travel. **Train** as a sustainable transport mode **increased** by **25%** in its total mileage in 2024.

As we are becoming leaders in engineering and environmental consultancy, we are growing in numbers. However, even though our staff numbers have increased, we managed to slightly reduce our emissions per capita from 2023, at an average of **790 kg/CO₂**.

SCOPE 3 EMISSIONS BY TYPE (tCO₂eq)



Our efforts will be focused on reducing our Scope 3 emissions through smarter and more responsible consumption and by creating awareness on the importance of reducing our commuting footprint.



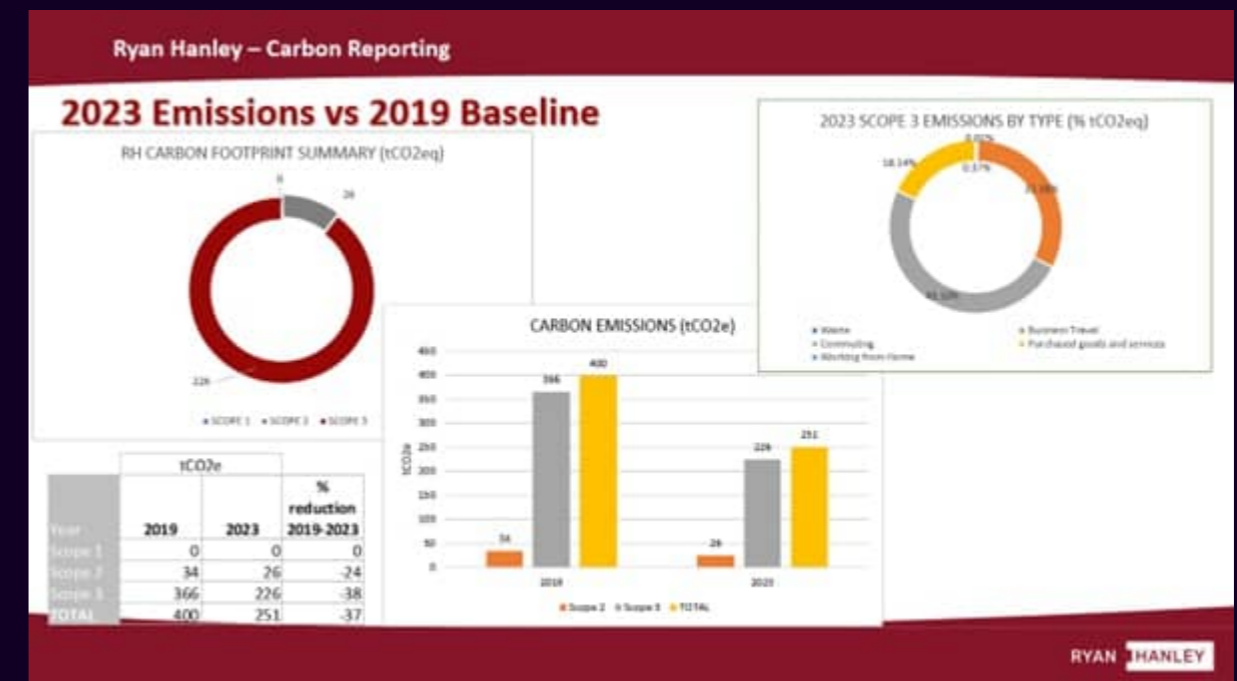
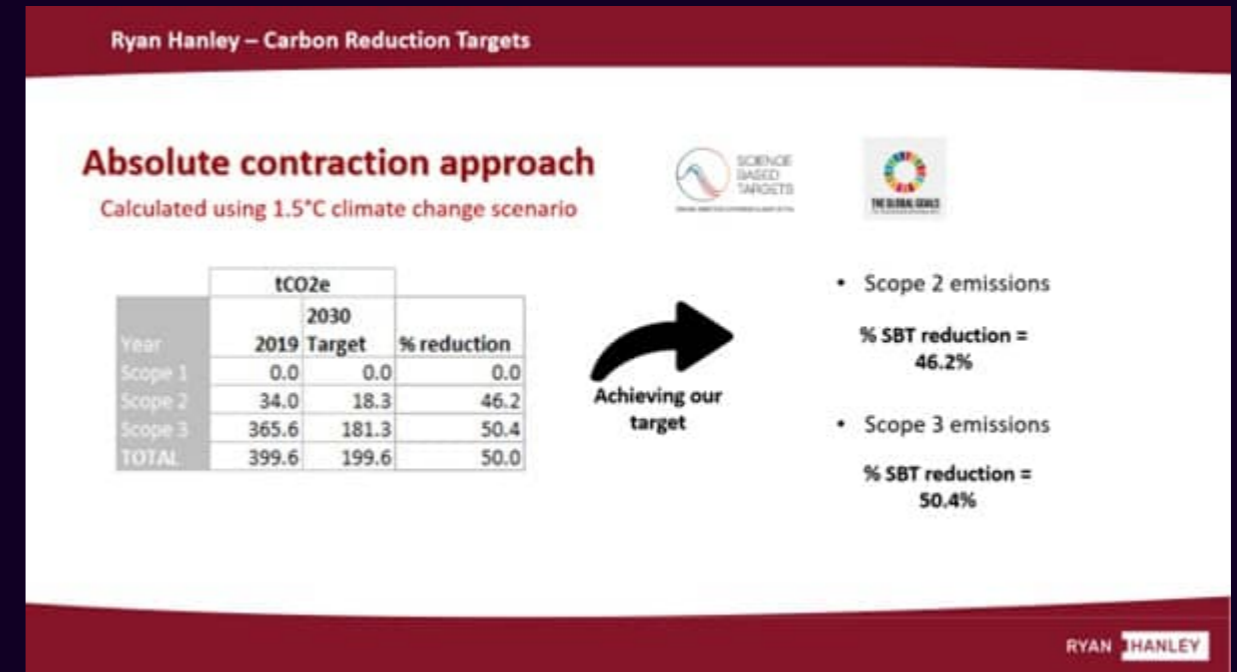
Our progress and challenges

ACEI Presentation - Thought Leadership

In 2024 Ryan Hanley was invited by the Association of Consulting Engineers of Ireland (ACEI) to present a case study on our progress regarding our PtNZ journey to date. This was presented as our **Thought Leadership Piece**, as part of our **commitment to PtNZ**.

We were pleased to accept this invite as it offered the opportunity for us to provide mentoring and feedback on our journey so far to assist ACEI member firms just starting out on their own PtNZ path.

Ryan Hanley Director Elaine Shields delivered our case study at the ACEI “Demystifying the Pledge to Net Zero” event held on Wednesday, 25 September 2024. In the case study Elaine presented Ryan Hanley’s baseline carbon emission figures and those for our 2030 target. Also presented were our emission figures for 2023 and a comparison between those and the 2019 baseline, in addition to a discussion on the reasons for the increases reported and Ryan Hanley’s challenges and action plans for delivering on the 2030 target.



Looking ahead

Our commitment to Environmental, Social and Governance, the UN Sustainable Development Goals and the Pledge to Net Zero, is at the core of our long-term strategy. As we navigate the evolving sustainability landscape, we remain dedicated to reducing our environmental footprint, fostering an inclusive and ethical workplace, and upholding the highest industry standards.

This report reflects both our progress and the challenges we continue to address as we strive for meaningful and measurable impact. However, sustainability is an ongoing journey - one that requires continuous innovation, collaboration, and accountability. We recognise that achieving our targets can be difficult at times, but we are in this journey to create a lasting value for our stakeholders, community and our planet.

Looking ahead, we will continue to integrate sustainability in our decisions, set ambitious targets, and engage with our team and stakeholders to drive collective and creative actions for a more sustainable future.



RYAN ■ HANLEY

Sustainability is embedded in our culture. Our organisation has recognized and committed to an ESG progress through carefully selected Key Performance Indicators, metrics and actions focused on solutions and best practices to perform and execute sustainable projects and track progress on pledges and commitments.

