

BALLYCADDEN WIND FARM



2023

**SUSTAINABILITY
REPORT**

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Health and Safety

Commitment to ESG and Sustainability

Since 2019, EnergyPro Asset Management Ltd has been engaged to manage the Environmental, Social, and Governance (ESG) aspects of Ballycadden Wind Farm. Ballycadden Wind Farm aims to create and grow sustainable value for our stakeholders through best practices and a commitment to protecting the health and well-being of our employees, the environment, and the communities where we work. ESG methodologies significantly influence how we plan and conduct business, including our corporate governance systems, people management, support for local communities, and operational management.

We recognise the importance of ESG affairs in advancing Ballycadden Wind Farm. EnergyPro submits an annual ESG survey reviewed and scored by GRESB, an industry-led organisation that independently validates, scores, and benchmarks ESG data. This annual ESG Report consolidates and summarises our work on matters important to our business and stakeholders.

The sustainability report for Ballycadden Wind Farm sets forth goals integral to our mission. By focusing on reducing environmental impact, optimising resource efficiency, and generating clean, renewable energy, we are committed to promoting a sustainable future. Our initiatives emphasise community engagement, economic contributions through job creation and local investments, and the highest standards of health and safety. Additionally, we prioritise innovation and technology advancement, ensuring transparency and accountability in our sustainability performance.

Ballycadden Wind Farm adheres to rigorous operational procedures, policies, and standards to ensure alignment with our commitment to excellence and sustainability. EnergyPro's management ensures that the wind farm operates efficiently, safely, and sustainably, showcasing our expertise in managing renewable energy assets and underscoring our dedication to maintaining the highest industry standards.

This report is not just a document; it is a testament to our values and commitment to stakeholders. For our company, it enhances our reputation for responsible business practices, ensures regulatory compliance, builds investor confidence, and maintains market competitiveness. For our stakeholders, it fosters trust, showcases our dedication to environmental stewardship, and highlights opportunities for operational efficiency. Ultimately, this report supports our long-term viability and resilience, addressing sustainability challenges and opportunities with proactive and innovative solutions.



Ballycadden Wind Farm

Established in 2012, Ballycadden Wind Farm demonstrates a commitment to sustainable energy production and environmental stewardship. Located in the townlands of Bolinrush, Ballycadden, Lackendarragh and Curralane Oldtown, about 8 km east of Bunclody, County Wexford, Republic of Ireland, the wind farm benefits from optimal wind conditions at an elevation of approximately 170 to 250 meters above sea level. This strategic location on agricultural land used for arable crops and livestock grazing, with surrounding hedgerows and forestry land, provides a harmonious integration into the local landscape.

Ballycadden Wind Farm began operation in June 2013. The wind farm comprises nine wind turbine generators and ancillary works, including a meteorological mast, an electrical substation building, underground electrical cabling, access tracks, and a crane hardstand for each turbine. Phase I consists of five Enercon E82 E4 3MW turbines, while Phase II includes four Enercon E82 E2 2.3MW turbines, with a combined maximum export capacity to the National Grid of 24.2 MW. This technology generates clean, renewable electricity, significantly reducing carbon emissions and contributing to Ireland's ambitious goal of achieving 70% renewable electricity by 2030.

Beyond its environmental benefits, Ballycadden Wind Farm plays a vital role in the local economy, creating jobs and supporting community initiatives. The development of Ballycadden involved extensive planning, environmental assessments, and community consultations, ensuring its successful integration into the local environment. The wind farm continues to engage with the local community, promoting sustainability and addressing concerns while planning for future expansions and technological upgrades to enhance its capacity and efficiency.

Ballycadden Wind Farm stands as a testament to innovation and responsible energy production, paving the way for a cleaner, more sustainable future. Through its commitment to sustainability, efficient operations, and community engagement, Ballycadden upholds the core principles of renewable energy projects.

Message from our Wind Farm Manager



At EnergyPro, we are committed to a sustainable future, ensuring we protect our planet and communities.

We are proud to present our latest Sustainability Report for Ballycadden Wind Farm, which reflects our commitment to sustainable development and responsible business practices. Over the past year, we have made significant strides in advancing our sustainability goals, contributing to the global effort to meet the United Nations' Sustainable Development Goals.

Our wind farm operations have demonstrated our dedication to reducing environmental impact, improving energy efficiency, and promoting innovation. Through our efforts, we have significantly increased our energy output and efficiency, resulting in substantial reductions in greenhouse gas emissions. Our commitment to protecting the environment is evident in the measures we have implemented to preserve local habitats and species.

We understand that our success is intrinsically linked to the well-being of our communities. Therefore, we have prioritised community engagement, supporting local economies and creating a positive social impact.

Looking ahead our future initiatives will build on the progress we have made, striving for continuous improvement, and setting new benchmarks in sustainability.

I would like to extend my gratitude to our dedicated employees, partners, and stakeholders who have supported us in our journey. Together, we will continue to lead the way towards a more sustainable and prosperous future.

William Coughlan

William Coughlan
Ballycadden Wind Farm Manager | EnergyPro



Ballycadden Wind Farm has strong corporate governance through its joint ownership structure and collaborative management approach. The wind farm is co-owned, creating a dynamic and inclusive governance framework. This joint ownership model ensures that both the financial and community interests are well-represented, promoting a balanced approach to decision-making and strategic planning.

The governance structure is further strengthened by the formation of a dedicated board with representatives from TDGIF, EnergyPro and local landowners. This board meets three times a year to oversee the wind farm's operations, ensuring that all stakeholders have a voice in the management process. Additionally, an Annual General Meeting (AGM) is held each year to review the past year's performance, set goals for the future, and engage more broadly with the community and other stakeholders. These regular meetings facilitate transparent communication, strategic alignment, and the effective oversight of the wind farm's performance and sustainability initiatives.

EnergyPro, as the wind farm managers, utilise their comprehensive policies and procedures to operate Ballycadden Wind Farm, ensuring the highest standards of sustainability, ethical business practices, and operational efficiency. This report is based on processes governed by EnergyPro, reflecting their commitment to community and environmental stewardship. With 23 years of experience and expertise in wind farm management, EnergyPro excels in all aspects of operations, from site management and technical maintenance to performance monitoring and reporting. Their team of professionals combines technical knowledge with project management skills, ensuring efficient and sustainable energy production. EnergyPro's dedication to best practices, rigorous safety standards, and innovative solutions drives the success of wind farms like Ballycadden.

The collaborative governance model at Ballycadden Wind Farm, with its robust structure and clear accountability, ensures that sustainability is at the forefront of its operations. This approach not only aligns with the regulatory requirements but also promotes continuous improvement in environmental performance, benefiting both the local community and the broader ecosystem.



We make renewable energy projects safer, ensure they are well-maintained, and use our knowledge to increase the amount of renewable energy customers put on the grid.

ENERGYPRO CORE VALUES



WE CARE

We care about each other, our customers, and our partners.

We nurture an atmosphere of openness, positivity, and curiosity.

We care about our environment.

WE TAKE OWNERSHIP



We manage our customer's assets as if they're our own.

We do the right things for the right reasons.

We are transparent, reliable, and proactive.



WE DEVELOP AND GROW

We challenge ourselves to be better.

We grow sustainably.

We are agile and innovative.

Ethics and Compliance

The leadership team at EnergyPro upholds ethics and compliance by establishing and maintaining high ethical standards and ensuring regulatory adherence. Their transparent decision-making fosters a culture of integrity and accountability.

EnergyPro's Code of Conduct, accessible to all employees via the handbook and SharePoint, sets clear expectations for ethical behaviour. Regular training and handbook acknowledgement sign off by all employees emphasises the importance and application of these policies in daily operations.

High standards of business ethics are maintained through regular internal audits, identifying gaps, and implementing improvements. We adhere to key regulations and standards in the renewable energy sector, with established processes for ongoing compliance. Regular reviews and necessary certifications demonstrate our commitment to operational integrity.

Clear procedures address policy violations with appropriate disciplinary actions, reinforcing our commitment to ethical behaviour and compliance. We are dedicated to continuous improvement, regularly reviewing, and updating our ethics and compliance programs to align with best practices and enhance effectiveness.

17 PARTNERSHIPS FOR THE GOALS



Sustainability Reporting

Our sustainability reporting is conducted on an annual basis with periodic updates to track specific environmental and sustainability goals. Transparency is a key component of our reporting strategy; reports are made publicly available and internally distributed to ensure that all stakeholders are informed of our progress and commitments.

Stakeholder Engagement

We engage with our stakeholders through various methods and at regular intervals. Our Annual General Meeting (AGM) is held once per year in September, and we conduct three board meetings during the year. Additionally, we utilise meetings, surveys, and forums to gather input from key stakeholder groups, including the Board of Directors and local landowners (shareholders). This feedback is integral to shaping our policies and practices, ensuring that stakeholder perspectives are incorporated into our decision-making processes.

Risk Management

Our approach to risk management includes thorough processes for identifying sustainability risks. We conduct site risk assessments, climate change risk assessments with third-party involvement. These risks are then integrated into our overall risk management framework. Regular quarterly site inspections are performed to identify and mitigate potential risks, demonstrating our proactive stance on risk management. By rigorously assessing, mitigating, and managing sustainability risks, we ensure the resilience and longevity of our operations. This proactive approach not only protects our environment and community but also enhances our operational efficiency and corporate responsibility.

Internal Audits and Compliance

We conduct regular internal audits to ensure compliance and prepare for ISO certification. These audits cover various areas, including operational and sustainability practices. Findings from these audits are documented and followed up to ensure continuous improvement and adherence to our high standards of compliance.

Performance Incentives

While we do not have a concrete system linking sustainability targets to executive compensation, we include performance incentives in our employee review questionnaires. This approach ensures that sustainability goals are recognised and rewarded within our organisational framework, promoting a culture of accountability and continuous improvement.

GRESB Reporting

At Ballycadden Wind Farm, we participate in the Greenhouse Gas Emissions Reporting and Benchmarking Scheme (GRESB) to ensure transparency and accountability in our environmental performance. Through GRESB, we systematically report our greenhouse gas emissions, enabling us to identify emission sources, track our progress towards reduction targets, and benchmark against industry standards. This participation underscores our commitment to sustainability, enhances our regulatory compliance, and supports global efforts to mitigate climate change. By proactively engaging in GRESB, we aim to reduce our carbon footprint and foster a culture of environmental responsibility and continuous improvement within our operations.



Continuous Improvement

We have established processes for regularly reviewing and updating our governance and sustainability practices. Recent improvements include the implementation of industry benchmarks and best practices to ensure that our strategies remain effective and up-to-date. This commitment to continuous improvement underscores our dedication to sustainability and operational excellence.

Industry Standards

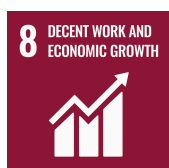
Our commitment to industry standards and regulatory requirements is demonstrated by our adherence to relevant standards and the attainment of ISO certification. EnergyPro hold ISO 9001, 14001 and 45001. This compliance ensures that we meet all necessary regulations and uphold the highest standards in our operations.



Our alignment with



GRI 302: Energy
GRI 305: Emissions



GRI 201: Economic Performance
GRI 202: Market Presence
GRI 401: Employment
GRI 403: Occupational Health and Safety



GRI 203: Indirect Economic Impacts
GRI 302: Energy
GRI 305: Emissions



GRI 203: Indirect Economic Impacts
GRI 413: Local Communities



GRI 301: Materials
GRI 302: Energy
GRI 303: Water and Effluents
GRI 306: Waste



GRI 201: Economic Performance
GRI 305: Emissions
GRI 302: Energy



GRI 304: Biodiversity



GRI 102: General Disclosures
GRI 203: Indirect Economic Impacts

Reporting on the Sustainable Development Goals is essential for communicating our commitment to stakeholders, showing our accountability and measuring our progress.

Ballycadden operations align with several SDGs and Global Reporting Initiative (GRI) standards, emphasising sustainability, economic growth, and community engagement. We support SDG7 by generating renewable energy and managing energy consumption and greenhouse gas emissions.

We contribute to SDG8 by creating jobs and stimulating economic growth, adhering to fair wages, inclusive employment practices, and occupational health and safety standards (GRI 201, 202, 401, 403). Progressing SDG9, we invest in infrastructure and innovation, energy efficiency and reducing emissions (GRI 203, 302, 305).

By engaging with local communities, we align with SDG11, focusing on community engagement and impact assessments (GRI 203, 413). Promoting responsible resource use supports SDG12, with practices covering material usage, energy consumption and waste generation (GRI 301, 302, 303, 306).

We address SDG13 by reducing emissions and tackling climate change risks (GRI 201, GRI 302, 305). Our biodiversity conservation efforts align with SDG15, assessing impacts on protected areas and biodiversity (GRI 304).

Finally, we demonstrate SDG17 through active stakeholder engagement and collaboration (GRI 102, 203). In summary, EnergyPro's operations reflect a strong commitment to the SDGs, ensuring sustainable practices, economic growth, and positive community impacts while adhering to GRI standards.

Before construction, Ballycadden Wind Farm conducted thorough environmental studies to ensure minimal impact on local wildlife and habitats. These studies guided the implementation of necessary biodiversity protection measures and ensured compliance with all relevant regulations.

Currently, no ongoing biodiversity monitoring is required as initial assessments covered all necessary evaluations, ensuring no adverse environmental effects. The site is zoned for fallow land with no designated wildlife corridors. Regular site inspections include checks for dead animals, like birds and bats, near turbines to monitor and address unexpected wildlife impacts, following pre-construction guidelines to keep wildlife mortality rates low.

We have planted 300 meters of hedgerow along the wind farm road, providing habitat, food sources, and nesting sites for various local species, promoting ecological connectivity. Our operations comply with environmental regulations, reflecting our commitment to effective environmental management and high standards as demonstrated by EnergyPro's ISO 14001 certification.

We maintain transparency through public and internal biodiversity protection reports, with ESG as a standing item on our board agenda. Our proactive planning and strict compliance with regulatory requirements highlight our commitment to minimizing environmental impact and supporting local biodiversity through initiatives like the All-Ireland Pollinator Plan.



All-Ireland Pollinator Plan

Ballycadden Wind Farm is an active member of the All-Ireland Pollinator Plan, coordinated by the National Biodiversity Data Centre. This initiative unites various sectors across Ireland to create a landscape where pollinators can thrive.

One-third of Ireland's wild bee species face extinction due to reduced food sources and nesting sites. The plan aims to reverse this trend and restore healthy pollinator populations. Our participation supports these vital species, crucial for biodiversity and agriculture.

We contribute by conducting annual site surveys to monitor and support pollinator populations, demonstrating our commitment to local biodiversity initiatives and environmental stewardship.

We also engage with the community through educational tours, where beekeepers explain the importance of bees and visitors can observe our onsite beehives. These hives support honey bee populations and serve as educational tools to raise awareness about pollinators' critical role.

ACRES Program

Adjacent to Ballycadden Wind Farm, a 5.06-hectare area is dedicated to environmental management as part of the ACRES program. This land is managed as a bare fallow field each spring to support declining ground-nesting birds, particularly lapwings, and in the autumn to absorb residual nutrients through the planting of a catch crop. The initiative promotes biodiversity by providing nesting habitats for lapwings and rare arable plants, and by generating less densely vegetated areas for insects like bumblebees and solitary bees. Additionally, catch crops prevent nutrient leaching and protect water quality. This action aligns with the wind farm's commitment to sustainability and biodiversity, ensuring both onsite and adjacent habitats are maintained and protected.



Hedgerow planting at wind farm



Wind farm bee hives



WASTE MANAGEMENT

At Ballycadden Wind Farm, we generate both hazardous and non-hazardous waste during turbine maintenance and operations. We enforce a zero-waste policy onsite, requiring all contractors to remove waste, and our Original Equipment Manufacturer (OEM) segregates hazardous waste for proper disposal.

We prioritise reusing materials in our maintenance operations, utilising reconditioned pitch and yaw motors to minimise waste. While no turbine blades have been recycled, motors and electrical components are reconditioned and reused wherever possible, demonstrating our commitment to sustainability.

Non-recyclable waste is disposed of safely, complying with local and international regulations. Certified waste disposal services ensure responsible handling, while specific procedures for hazardous waste include training, detailed record-keeping, and regulatory compliance.

To reduce waste generation at the source, we implement employee training and awareness programs. These initiatives promote best practices and foster a culture of sustainability. We track and quantify waste generation accurately, conduct regular audits, and use KPIs to monitor and improve our waste management strategies.

Our waste management practices comply with all necessary regulations and are covered in the OEM waste management plan. EnergyPro's ISO 14001 certification reflects our commitment to effective environmental management and adherence to industry standards.

We regularly review and improve our waste management practices, adopting new technologies and innovations to stay at the forefront of sustainable practices. Successful initiatives and positive outcomes are discussed in internal meetings, with measurements, targets, and goals tracked to ensure continuous improvement.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



EMPLOYEE SPOTLIGHT Franco Criscuolo

Business Development Manager

How do you incorporate sustainability practices into your daily work routines at EnergyPro?

Personally, I use my car for necessary journeys only. I cycle to the office, or if the weather is particularly inclement, I will use public transport. The office controls waste by providing several recycling facilities located in individual offices and in common areas, which all employees ensure they dispose of waste in the correct recycling bin.

What motivates you most about our company's commitment to sustainability?

We are actively engaged in an industry that has a material benefit in reducing and eventually eliminating our reliance on fossil fuel-derived energy. This commitment to sustainability is incredibly motivating as it aligns with my personal values and goals.

How do you feel our sustainability efforts contribute to our overall success and reputation?

The company profile focuses on sustainability, highlighted in our monthly 'Carbon Saved' section on our website. This feature allows us, along with our clients, to showcase the material impact we have on reducing carbon discharge through the services EnergyPro provides. Additionally, part of our process involves monitoring habitat and ecology plans as part of planning compliances. We are deeply invested in this area, not just as part of our services but also through collaborations with academic and biodiversity organisations. For example, the Nature+ Group program for 'Biodiversity on Windfarms' was part-sponsored by EnergyPro. This commitment enhances our reputation and underscores our role as leaders in sustainability.

Our 2024 Sustainability Goals



Ballycadden Wind Farm is dedicated to understanding and mitigating the risks posed by climate change. Our climate risk assessment strategy is organised under the Climate Matters framework which includes three key umbrellas: evaluating our environmental impact, assessing the impacts of climate change on our operations, and ensuring compliance with relevant reporting frameworks.

Under the first umbrella of the Climate Matters framework, we have developed a Greenhouse Gas Emissions inventory in compliance with ISO 14064-1 standards. This inventory helps us measure and manage our carbon footprint accurately, reinforcing our commitment to reducing greenhouse gas emissions and supporting global sustainability efforts.

Ballycadden Wind Farm's proactive approach to climate risk assessment includes reviews of environmental impact, risk evaluations, and transparent reporting. Our dedication to identifying and mitigating climate risks, improving resilience and supporting global sustainability efforts underscores our commitment to sustainable energy. Through ongoing engagement with stakeholders and continuous improvement of our practices, we aim to maintain the highest standards of environmental responsibility and operational excellence.

Climate Risk and Adaption

Understanding the potential impacts of climate change on our operations is essential for the resilience and longevity of Ballycadden Wind Farm.

Our risk assessments included evaluations of site infrastructure, including turbine towers, nacelle, blades, hub, turbine foundations, turbine hardstands, buildings, protective barriers, HV systems, switchgear, and backup generators. This approach ensures that all critical components are evaluated for exposure and vulnerability.

We have implemented specific measures to mitigate identified risks. For example, secure storage of high-value materials, clear hazard warning notices, and secure access to HV systems are part of our ongoing safety protocols.

While full climate adaptation planning was not part of this assessment, our findings provide a strong foundation for future efforts to enhance our adaptive capacity. Regular inspections and maintenance programs are in place to ensure preparedness and resilience.

Compliance and Reporting

Ballycadden Wind Farm is committed to transparency and accountability in our climate risk management practices. We report verifiable data in compliance with relevant sustainability and reporting frameworks, ensuring we meet all regulatory requirements and demonstrate our commitment to responsible operations.

Key Findings and Actions

Identified potential hazards include flooding, storms, and extreme weather events that could impact our operations.

Long-term impacts such as sea level rise and temperature increases were assessed, highlighting the need for adaptive measures.

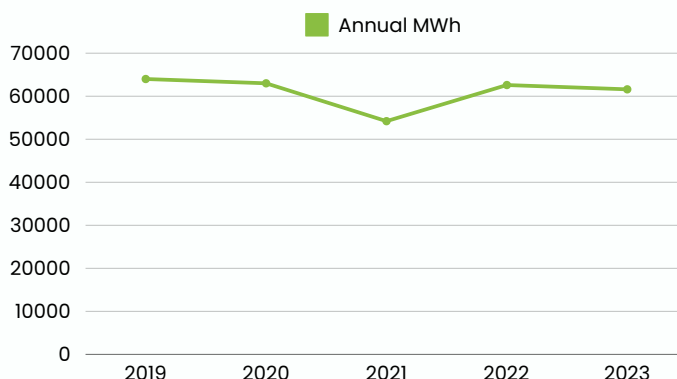
We have implemented measures to address these risks, ensuring that our infrastructure remains resilient and operational.

Our assessments identified risks associated with policy changes, technological advancements, and market shifts. We have developed strategies to address these risks and capitalise on opportunities to enhance our sustainability efforts.

Community & Stakeholder Engagement

We actively engage with local communities and stakeholders, collaborating on initiatives such as the Nature+ Group program for 'Biodiversity on Windfarms'. This collaboration underscores our commitment to enhancing biodiversity and supporting local ecosystems.

Energy Production



Greenhouse Gas Emissions

METRICS	2021	2022	2023	FUTURE YEAR TARGET
Emissions from combustion of fuels	0	0	0	0
Process emissions	0	0	0	0
Fugitive emissions	0	0	0	0
SCOPE 1	0	0	0	0
SCOPE 2	0	0	0	0
SCOPE 3	1.8	1.25	1.525	0.95
TOTAL SCOPE 1,2&3	1.8	1.25	1.525	0.95
On-site offsets	0	0	0	0
Offsets purchased	0	0	0	0
NET GHG emissions	1.8	1.25	1.525	0.950
Emissions avoided	16,732	19,550	19,250	17,500

13 CLIMATE ACTION



7 AFFORDABLE AND CLEAN ENERGY



Ballycadden Wind Farm is committed to developing positive relationships and supporting the local community through a variety of initiatives and contributions. Our community fund is designed to enhance educational opportunities, promote local sports, and support community development projects.

Walking Trail

As part of our ongoing commitment to fostering community engagement and promoting sustainable practices, Ballycadden Wind Farm features a dedicated walking trail open to the public. This trail offers local residents and visitors a unique opportunity to enjoy the natural beauty of the wind farm while learning about renewable energy and environmental stewardship.

By integrating recreational spaces with our renewable energy operations, we aim to enhance the community's connection to nature, encourage outdoor activities, and raise awareness about the importance of sustainable energy sources. The walking trail not only serves as a recreational asset but also demonstrates our dedication to creating positive social and environmental impacts in the region.



Scholarship Awards

In September 2023, Ballycadden Wind Farm awarded scholarships to support local students in their academic pursuits. These scholarships are a testament to our commitment to education and the development of future leaders.

These scholarships are awarded to students who have demonstrated outstanding academic achievements and a strong commitment to their local communities. The scholarship awards were presented at a ceremony attended by the students' families and representatives from Ballycadden Wind Farm.

We awarded two scholarships of €1,000 each to students from FCJ Secondary School in Bunclody and one student from Bunclody Vocational College received a €1,000 scholarship, supporting their transition to higher education.



James Murphy, Bunclody Vocational College, Heather Boyce, Bunclody Vocational College (scholarship recipient) and Tommy Kehoe, director Ballycadden Wind Farm.
Photo by Enniscorthy Guardian 4 October 2023

Community Contributions

In addition to scholarships, Ballycadden Wind Farm has contributed to several local initiatives aimed at supporting community infrastructure and activities.

We contributed €100 for a new sign at the local GAA pitch. This contribution helps promote local sports and ensures that community members can easily find and enjoy the facilities.

Ballycadden Wind Farm Board approved the sponsorship of €20,000 for the development of a playground and the purchase of playground equipment at Ballyroeback Primary School. This significant investment will provide a safe and enjoyable recreational space for the children, promoting physical activity and social interaction. In June, the students from Ballyroeback Primary School visited the wind farm, where they learned about renewable energy and its importance for a sustainable future. This visit was an educational experience, allowing students to see firsthand how wind energy is harnessed and its benefits to the environment.



OUR PEOPLE

At Ballycadden Wind Farm, our people are at the heart of everything we do. We are committed to maintaining a range of policies designed to promote sustainability, ethical business practices, and an inclusive workplace.

Our Anti-Bribery and Corruption policy ensures that we maintain integrity and ethical conduct by prohibiting bribery and corruption in all forms. Similarly, our Anti-Slavery commitment focuses on eradicating modern slavery within our operations and supply chains through rigorous risk assessment and due diligence.

Adherence to the highest standards of business ethics is fundamental to our operations, as outlined in our Business Ethics policy. We also prioritise Data Protection, safeguarding personal and corporate data in compliance with relevant regulations to ensure privacy and security.

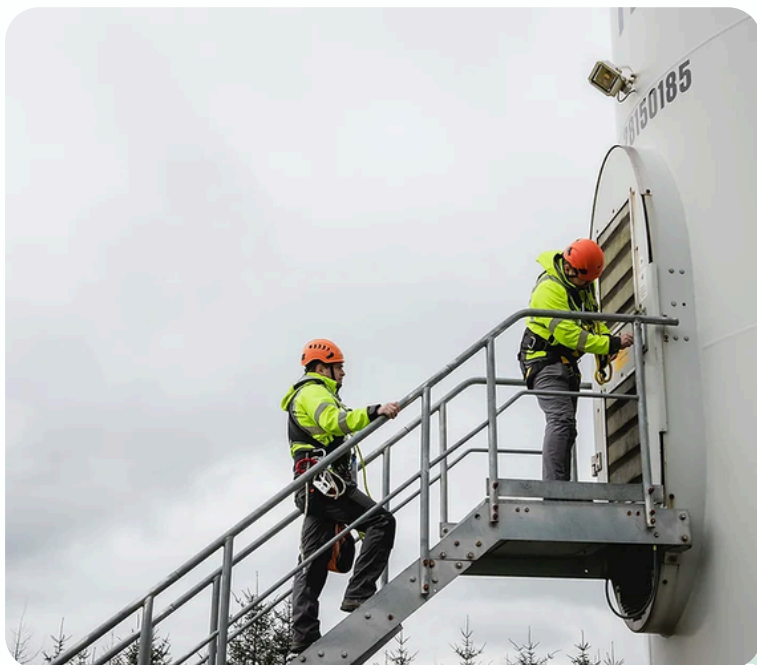
We are dedicated to promoting a workplace free from discrimination and ensuring equal opportunities for all employees, as detailed in our Equal Opportunity and Anti-Discrimination policy. To encourage a culture of transparency and accountability, our Protected Disclosure policy protects Whistleblowers.

Supporting community development and economic growth is a priority for us, and we achieve this by prioritising the hiring of local companies, contractors, and individuals through our Local Employment policy. Our Recruitment and Selection practices are designed to be fair and inclusive, attracting and retaining diverse talent.

Ensuring the well-being and safety of our employees is paramount. Our Fatigue Management policy helps manage and mitigate fatigue through appropriate scheduling and workload management. For employees who drive as part of their job responsibilities, our Driving for Work policy ensures their safety through comprehensive policies and training.

Continuous learning and development are key to our success. We provide ample Staff Training opportunities to enhance employee skills and knowledge. All company policies, procedures, and expectations for employees are comprehensively outlined in our Employee Handbook.

By maintaining these policies, we strive to create a positive and productive work environment that supports our commitment to sustainability and ethical business practices.



Governance & Leadership Commitment

Our Board are dedicated to embedding diversity and inclusion principles into the fabric of our organisation. This commitment is evident in the active support and enforcement of our policies, ensuring that all employees are treated with fairness and respect.

Inclusive Recruitment Strategies

Our recruitment strategies are aligned with our commitment to diversity and inclusion through inclusive job descriptions and advertising channels.

Career Development

Professional growth and career advancement is encouraged by preparing employees for leadership roles through leadership training programs, ensuring a pipeline of diverse talent for key positions through succession planning.

Inclusive Workplace Practices

We have adopted several inclusive workplace practices, including flexible working arrangements to accommodate personnel needs and support work-life balance, and accessibility improvements to ensure our workplace is accessible to all employees.

Modern Slavery and Business Ethics

Our policies on modern slavery and business ethics are designed to ensure ethical operations. Our modern slavery policy addresses risks within our operations and supply chains, with regular audits and training, and our business ethics and anti-bribery policies ensure compliance and promote ethical behaviour.

Employee Engagement and Training

We focus on employee engagement and continuous learning through recognition and rewards programs that acknowledge employee contributions, professional development opportunities that support career growth, and employee feedback mechanisms to collect insights to improve engagement and workplace practices.

Continuous Improvement

EnergyPro are committed to continuous improvement by keeping our policies current and effective through regular reviews and updates, planning new strategies to enhance D&I, employee engagement, and ethical practices, and setting measurable targets to drive progress through long-term goals.

8 DECENT WORK AND ECONOMIC GROWTH



Health & Safety at Ballycadden Wind Farm

At Ballycadden Wind Farm, our commitment to health and safety is guided by the Safety, Health & Welfare at Work Act, 2005, and the Safety Health and Welfare at Work (General Applications) Regulations 2007. These regulations ensure the safety, health, and welfare of all employees in the workplace. This Act applies to employers and employees in all types of work and encompasses all activities at Ballycadden Wind Farm.

Employers must have a written Safety Statement, based on hazard identification and Risk Assessment, specifying how they will manage and secure the safety, health, and welfare of all employees. The Safety Statement should include hazards identified and risks assessed, protective and preventive measures taken and resources provided, emergency plans and procedures, duties of employees, and the names, job titles, and positions of anyone assigned with safety responsibilities.

The Safety Statement is brought to the attention of employees at least annually or when there are any changes, newly recruited employees upon commencement of employment, and other persons at the place of work who may be exposed to any specific risk. The employer must review the Safety Statement if there is a significant change to the matters it relates to, any other reason to believe that it is no longer valid, or if an inspector directs the Statement to be amended.

Ballycadden Wind Farm Ltd has no employees. Therefore, our primary responsibility is to other persons at the place of work. The suite of documents detailed in our Safety Document register, particularly the Operational Health and Safety Plan, comprises the Company's Safety Statement, which details the policies and procedures used to achieve this goal. This statement is reviewed annually and revised if appropriate.

Safety Statistics

Ballycadden Working Hours And Time Lost To Injury (2021-2023)

■ Ballycadden working hrs and ■ Time lost to injury



Operations Control

Ballycadden Wind Farm utilises OpsControl to monitor the site 24/7, ensuring prompt response including unscheduled outages, loss of communications to SCADA, and emergency response. OpsControl also oversees the general health and safety of site personnel and infrastructure, while managing site access and monitoring weather warnings. This oversight guarantees the continuous and efficient operation of the wind farm, minimising downtime and optimising performance.

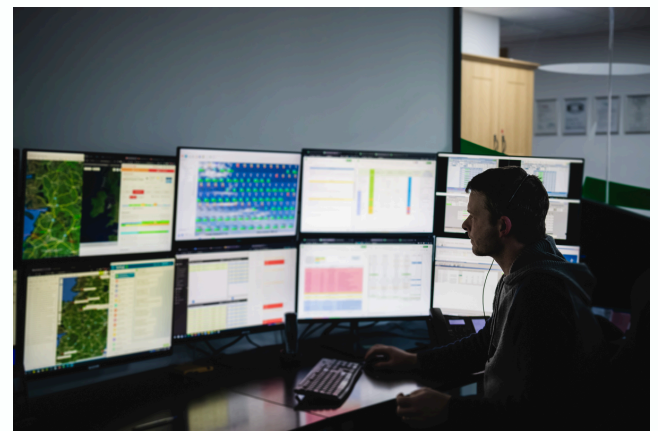
To facilitate these operations, OpsControl uses Skylark, an advanced automated operational control software platform. Skylark enhances the safety and effectiveness of managing wind farm activities by enabling operators to track and oversee site personnel. On-site personnel use a dedicated mobile app to complete inductions, check in and out of the site, and receive work orders. This integration of technology streamlines processes, ensuring that all activities are efficiently coordinated and that the highest safety standards are maintained in line with Wind Turbine Safety Rules (WTSR) and High Voltage Rules.

OHS Performance

Our commitment to Occupational Health and Safety (OH&S) is reflected in our impeccable performance record. No reportable accidents, incidences, or customer complaints related to health, safety, or the environment were recorded in 2023. Informal feedback highlighted site safety and information accuracy as critical focus areas for our customers.

Site Induction

At Ballycadden Wind Farm, safety is our top priority, emphasised through our site induction program. This program ensures all site visitors understand and adhere to stringent safety protocols, including the use of appropriate PPE and following specific safety procedures. The site includes 9 turbines and a substation. We conduct regular safety checks, maintain clear communication channels, and provide thorough training. In case of emergencies, first aid kits and fire extinguishers are readily available, and our team is trained to handle hazardous situations. Safety is everyone's responsibility, and we encourage all personnel to voice concerns and prioritise safe practices at all times. The wind farm operations control center can be contacted 24/7 in case of emergency.



OpsControl

skylark



EMPLOYEE SPOTLIGHT Lughaidh Ó Broin

Senior Energy Analyst

What motivates you most about our company's commitment to sustainability?

The entire ethos – I work for this company to help fight climate change and because of its commitment to renewable energy.

How do you feel our sustainability efforts contribute to our overall success and reputation?

It shows that we have very high ethical standards. I believe this is highly likely to be good for our reputation and therefore success.

How do you see our sustainability efforts aligning with your personal values and goals?

They align very closely. I am deeply concerned about climate change and how it will impact humanity. As a dormant environmental activist I believe action by all of us is necessary. And as I pause in my environmental activism due to family reasons, this is the best thing I could be doing to fight climate change.



Internal IMS Audits



H&S Inspections



Risk Assessments



Competency & Skills
Reviews



IMS Audits



Legal Compliance
Reviews

Integrated Management System & ISO Certification

EnergyPro's health and safety management plan is aligned with ISO 45001 standards, underscoring our dedication to excellence in health and safety. Our commitment to maintaining the highest safety standards is demonstrated through continuous improvement, comprehensive training programs, and strict adherence to best practices in health and safety management. As an ISO-certified company, we ensure that all procedures and protocols are consistently monitored and enhanced to provide a safe and secure environment for all personnel and stakeholders.

To ensure the effectiveness of our Integrated Management System (IMS), we conduct a range of evaluations and assessments. These include Internal IMS Audits, Health & Safety Inspections, Risk Assessments, Competency and Skills Reviews, Environmental Management System (EMS) Audits, and Legal Compliance Reviews. These activities are conducted annually to maintain high standards of safety and compliance. Additionally, we supplement these formal evaluations with more frequent informal staff reviews, which help us to continuously monitor and enhance our safety protocols and compliance measures. This proactive approach ensures that we are consistently meeting our safety and regulatory obligations while fostering a culture of continuous improvement and vigilance.

Risks and Opportunities

Our risk management approach is comprehensive, aimed at identifying and mitigating potential hazards to ensure a safe working environment. By systematically addressing risks, we maintain a high standard of safety and operational efficiency.

Staff Consultation and Participation

We prioritise staff engagement through various initiatives to foster a culture of safety and environmental responsibility. Weekly meetings are held to discuss safety and environmental issues, ensuring continuous communication and awareness. Annual staff reviews are conducted with a specific focus on safety and environmental performance, reinforcing our commitment to these critical areas. Additionally, we have reintroduced an annual offsite staff strategy day post-COVID to encourage team building and strategic planning.

Safety Checks and Inspections

Recent safety inspections have highlighted several key findings. These include the presence of designated public footpaths and cycleways on the wind farm, secure storage of high-value materials, and clear hazard warning notices alongside secure access to HV systems. Inspection results and flagged items are promptly reviewed and addressed to uphold safety standards.

Fire Risk Assessment

A recent fire risk assessment identified several critical factors, including sources of ignition, fuel, and oxygen within substations. Necessary measures have been implemented to control and mitigate these risks, ensuring adequate escape routes and fire detection systems are in place. Regular testing and maintenance of fire safety equipment are conducted to ensure preparedness and response readiness.

Fatigue Management Policy

To reduce the risk of accidents and incidents on site, we have implemented a comprehensive fatigue management policy. This policy ensures that all personnel are adequately rested and alert, promoting a safer and more productive working environment.

We thank you for your ongoing commitment to supporting our sustainability efforts.

Contact

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