



# Sustainability report 2024

**ETHOS**

**Ethos Engineering**

**Sustainability Report**

**2024**

**Prepared in accordance with the EFRAG Voluntary  
Sustainability Reporting Standard for Non-Listed SMEs  
(VSME), released on 17 December 2024**

## Document Information

**Entity Name**

Ethos Engineering

**Entity Identifier**

Ethos Engineering

**Entity Identifier Scheme**

<http://standards.iso.org/iso/17442>

**Report currency**

EUR

**Report period**

2024-01-01 – 2024-12-31

**Decimal separator**

(FULL STOP)

**Report generated**

2025-09-29 07:15:36 +0000

All disclosures are related to the reporting period above unless specified otherwise.

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## **[B01.000] - General information - Basis for Preparation**

**Option B (Basic Module and Comprehensive Module)**

Basis for preparation (Basic Module Only or Basic & Comprehensive Module)

**Sustainability report prepared on an individual basis**

Basis for reporting (consolidated or individual basis)

**None**

List of omitted disclosures deemed to be classified or sensitive information

**private limited liability undertaking**

Undertakings legal form

**NACE N - 71.12 Engineering activities and related technical consultancy**

NACE sector classification codes

**€ 10,731,586.00**

Assets

**€ 39,444,000.00**

Turnover

**211.00**

Number of employees

**At the end of the reporting period**

Employee counting methodology

**Headcount**

Type of number of employees

**Ireland**

Country of primary operations and location of significant assets

**[B01.200] - General information - List of sites**

Identifier of site	2024-01-01 – 2024-12-31				
	Address of site	Postal code of site	City of site	Country of site	GPS Location of site
1	Penthouse Suite, Apex Business Centre, Blackthorn Rd, Sandyford	D18 EY90	Dublin	Ireland	
2	Liosbán Business Park, Tuam Road	7XP8+87	Galway	Ireland	

## **[B02.000] - General information - Practices, policies and/or future initiatives for transitioning towards a more sustainable economy**

**Climate change**

**Own workforce**

**Business conduct**

Sustainability issues addressed by practice, policy and/or future initiative

**True**

Practice, policy and/or future initiative is publicly available

**True**

Undertaking has set a target which is related to a policy

## [B03.000] - Environment - Total Energy Consumption

**117.99 MWh**  
Total energy consumption

**[B03.100] - Environment - Breakdown of energy consumption**

	2024-01-01 – 2024-12-31		
	MWh		
	Total renewable and non-renewable energy	Renewable energy	Non-renewable energy

<b>Energy consumption from electricity</b>	72.54	72.54	
<b>Energy consumption from fuels</b>	45.45		45.45

## [B03.200] - Environment - Estimated Greenhouse Gas Emissions

	2024-01-01 – 2024-12-31
	tCO <sub>2</sub> e
	Currently stated
Gross Scope 1 greenhouse gas emissions	9.75
Gross location-based Scope 2 greenhouse gas emissions	17.78
Total (gross) location-based Scope 1 and Scope 2 GHG emissions	27.53
Gross Scope 3 greenhouse gas emissions	179.52
Total (gross) location-based GHG emissions	207.05

## **[B03.300] - Environment - Greenhouse Gas Emissions intensity**

**0.0000052 tCO<sub>2</sub>e per €**

Total location-based Greenhouse Gas Emissions intensity

## [B06.000] - Environment - Water Withdrawal

**465.00 m<sup>3</sup>**

Total amount of water withdrawn from all sites

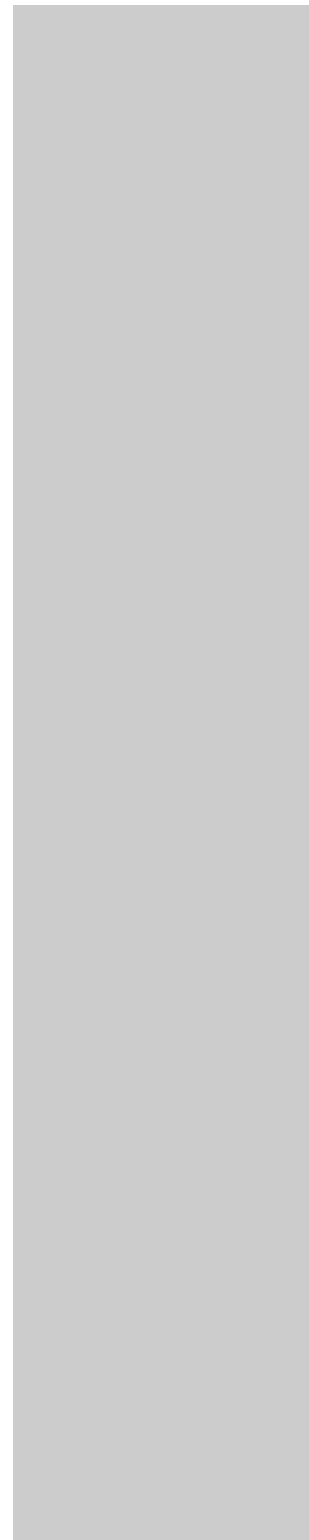
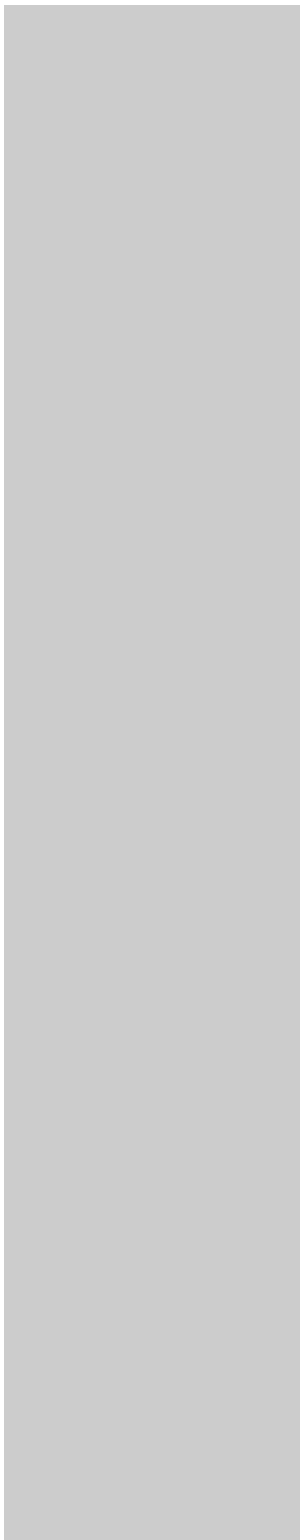
**0.00 m<sup>3</sup>**

Amount of water withdrawn at sites located in areas of high water-stress

## **[B07.000] - Environment - Description of circular economy principles**

**NO**

Undertaking applies circular economy principles



**[B07.100] - Environment - Breakdown of waste by type**

Type of waste	2024-01-01 – 2024-12-31					
	kg					
	Waste diverted to recycle or reuse (volume)	Waste diverted to recycle or reuse (mass)	Waste directed to disposal (volume)	Waste directed to disposal (mass)	Total waste recycled, reused and directed to disposal (volume)	Total waste recycled, reused and directed to disposal (mass)
200101 Non-Hazardous Waste - Paper and cardboard		449.40		90.60		540.00
200102 Non-Hazardous Waste - Glass		23.10		4.70		27.80
200103 Non-Hazardous Waste - Small plastics		190.90		23.40		214.30
200105 Non-Hazardous Waste - Small metals (cans, etc.)		38.50		7.80		46.30
200108 Non-Hazardous Waste - Organic kitchen waste		238.60		48.40		287.00

## **[B07.200] - Environment - Total Hazardous and Non-Hazardous waste**

**0.00 kg**

Total Hazardous waste generated (mass)

**1,115.40 kg**

Total Non-Hazardous waste generated (mass)

**1,115.40 kg**

Total waste generated (mass)

**0.00 m<sup>3</sup>**

Total Hazardous waste generated (volume)

**0.00 m<sup>3</sup>**

Total Non-Hazardous waste generated (volume)

**0.00 m<sup>3</sup>**

Total waste generated (volume)

## **[B08.000] - Social - Workforce - General characteristics: type of contract**

**157.00**

Number of permanent contact employees

**54.00**

Number of temporary contract employees

## **[B08.100] - Social - Workforce - General characteristics: gender**

**171.00**

Number of male employees

**40.00**

Number of female employees

**0.00**

Number of other gender employees

**0.00**

Number of non-reported gender employees

**[B08.200] - Social - Workforce - General characteristics:  
country of employment**

Country of employment contract

2024-01-01 – 2024-12-31

	Number of employees for country of employment contract
<b>Egypt</b>	1.00
<b>United Kingdom of Great Britain and Northern Ireland</b>	4.00
<b>Greece</b>	1.00
<b>Ireland</b>	160.00
<b>India</b>	29.00
<b>Philippines</b>	4.00
<b>Poland</b>	5.00
<b>Portugal</b>	1.00
<b>Qatar</b>	1.00
<b>South Sudan</b>	5.00

## **[B08.300] - Social - Workforce - General characteristics: turnover rate**

**25.72 %**

Employee turnover rate

## **[B09.000] - Social - Workforce - Health and safety**

**0.00**

Number of recordable work related accidents in the reporting period

**0.00**

Rate of recordable work related accidents in the reporting period

**0.00**

Number of fatalities as a result of work-related injuries and work-related ill health

## **[B10.000] - Social - Workforce - Remuneration, collective bargaining and training**

### **YES**

Employees receive pay equal or above minimum wage determined by national law or collective bargaining agreement

### **23.27 %**

Percentage gap in pay between female and male employees

**0.00 %**

Percentage of employees covered by collective bargaining agreements

**3.71**

Average number of annual training hours per male employee

**15.85**

Average number of annual training hours per female employee

**0.00**

Average number of annual training hours per other gender employee

**0.00**

Average number of annual training hours per non-reported gender employee

## [C01.000] - General information - Strategy: Business Model and Sustainability – Related Initiatives

### #8220;

*Ethos Engineering offers specialised Mechanical and Electrical (M&E) consultancy services focused primarily on:*

*Data Centre Design: Market leader in mechanical, electrical, sustainability, smart, and digital services for hyperscale, colocation, and enterprise data centres across Europe and EMEA, managing all project phases from master planning and due diligence through detailed design and commissioning.*

*M&E Commercial: Combining the expertise of the former Global Tech and Urbanism teams, this sector delivers mission-critical infrastructure alongside high-quality, innovative Mechanical, Electrical, and Sustainable design solutions for commercial offices, mixed-use developments, food and beverage, light industrial projects, and premium commercial developments. The team excels in system design, performance, and driving meaningful innovation tailored to diverse commercial sectors.*

*Smart Buildings: Co-creating intelligent buildings focused on user experience and incorporating advanced digital innovation for enhanced sustainability and productivity.*

*Sustainability Consulting: Industry-leading expertise advising clients on sustainable designs, certifications (LEED, BREEAM, WELL), and compliance with environmental regulations.*

*Design Management: Managing complex, multidisciplinary design projects to ensure efficiency, client liaison, and project success across local and international sites.*

### #8221;

Description of significant groups of products and/or services offered

## **&#8220;**

*Ethos operates mainly within the B2B consultancy sector, providing engineering design and advisory services to:*

*Data centre developers and operators across 19 EMEA countries, including Ireland, Germany, Netherlands, Sweden, Belgium, France, Norway, UK, and others.*

*Corporate clients in commercial real estate, smart buildings, and urban infrastructure projects across Europe.*

*International markets through membership in the First Q MEP network, enabling collaboration across 15 European countries.*

*Ethos' market is predominantly in mechanical and electrical consultancy for technical infrastructure, with a strong focus on digital infrastructure (data centres) and high-performance buildings design.*

## **&#8221;**

Description of significant market(s) the undertaking operates in

## **&#8220;**

*Description of Main Business Relationships*

*Clients: Ethos serves blue-chip global clients, particularly in the data centre sector, including hyperscale and colocation providers as well as commercial real estate developers.*

*Suppliers: Ethos does not maintain direct suppliers but collaborates closely with client supply chains to address procurement and ethical sourcing challenges. Their Ethical Sourcing Policy ensures that suppliers and business partners adhere to high standards of labour rights, environmental sustainability, business ethics, and regulatory compliance.*

*Distribution Channels: Services are delivered through direct client engagement, consultancy teams, and international partnerships such as the First Q network. Projects are managed locally and internationally by dedicated teams ensuring cross-functional coordination and quality delivery.*

*Non-Employee Workers: Ethos engages a significant number of contractors (51 as of 2024) who provide support in design engineering, project management, and sustainability, spanning multiple countries including Ireland, India, South Africa, Poland, and*

*the Philippines*

**&#8221;**

Description of main business relationships (e.g. key suppliers, customers distribution channels and consumers)

## **[C02.000] - General information - Description of practices, policies and/or future initiatives for transitioning towards a more sustainable economy**

**&#8220;**

*Ethos Engineering embeds sustainability into its core engineering practices and company culture. Key sustainability practices and initiatives include:*

*Sustainability Integration into M&E Design: All Mechanical and Electrical (M&E) designs comply with the latest national and international technical standards that inherently ensure energy efficiency, system optimisation, and environmental performance. For projects pursuing formal certifications (e.g., LEED, BREEAM, WELL), Ethos elevates its design process to meet rigorous sustainability benchmarks, including enhanced energy modelling and low-carbon technologies.*

*Sustainable Data Centre Projects: Ethos leads in sustainable data centre design, integrating innovations such as waste heat recovery, zero-generator designs, and renewable energy systems across landmark European projects.*

*Ethical Sourcing and Supply Chain Collaboration: While Ethos does not maintain direct suppliers, it collaborates with clients to address supply chain challenges and follows an Ethical Sourcing Policy that*

*requires suppliers and partners to adhere to high standards of labour rights, environmental sustainability, and ethical business practices. The company conducts due diligence and risk assessments in its supply chain to mitigate risks.*

*Wellbeing-Focused Workplace Certifications: Ethos maintains the WELL Performance Rating for its Dublin Headquarters, focusing on indoor environmental quality to promote employee health and productivity.*

*Stakeholder Engagement and Risk Management: Ethos employs an Impact Matrix methodology to identify, prioritise, and manage ESG risks with active employee and stakeholder involvement.*

**&#8221;**

Description of practices, policies and/or future initiatives

**&#8220;**

*Chief Executive Officer (CEO): The CEO (Greg Hayden) holds ultimate accountability for sustainability strategy, ESG governance, and tax strategy approval, overseeing the integration of practices and policies across Ethos.*

*Sustainability Director: Leads the Sustainability Team, provides technical expertise, and supports the highest governance body to ensure informed, skilled decision-making on ESG matters.*

*Chief Operating Officer (COO) and Executive Leadership Team: Responsible for reviewing and approving ESG strategies and ensuring operational embedding of sustainability practices.*

*Finance Controller and Audit Team: Accountable for tax governance, compliance, and risk management, supporting transparency and regulatory adherence.*

**&#8221;**

Most senior level accountable for implementation of practices, policies and/or future initiatives

**#8220;**

*ESG Reporting and Standards Transition: In 2024, Ethos adopted the European Voluntary standard for non-listed micro-, small- and medium-sized undertakings (VSME) as its sustainability reporting framework, complemented by GRI "Core" standards, to transparently align with evolving EU regulatory expectations. This dual reporting approach represents a transitional target to achieve compliance readiness amid changing European sustainability directives.*

*Net Zero Commitment: Ethos is a signatory to the 'Pledge to Net Zero' initiative and actively tracks and reduces its greenhouse gas emissions intensity, achieving a 21% reduction in monthly energy consumption per employee in 2024 despite workforce growth.*

*Gender Diversity Improvement: Recognising gender imbalance in the workforce, Ethos published its first Gender Pay Gap Report in 2024 and set actions targeting inclusive recruitment, stronger university engagement, and internal development initiatives to increase female representation, especially in technical roles.*

*Workforce Wellbeing: The company commits to continual improvement in occupational health and safety, achieving zero work-related incidents in 2024 and covering 100% of employees under an ISO 45001:2018 certified Occupational Health and Safety Management System.*

**#8221;**

Description of the target of practices, policies or future initiatives

## **[C03.000] - Environment - Greenhouse Gas Emissions Reduction Baseline and Target Year**

**2019**

Greenhouse gas emission reduction target base year

**2030**

Greenhouse gas emission reduction target year

## [C03.100] - Environment - Greenhouse Gas Emission Reduction Targets

	tCO <sub>2</sub> e	
	Baseline year	Target year
	2019	2030
Gross Scope 1 greenhouse gas emissions	18.14	9.77
Gross location-based Scope 2 greenhouse gas emissions	20.24	10.91
Total (gross) location-based Scope 1 and Scope 2 GHG emissions	38.38	20.68
Gross Scope 3 greenhouse gas emissions	125.50	91.00
Total (gross) location-based GHG emissions	163.88	111.68

## [C03.200] - Environment - Disclosure of list of main actions the entity seeks to achieve its targets

### **#8220;**

#### *Scope 1 Emissions:*

*Includes natural gas combustion for heating and refrigerant emissions from office HVAC systems. In 2024, total Scope 1 emissions were 9.75 tCO<sub>2</sub>eq, showing improvement from previous years. Recommended actions include upgrading lighting, improving heating controls, investigating heat generator and chiller efficiency, and exploring switching gas heating to biomass or heat pumps.*

#### *Scope 2 Emissions:*

*Comprise purchased electricity for offices and electricity for EV charging stations, totaling 18.48 tCO<sub>2</sub>eq in 2024. Ethos employs advanced real-time energy monitoring via a Digital Twin and IoT sensors to optimize energy use. EV charging usage has been optimized through stricter policies and sensor integration.*

#### *Scope 3 Emissions:*

*The largest portion of total emissions at 179.52 tCO<sub>2</sub>eq in 2024, covering business travel, employee commuting, homeworking,*

*purchased goods & services, and waste generated in operations. Ethos improved data accuracy by conducting detailed employee surveys and refined emission calculations. Business travel emissions (both air and road) have been meticulously tracked. Purchased goods emissions were recalculated using detailed product carbon footprints rather than financial spend proxies, reducing reported emissions significantly.*

*Employee Surveys:*

*Regular surveys in 2024 helped clarify commuting patterns and homeworking habits, enabling more precise emissions reporting and identification of reduction opportunities.*

*Technological Tools:*

*Use of the Living Lab Digital Twin, Butterfly and Kaiterra IoT sensors, and Autodesk Tandem BIM integration enhances real-time data collection, monitoring, and scenario testing to inform strategic energy management decisions.*

*Waste Management:*

*Waste emissions were calculated using GHG Protocol Average-data method based on building waste data, contributing a small portion (0.62 tCO<sub>2</sub>eq) of total emissions.*

**8221**

Disclosure of list of main actions the entity seeks in order to achieve its targets

## **[C06.000] - Social - Additional own workforce information - Human rights policies and processes**

**YES**

Undertaking has a code of conduct or human rights policy for its own workforce

**Child labour**

**Forced labour**

**Human trafficking**

**Discrimination**

**Accident prevention**

**Other content**

Type of content covered by the code of conduct or human rights policy for its own workforce

**Non-retaliation for whistleblowing**

Specification other types of content covered by the code of conduct or human rights policy

**NO**

Undertaking has a complaint handling mechanism for its own workforce

## **[C07.000] - Social - Severe negative human rights incidents**

**NO**

Undertaking has confirmed human rights incidents in its own workforce

**NO**

Undertaking aware of any confirmed incidents involving workers in the value chain, affected communities, consumers and end-users

## **[C08.100] - Governance - Exclusion from EU benchmarks**

**NO**

Undertakings are excluded from any EU reference benchmarks that are aligned with the Paris Agreement

## **[C09.000] - Governance - Gender diversity ratio in the governance body**

**0**

Gender diversity ratio in governance body

This report contains 111 XBRL facts (111 unique facts).

