



Sustainability Report 2024

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A message from our CEO

On behalf of all my colleagues at CSG, I am pleased to present our first Corporate Social Responsibility Report. As a family-owned company with deep roots in our local community, our approach to sustainability reflects our belief that long-term success comes from balancing commercial growth with environmental responsibility, for the benefit of our stakeholders, our communities, and the planet.

As a partner to water-intensive industries, we recognise our opportunity to make a meaningful environmental impact by supplying critical products that support the delivery of clean water, the efficient treatment of wastewater, and the effective cleaning and disinfection processes that protect people and the environment.

Operating within a heavily regulated sector, environmental care has always been at the forefront of our work. For many years, CSG has operated to recognised industry standards, including ISO 9001, ISO 14001 and ISO 45001. As we broaden this scope to deliver a sustainable business, we have set five objectives:

1. **Carbon neutrality:** All operational sites will be carbon neutral by 2030 through the use of green energy, and reducing non-value activities through lean methodologies.
2. **Lower-emission transport:** Our fleet will reduce emissions by utilising HVO fuel alternatives and improve efficiency through route optimisation and driver awareness.

3. Environmental leadership: CSG will be a leading voice in environmental awareness, promoting efficient on-site water management and supporting the All-Ireland Pollinator Plan.

4. Employee education: We will educate our people in sustainability to ensure they make positive environmental choices both at work and at home.

5. Data-driven compliance: We will continue to uphold compliance and measure sustainability data accurately to enable informed, data-driven decisions.

As a business we recognise our duty to balance the needs of the present without compromising the needs of future generations and we are committed to operating a sustainable enterprise. Every CSG employee shares this commitment, and together, I am confident we will achieve our goals.

Finally, I want to thank you, our stakeholders, for your ongoing support as we work to unite sustainable practices with strong commercial performance. **Together, we can build a more sustainable future.**

Kevin Quinn
CEO



A message from our Head of Sustainability

As Head of Sustainability for CSG, I am proud to introduce our first Sustainability Report, covering our performance for the year 2024. This report represents an important milestone for us as an Irish-owned family business, and as a significant manufacturer and distributor of chemicals used in water intensive processes.

For over four decades, Chemifloc as part of CSG, has played a vital role in safeguarding public health by supplying the products that make drinking water safe for communities across the island of Ireland. Today, that responsibility carries even greater significance as we face the global challenge of climate change and the urgent need to transition to a more sustainable future.

At CSG, sustainability is not just an obligation, it is at the heart of how we see our role in society. We recognize that the products we deliver must not only protect water quality but also be produced and supplied in a way that protects the environment, reduces emissions, and supports the wellbeing of our employees, customers, and communities.

This first report is the beginning of a journey. It sets out our environmental, social, and governance commitments in line with the Corporate Sustainability Reporting Directive (CSRD), while also reflecting our own values as a responsible, forward-looking Irish business. It details how we are measuring our impacts, reducing our carbon footprint, investing in renewable energy and cleaner transport, and embedding sustainability into the way we operate every day.

I would like to thank our dedicated team, our customers, and our partners who continue to support us as we move forward. Together, we are building a business that not only delivers essential products for safe water but also contributes positively to the future of our environment and society.

This report marks a proud moment for the CSG Group. It is both a record of what we have achieved so far and a commitment to do more.

Sustainability is a journey without a finish line, and we are determined to lead by example in our industry, in Ireland, and beyond.

Evan Lawless
Head of Sustainability



About CSG

CSG (Chemifloc Limited, GI Chemicals, and Chemilab) is an Irish-owned chemical solutions provider headquartered in Smithstown, Co. Clare, with operations in Foynes, Co. Limerick, and Immingham, UK. We provide tailored chemical solutions that support clean water, safe food, and many of life's essential products, serving over 1,600 locations through our dedicated chemical tanker fleet.

Our product range includes coagulants & flocculants, pH/ alkalinity correction, absorbents, septicity control, anti-scalants & corrosion inhibitors, disinfectants, detergents and specialty chemicals.

The services we offer to our customers include logistics and distribution, technical services, equipment and sustainability services.

The markets that CSG serve include

- Municipal water and wastewater treatment plants
- Industrial manufacturing (e.g. food processing, pharmaceuticals)
- Environmental services and utilities
- Agriculture and construction sectors

CSG's supply chain is primarily European-based, comprising trusted partners that provide chemical raw materials, packaging, and logistics services. All suppliers are rigorously assessed for reliability, regulatory compliance, and sustainability performance.

Our Story

Chemifloc was founded in 1981 in Spiddal, Co. Galway, specialising in chemicals for wastewater treatment. Gaining national recognition as the Irish agent for E&A West, it developed innovative coagulants for potable water.

Responding to growth and site constraints, a major production facility in Shannon, Co. Clare, was established, manufacturing alum and ferric nitrate.

A bulk delivery facility was later established in Foynes, which has since expanded significantly. In 2017, Chemifloc acquired Goulding's Chemicals later renamed to GI Chemicals, relocating it to Foynes and adding a dedicated water laboratory to boost R&D. In 2025, CSG (Chemical Solutions Group) was formed as the parent company for Chemifloc and GI Chemicals.



CSG in Numbers

17.8%

reduction in Scope 1
emissions since 2022

33,000

litres of rainwater
harvested

8,423 ltrs

of HVO used in our fleet

92

employees

75%

Male (69)

25%

Female (23)

86%

Permanent
Full-time (79)

7%

Permanent
Part-time (7)

7%

Temporary
Employees (7)

7

Nationalities

91%

Irish (84)

9%

Other (8)



1 goal

To champion a healthier, safer world by innovating and producing chemicals that are safe by design and sustainable by nature.



CSG Sustainability Vision

To be part of a circular economy and strive to be carbon neutral by 2030, blending commercial success with environmental stewardship for the benefit of our stakeholders and the planet.

CSG Sustainability Mission

To protect communities, foster a sustainable future with integrity, and show genuine care for our planet through our innovative supply chain development.

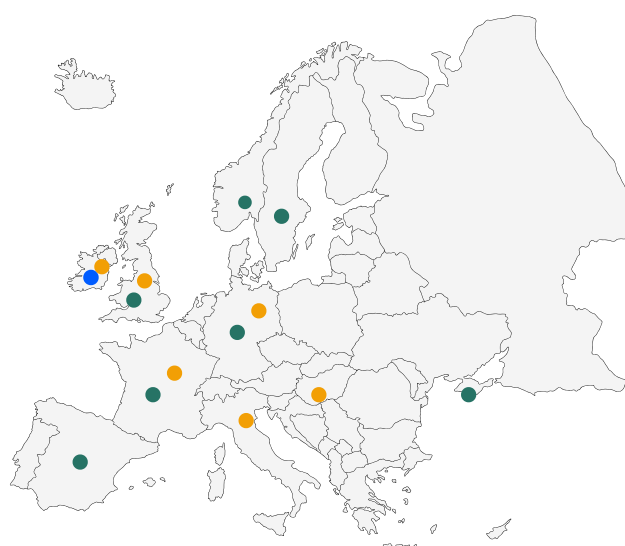
Our Supply Chain

CCSG's supply chain is primarily based in Europe, supporting our sustainability objectives through transparency, traceability, and alignment with EU environmental and labour standards. While our island location limits local sourcing, 10% of total procurement is completed within Ireland, reinforcing regional economic ties and supplier relationships.

Our operations rely on both local and international partners providing:

- Inorganic salts and acids from European manufacturers.
- Packaging materials such as drums, IBCs, and bulk tanks from Irish and EU suppliers.
- Transport and logistics services for domestic and export deliveries.

All suppliers are rigorously vetted to ensure quality, reliability, regulatory compliance, and sustainable practices.



- CSG Headquarters, Smithstown, Co. Clare
- Country CSG get supplies from*
- Country CSG supplies to

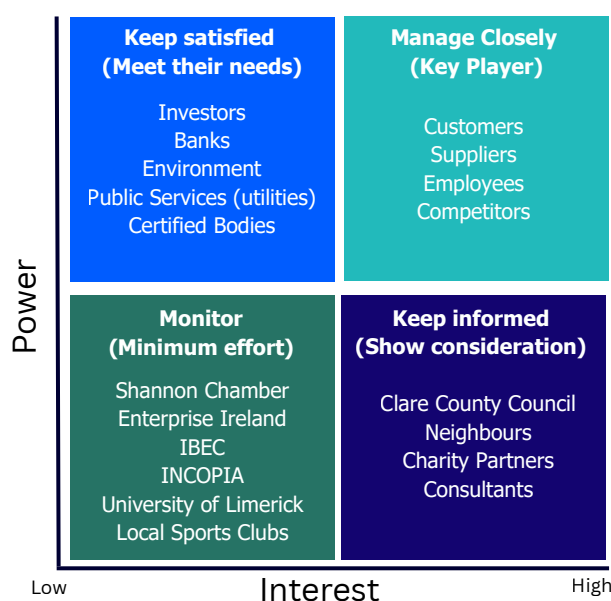
*these represent 95% of our suppliers

Our Stakeholders

CSG ensures meaningful stakeholder engagement by following clear principles of inclusiveness, transparency, and responsiveness. Engagement is tailored to each stakeholder group and supported by two-way communication channels, and formal feedback mechanisms. We track concerns raised, document outcomes, and continuously evaluate our approach to improve the relevance and impact of our engagements.

We identified our stakeholders through a structured materiality and risk assessment process. Engagement methods include formal consultations, surveys and audits helping to shape policies, manage risks, and address evolving needs.

Effective engagement enables CSG to align with stakeholder expectations, strengthen trust, and improve sustainability performance, contributing to positive social and environmental outcomes across our value chain.



Sustainability at CSG

Sustainability is central to CSG's long-term success and competitive advantage. As environmental regulations tighten and customer expectations evolve, we are embedding sustainability across every process and business decision.

Through collaboration with our stakeholders, on issues such as our manufacturing, processes and procedures, we identified 11 material topics which are grouped under Environment, Social, and Governance. This holistic approach recognizes that true sustainability requires caring for our people, partners, and planet, while integrating responsible practices into our core strategy, not just reporting them.

Our sustainability disclosures for the reporting period ending 31 December 2024 have been externally verified by Sustech, independent third-party assurance providers.

The assurance covered GHG emissions, ESRS environmental indicators, workforce metrics and was conducted in accordance with the ISAE 3000 (Revised) assurance standard.

The assurance engagement was conducted at a limited level and focused on assessing the accuracy, reliability, and completeness of selected sustainability information.



Accreditations

CSG holds ISO 9001, ISO 14001 and ISO 45000 and all relevant product certifications, ensuring that all products have undergone rigorous evaluation and meet the highest international standards.

This year, we are proud to announce that CSG was awarded the EcoVadis Silver medal, placing us among the top 15% of rated companies globally for sustainability performance.

The assessment covers environment, labour and human rights, ethics, and sustainable procurement, and reflects our strong management systems and ongoing progress.

While proud of this recognition, we view it as a milestone — not the destination. Our goal is to achieve EcoVadis Gold and ultimately Platinum status through continuous improvement, stronger policies, enhanced reporting, and expanded sustainable initiatives.



Double Materiality Analysis

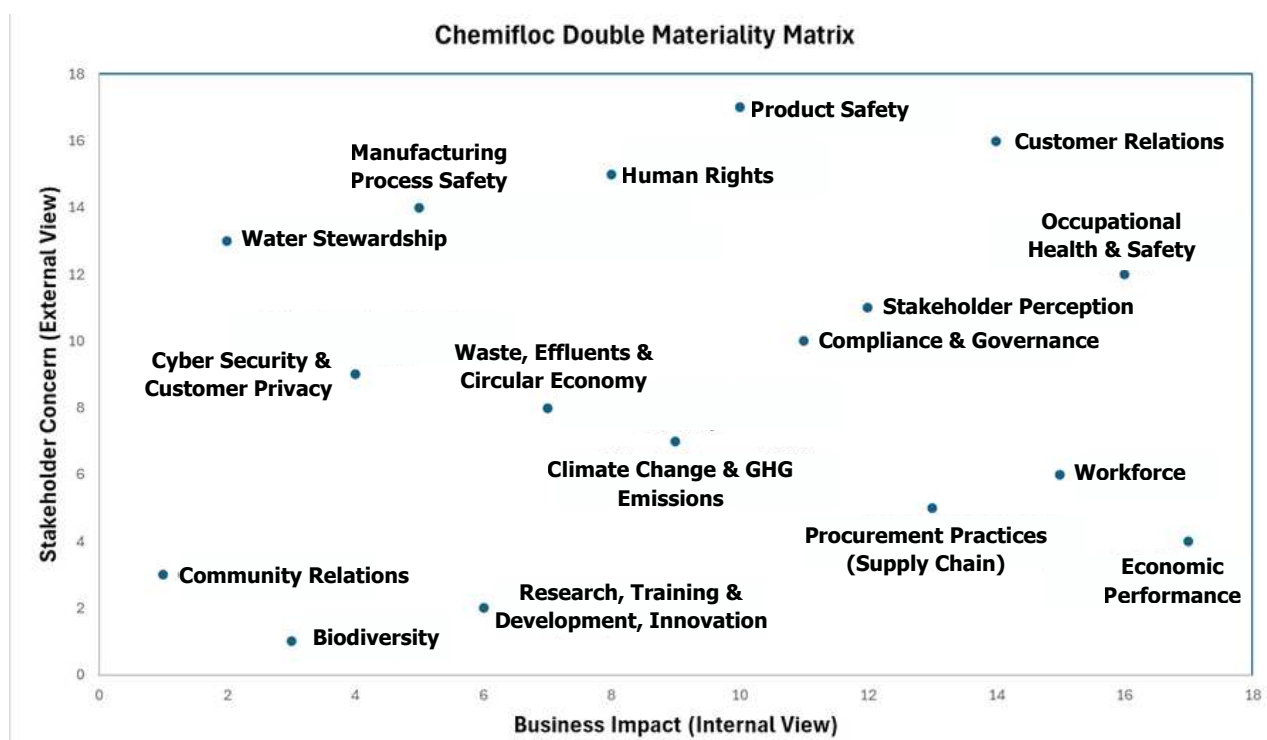
Through a structured process, CSG determined its actual and potential negative and positive impacts on the environment, people and the economy. We used the method prescribed in the Global Reporting Initiative Standard and the European Sustainability Reporting Standard (ESRS).

In workshops with the department managers, leadership team and ESG committee, we established a list of 20 topics that were deemed material to this group.

We then put this list in front of all employees as well as over 80 stakeholders to conduct a stakeholder survey. In this survey, we asked them to rank these topics according to their importance to CSG. We also included stakeholders like the Shannon Chamber of Commerce, environmental NGOs that have an interest in the River Shannon, industry associations like INCOPA, and rating organizations like Ecovadis.

The combined return rate of the external and internal stakeholder survey was 36.8%

The result of the survey was presented in the form of a materiality matrix, presented below:



Conclusions from the materiality assessment process

Having considered CSGs processes, stakeholders and management views, and having conducted the impact assessment, the following conclusions can be reached:

External vs internal

The external stakeholder view of material topics differs notably from that of internal stakeholders, including management. However, external survey participation was limited, and the results may not fully represent the broader stakeholder perspective.

Safety

Safety is crucially important to CSG, covering product, occupational and process safety. As this clearly is one of the most important material topics, KPIs for this topic are in place.

Environmental impact

Although ranked lower down in the list of material topics by stakeholders, following the impact/risk assessment, both climate change and waste management should be elevated to being material to CSG

Impact Analysis

Using the materiality matrix and stakeholder feedback, we conducted a detailed impact assessment in line with GRI guidelines, analyzing each topic by scale, scope, likelihood, and irremediability.

	Scale	Scope	Likelihood	Irremediability
Economic Performance				
Occupational Health & Safety				
Customer Relations				
Workforce				
Procurement Practices (Supply Chain)				
Stakeholder Perception				
Product Safety				
Compliance & Governance				
Human Rights				
Manufacturing Product Safety				
Climate Action & GHG Emissions				
Waste, Effluents & Circular Economy				

List of Material Topics

After reviewing applicable GRI (Global Reporting Initiative) standards, the stakeholder views and impact assessments, below is the list of CSGs material topics. To support a management approach, the material topics can be grouped under the main ESG categories:

Environment	Social	Governance
Product safety	Occupational Health & Safety	Economic Performance
Manufacturing process safety	Customer Relations	Procurement Practices & Supply Chain
Climate change & GHG Emissions	Workforce	Compliance & Governance
Waste, Effluents & Circular Economy	Stakeholder Perception	



Areas of Impact:

Environment

There are **four material topics** included in this Area of Impact:

- Product Safety
- Manufacturing Process Safety
- Climate Change and GHG emissions
- Waste, Effluents and Circular Economy

Product Safety



As a manufacturer of chemicals, CSG plays a critical role in supporting public health, environmental protection, and economic resilience. By ensuring access to safe, clean drinking water, we help prevent waterborne diseases, improving health outcomes for communities. Our products enable municipalities and industries to meet stringent quality standards, protecting ecosystems from contamination and contributing to the responsible management of natural resources. Economically, we support local employment, invest in technical innovation, and contribute to a stable supply chain for essential public infrastructure. Through training and collaboration with clients, we promote safer handling practices and improved operational efficiency.

All CSG chemical products are approved by the National Standards Authority of Ireland (NSAI), the official ISO member body for the Republic of Ireland. This certification confirms compliance with internationally recognized safety, quality, and performance standards. Through NSAI's ISO and European Organization for Technical Approvals memberships, our products align with strict European regulatory requirements and are fully evaluated for safe use in water treatment applications.



Disclosure	Results
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	100
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period	0

Manufacturing Process Safety

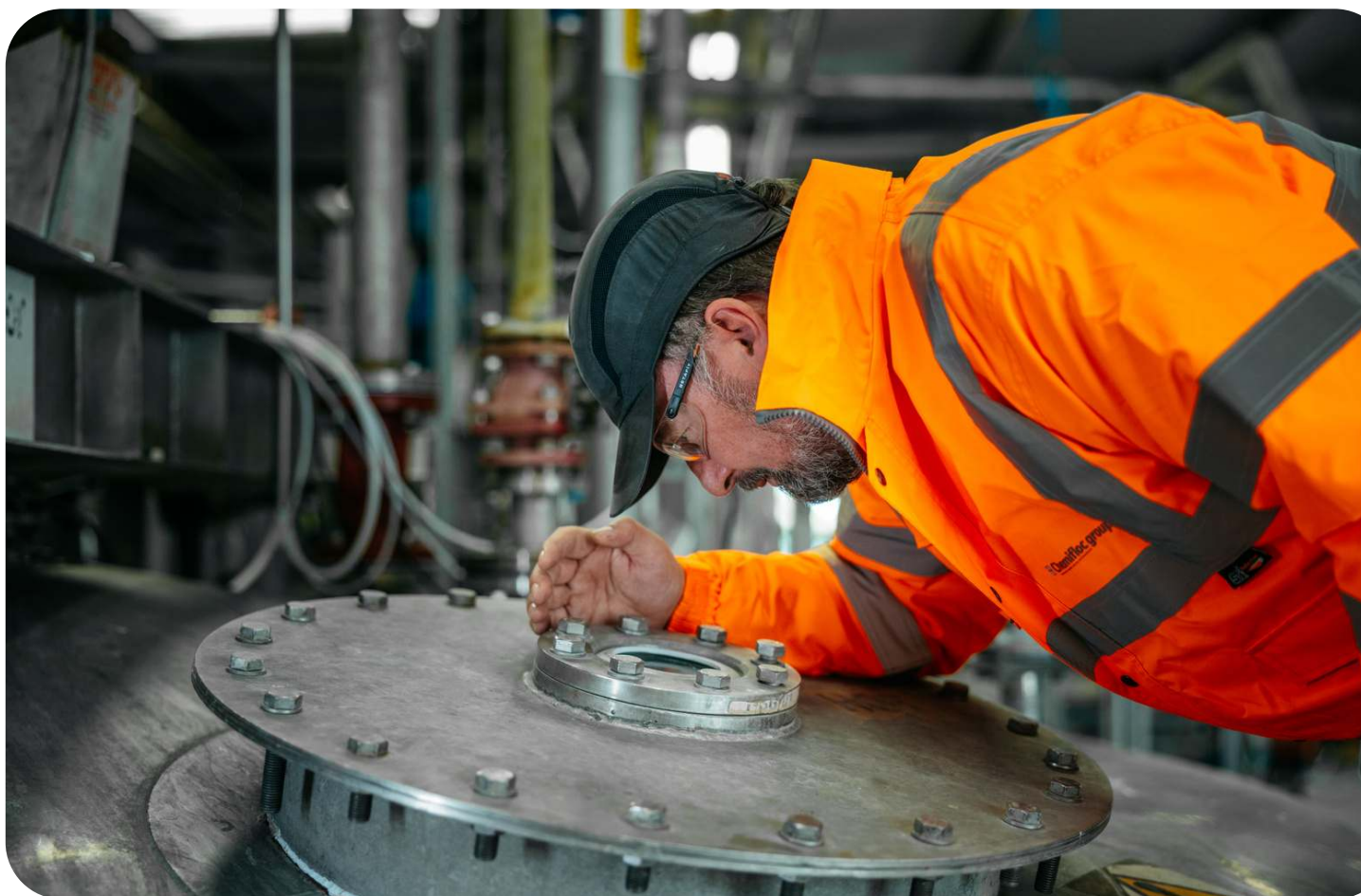


Safe manufacturing practices are central to CSG's operations, helping prevent spills, emissions, or releases that could impact air, water, or soil. Well-managed processes minimize our ecological footprint, ensure compliance, and improve efficiency through reduced waste and energy use.

Our manufacturing activities involve complex chemical processes, and we recognize the inherent risks they carry.

Incidents such as fires, explosions, or chemical releases could affect employees, neighboring communities, and critical transport routes. To prevent this, CSG maintains a rigorous management system supported by continuous monitoring, comprehensive training, and robust emergency preparedness.

We operate under ISO-certified systems ISO 14001 (Environmental Management), ISO 45001 (Occupational Health & Safety), and ISO 9001 (Quality), each following the Plan-Do-Check-Act framework for continual improvement. Employees complete an average of 18 hours of annual training in process safety and environmental compliance. Given our proximity to residential and industrial areas, protecting our people and neighbors remains a top priority.



Climate Change & GHG Emissions

Climate change is a critical global challenge, and CSG recognizes its responsibility to act. Our operations and transport fleet generate greenhouse gas emissions mainly from energy use and process-related activities. We are committed to measuring, reducing, and managing our carbon footprint to improve efficiency and support the transition to a low-carbon economy.

CSG measures Scope 1 and 2 emissions and is progressing toward full Scope 3 reporting, expected by 2027. Where relevant and applicable, GHG emissions have been quantified separately for CO₂, CH₄, N₂O, NF₃, SF₆ and other appropriate GHG groups (HFCs, PFCs, etc.) in tonnes of CO₂e.

Type of emissions	Qty in kg
Nitrogen Oxides (Nox)	416.8
Sulfur Oxides (Sox)	2.0

In 2024, Scope 1 emissions fell 17.8% from 2022 through fleet conversion to HVO and route optimization. In 2022 and 2023 we used an energy provider who guaranteed 100% renewable energy. However, for operational reasons, in 2024 we switched to a different provider who included non-renewable energy in their energy mix. For 2025 we aim to achieve zero Scope 2 emissions again.

Scope	2022 (in t)	2024 (in t)	Reduction
Scope 1	1321	1086	17.80%



CSG is expanding its on-site renewable energy generation through the installation of additional solar panels across our facilities. By 2027, this will reduce grid energy consumption by 20%, replacing it with clean, self-generated power. Applying Lean principles, we continue to lower overall energy demand and our carbon footprint.

Scope	2022 (in t)	2024 (in t)
Scope 2	0	235

Transitioning our fleet to HVO (Hydrotreated Vegetable Oil) cuts lifecycle CO₂ emissions by up to 90% and improves air quality, though ethically sourced HVO remains limited and currently imported. Route optimization delivers a further 5% annual fuel efficiency gain. We are also engaging suppliers and transport partners through our Ethical Supplier Initiative to develop joint carbon management programmes.



Waste, Effluents and Circular Economy



CSG generates waste through manufacturing, logistics, and maintenance activities. Waste includes both hazardous (chemical sludge, contaminated water) and non-hazardous materials (packaging, pallets, general waste, hard plastics & other recyclables). We monitor all waste streams to ensure safe handling, minimize environmental impact, and support circular economy principles.

All waste is managed by licensed third-party contractors, supported by regular compliance checks and facility audits to verify operational integrity. Our staff receive ongoing training to ensure adherence to legal requirements and documentation standards, maintaining transparency and accountability in all waste management processes.

While most waste arises from CSG's direct operations, we also work with suppliers and customers to reduce waste across the value chain. This includes minimizing hazardous materials, reusing packaging, and improving recycling and recovery rates to advance circular economy.

Disclosure	2024
Total waste generated in metric tons	215
Total waste diverted from disposal in metric tons	138
Total waste directed to disposal	78

Water use

Although stakeholders did not identify water as a material topic, CSG recognizes its importance as a critical environmental resource. Under our EPA license, we are committed to reducing water use wherever possible through responsible sourcing, recycling, and rainwater harvesting.

Operating in the water and wastewater treatment sector, CSG depends heavily on water and acknowledges its responsibility to manage this resource sustainably across all operations.

Our activities are closely linked to the water cycle, from production to the end-use of our products, and we continuously monitor and treat water to minimize impacts such as stormwater runoff and wastewater discharge.

We also consider indirect effects through our supply chain and product use, aligning our practices with environmental permits and water stewardship objectives to ensure responsible and sustainable management.

Source of water used	Amount	Decrease
Ground Supply	32,549m ³ /y	12%
Rainwater	33,088m ³ /y	22%
Public	36,456m ³ /y	2%

Our Environmental Goals:

Product Safety:

- Achieve 0 incidents of non-compliance with regulations: **Ongoing**

Manufacturing Process Safety:

- 100% completion of all scheduled preventative maintenance work for safety-critical equipment: **2025**
- Achieve 100% completion of process hazard analysis training for all manufacturing staff: **2026**

Climate Change & GHG Emissions:

- Achieve 0 Scope 2 emissions by switching to renewable energy provider: **2025**
- 2% annual fuel reduction through route optimization: **2026**

Waste, Effluents & Circular Economy

- Reduce waste generated by 5% per annum: **2027**
- Installation of a rainwater harvesting system to reduce mains water use by 20%: **2027**

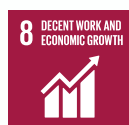
Areas of Impact:

Social

There are four material topics included in this Area of Impact:

- Occupational Health and Safety
- Workforce
- Customer Relations
- Stakeholder perception

Occupational Health and Safety



Occupational Health and Safety (OHS) is a top priority for CSG and consistently ranks among the most material topics for both internal and external stakeholders. To manage this, we maintain an ISO 45001-certified Occupational Health and Safety Management System (OHSMS), ensuring a safe, healthy, and inclusive environment for all employees, contractors, and visitors.

Our structured OHSMS framework covers the routine and non-routine identification of hazards, assessment of risks, and implementation of control measures in line with the hierarchy of controls. Performance is continuously monitored and reviewed to drive improvement, guided by the outcomes of hazard assessments and control evaluations. All employees have the right to stop work they believe pose an imminent risk to health or safety, without fear of reprisal.

CSG promotes open communication and shared responsibility for safety through formal joint management-worker toolbox talks held quarterly. These sessions review the effectiveness of the OHSMS, support worker education, and identify opportunities to strengthen safety controls and practices.

Disclosure	Results
Number of work-related injuries	2
Types of work-related injuries	Manual handling, chemical contact
Numbers of hours worked	192,660
Number of fatalities as a result of work-related ill health	0



Customer Relations



Strong customer relationships are central to CSG's sustainability strategy. We are committed to transparent product information, chemical safety, and data protection, ensuring our solutions are used responsibly and safely. Open communication and responsiveness build long-term trust, aligning our approach with global standards for responsible marketing, product stewardship, and data privacy. These efforts also support the UN Sustainable Development Goals on health, innovation, and responsible consumption.

100% of our products are labelled according to the EU regulations (EU CLP Regulation (EC) No 1272/2008). We provide information regarding the safe use and safe disposal of our products.

As part of our materiality analysis, we surveyed key customers to gather feedback on their perceptions and expectations. Maintaining open dialogue remains essential, and we aim to strengthen relationships through increased face-to-face engagement and collaboration.

Our R&D team continuously develop new solutions to address customer challenges, driving innovation that benefits both stakeholders and the environment. Together with our customers, we implement best practice technologies that deliver clean water and sustainable outcomes.

Disclosure	Results
Incidents of non-compliance concerning product and service information and labeling	0
Incidents of non-compliance concerning marketing communications	0
Complaints concerning breaches of customer privacy and losses of customer data	0

Workforce



Our workforce is central to CSG's sustainability journey. We foster a safe, inclusive, and supportive workplace that empowers employees and promotes long-term well-being. Our approach combines fair labour practices, continuous training, diversity, inclusion, and strong health and safety standards. By investing in our people, we build a resilient organisation that supports social equity and economic sustainability.

All staff receive benefits including life insurance, healthcare, parental leave, and a contributory pension scheme. CSG matches pension contributions up to 5% of salary, with 65% of employees participating. Additional benefits include the Bike to Work scheme, educational support, and wellness initiatives. We maintain a workplace free from discrimination and ensure equal opportunities for all.

In 2024, CSG engaged 20 contracted workers, welcomed 22 new employees, and saw 20 departures. In a traditionally male-dominated sector, we continue to advance inclusion and fairness, with no discrimination incidents reported. The new Bamboo HR system strengthens performance management and aligns employee objectives with sustainability goals, integrating ESG metrics into reviews and career development. Our goal is full employee participation in regular reviews to embed sustainability throughout the organisation.

Stakeholder Perception



Given the environmental and health impacts associated with our industry, stakeholder perception is a material topic for CSG. These impacts heighten scrutiny from regulators, communities, investors, and customers. Our license to operate often depends on maintaining trust and transparency, especially regarding safety practices, emissions, and product stewardship. Positive engagement strengthens reputation and market access, while responsible communication supports long-term resilience. Stakeholder feedback helps shape our strategy and drive social and environmental improvements across our value chain.

Disclosure	Results
Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	0

CSG actively engages with industry, regulatory, and advocacy bodies at national and international levels to advance best practices, sustainability standards, and innovation in water treatment chemicals. We participate in policy discussions, regulatory consultations, and sustainability ratings through memberships such as EcoVadis and INCOPA, where we contribute technical expertise and promote safe, sustainable use of inorganic coagulants.

As a chemical manufacturer, CSG remains fully committed to REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) compliance. We ensure meaningful stakeholder engagement guided by principles of inclusiveness, transparency, and responsiveness. Engagement methods include two-way communication channels and formal feedback mechanisms, with outcomes tracked and reviewed to continuously improve effectiveness and impact.

Our Social Goals



Occupational H&S

- Achieve 0 incidents of work-related injuries: **2025**
- Conduct 4 evacuation drills per year: **Ongoing**



Customer Relations

- Implement NPS surveys with customers to measure satisfaction: **2025**
- Maintain +98% delivery performance: **2025**



Workforce

- Maintain a high NPS score for the employee survey (above 60): **2026**



Stakeholder perception

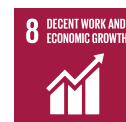
- Achieve EcoVadis Gold level: **2025**

Areas of Impact:

Governance

There are three material topics included in this Area of Impact:

- Economic Performance
- Procurement and Supply Chain
- Compliance and Governance



Economic performance

Economic performance is CSG's highest material topic, reflecting its importance to stakeholders and business continuity. Strong financial results underpin our ability to invest in sustainability, innovation, and employee development. We recognise that long-term success depends on balancing profitability with environmental and social responsibility.

We recognize both the benefits and the impacts of our operations on local communities and economies. We contribute positively through local job creation, environmental awareness, and community investment. At the same time, we acknowledge concerns related to traffic, noise, and chemical handling risks. We continue to mitigate these risks through transparent local engagement and robust environmental and safety controls.

CSG contributes to local and national economies through employment, taxes, supplier partnerships, and community investment. We support local schools, sports clubs, and environmental projects, and provide pro bono technical advice on water quality and treatment. Our cooperation with the University of Limerick through its Cooperative Education Programme offers students practical industry experience for 6-8 months, building future talent in the Irish water sector.

Climate Change has the potential to affect the availability of our raw materials. We therefore decided to manage this risk by increasing our storage capacity in Foynes. This new storage facility will be operational over the coming years, increasing capacity for critical supply products.

In everything we do, be it commercial or pro-bono, we ensure our activities are aligned with our commitment to responsible business conduct. For full details on our financials, feel free to request a copy of our Financial Report.

Procurement & supply chain

Transparent procurement and responsible sourcing are central to sustainable operations. CSG works with both local and European suppliers of chemical raw materials, packaging, and logistics, maintaining short supply chains that enhance traceability and reduce risk. Around 10% of total procurement is spent on local suppliers within Ireland.

Regular supplier engagement—including on-site visits, audits, and in-person meetings, ensures compliance with our quality, safety, and sustainability standards. Marine logistics are managed responsibly to minimize emissions, noise pollution, and potential impacts on sensitive environments such as the River Shannon.

Compliance and Governance Structure

The Board of Directors is CSG's highest governance body, responsible for strategic direction, performance, and sustainability oversight. It ensures the integration of ESG principles into core operations and compliance with the Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS).

Sustainability governance follows a structured delegation model. The Board delegates operational responsibilities to the CEO and Senior Leadership Team, supported by the Head of Sustainability, EHS Manager, and Sustainability Core Team. These teams manage data collection, stakeholder engagement, impact assessment, and progress tracking against ESG targets. All sustainability disclosures and materiality assessments are reviewed by the Board for accuracy, completeness, and compliance before publication.

Number of board of directors



Ethics, Integrity & Compliance

Our governance framework is anchored in integrity and transparency. CSG's Code of Conduct and Conflict of Interest Policy apply to all directors, executives, and employees, ensuring ethical behaviour across all operations.

We uphold internationally recognized human rights standards in line with the UN Guiding Principles on Business and Human Rights and the Modern Slavery Act 2015. Training on human rights, ethical sourcing, and environmental compliance is mandatory for all staff through our online Learning Management System.

CSG also maintains a Whistleblowing Policy, offering multiple safe and confidential reporting channels for employees and external stakeholders. All reports are handled fairly and confidentially, with zero tolerance for retaliation.

Business ethics and anti-corruption measures are integrated into employee onboarding via BambooHR and reinforced through the Code of Ethics Policy. This includes guidance on gifts, conflicts of interest, and compliance expectations.

Community & Social Impact

CSG recognizes both the benefits and challenges of operating within local communities. We contribute positively through employment, environmental awareness, and investment, while mitigating potential impacts related to traffic, noise, and chemical handling through strong safety controls and transparent engagement.

Our activities align with the UN Sustainable Development Goals and Ireland's Climate Action Plan, supporting national and global sustainability priorities through responsible business conduct and local partnerships.

Disclosure	Result
Instances of non-compliance with laws or regulations	0
Total number and nature of confirmed incidents of corruption	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	0

Industry associations, membership associations and advocacy organizations that CSG participate in:




Our Governance Goals



Economic Performance

- Increase revenue by 3%: **2027**



Procurement & supply chain

- 75% of suppliers to adopt carbon management measures through Ethical Supplier initiative: **2027**



Compliance and Governance

- 100% of sustainability data recorded: **2027**
- Maintain a 100% compliance rate with all relevant national and international EHS regulations: **2026**



GRI Index

STATEMENT OF USE:

CSG has reported the information cited in this GRI content index for the period January 1 to December 31, 2024, with reference to the GRI Standards

GRI used:

GRI 1: Foundation 2021

GRI Standard	Disclosure	Location (Page)
GRI 2: General Disclosures 2021		
GRI 2-1	Organizational details	5, 6
GRI 2-2	Entities included in the organization's sustainability reporting	5
GRI 2-3	Reporting period, frequency and contact point	8, 22
GRI 2-5	External assurance	8
GRI 2-6	Activities, value chain and other business relationships	5, 7
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GRI 2-9	Governance structure and composition	20
GRI 2-10	Nomination and selection of highest governance body	20
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	20
GRI 2-13	Delegation of responsibility for managing impacts	20
GRI 2-14	Role of the highest governance body in sustainability reporting	20
GRI 2-15	Conflicts of interest	20
GRI 2-16	Communication of critical concerns	20
GRI 2-17	Collective knowledge of the highest governance body	20
GRI 2-22	Statement on sustainable development strategy	3, 4
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GRI Standard	Disclosure	Location (Page)
GRI 3: Material Topics 2021		
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