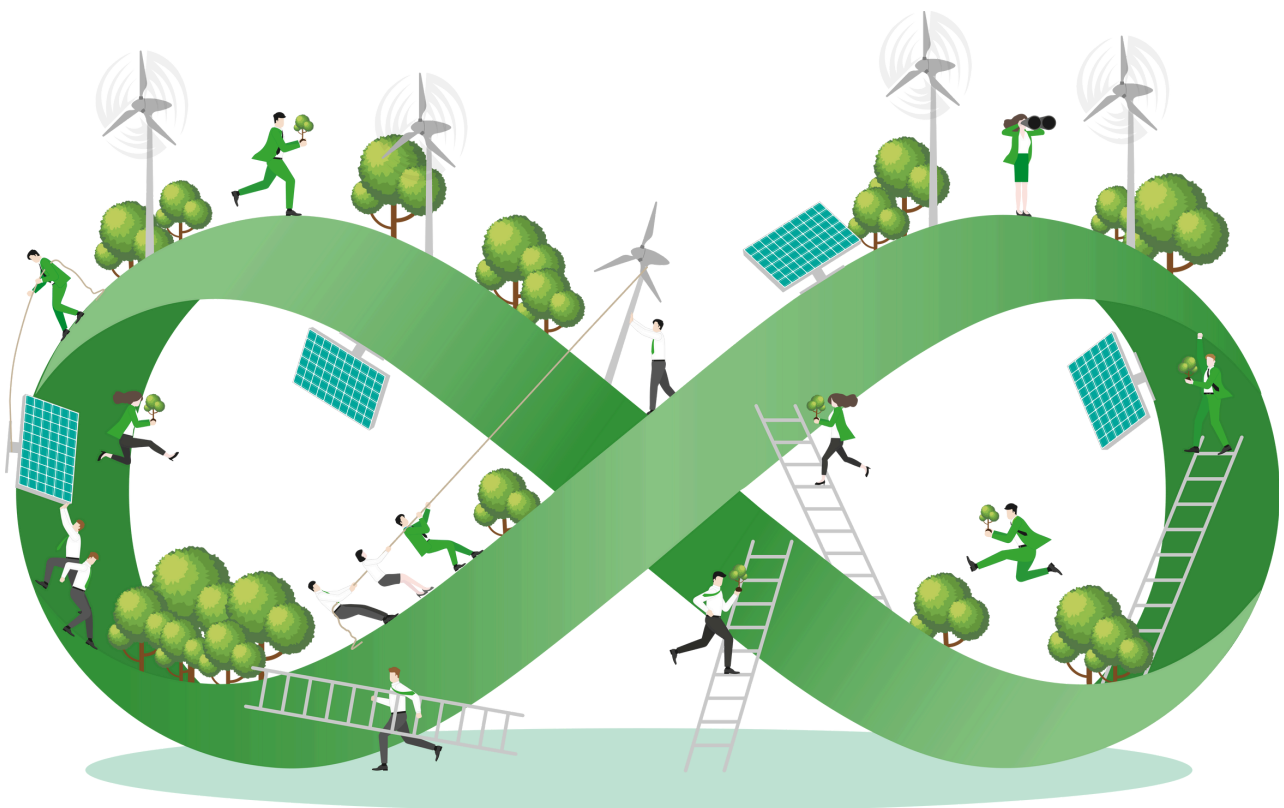


ESG REPORT

Who We Are

[Glandore](#) is a premium flexible workspace provider, catering to businesses of all sizes across Ireland. Since our inception in 2001, we have dedicated ourselves to creating a dynamic and sustainable workplace environment where innovation, collaboration, and growth thrive. As leaders in the business community, we are committed to delivering exceptional service, while embracing our responsibility toward environmental stewardship, social impact, and ethical governance.

Our workspaces are more than just offices. They are communities that cultivate connection and innovation while supporting businesses to succeed in a sustainable and inclusive way.



Our ESG values

Environmental	Social	Governance
		

At Glandore, we believe that the environmental, social, and governance (ESG) principles are integral to our mission in creating a better and more sustainable future for our employees, members, and the communities we serve. We recognise the importance of ESG in shaping a better future, and we are dedicated to embedding these values across everything we do.

Supporting Our Members

By adopting ESG principles, we empower our members to embrace sustainability, inclusivity, and innovation within their businesses and give them tools to support a well rounded, ESG forward business.

Helping the Environment

We are committed to reducing our environmental footprint through the implementation of a rigorous waste management system, conserving natural resources such as water and energy on a daily basis, and promoting biodiversity with a roof garden and sculpted terraces.

Serving Our Communities

ESG is an opportunity to ensure no one is left behind in the transition to a cleaner, more inclusive future. We aim to inspire and lead by example in fostering fairness, diversity, and accessibility.

Driving Progress and Transparency

We will continually assess, adapt, and align our operations with global sustainability standards and in line with our stakeholders expectations.

We recognise the importance of ESG in shaping a better future, and we are dedicated to embedding these values across everything we do.

What we have achieved so far

Over the years, Glandore has made significant strides in ESG, addressing environmental, social, and governance priorities.

Environmental Achievements

- **Zero Landfill Waste:** Maintained zero landfill waste across our Dublin locations for four consecutive years.
- **Plastic-Free Operations:** We have worked towards achieving a single-use plastic-free facility by implementing reusable amenities.
- **Energy Efficiency:** Our Bottleworks office meets Nearly Zero Energy Building (NZEB) standards.
- **Renewable Energy:** We've transitioned to 100% renewable energy across all facilities.
- **Bike to Work Scheme:** We encourage our staff to cycle where possible with a bike to work scheme available to those who want it. We have secure bike storage and shower facilities at all of our locations in an effort to encourage cycling as a means of greener travel.
- **Green Initiatives:**
 - LED lighting, sensor taps, and dual-flush toilets for resource efficiency.
 - Waste management employee awareness training
 - Installation of cycling facilities, tax incentive programs, and electric vehicle charging ports.
 - Introduced a green roof at Bottleworks, improving energy efficiency and biodiversity.
 - Adopted the ABM GreenCare® program to use low-chemical cleaning products.

Social Achievements

- **Diversity, Equity, and Inclusion (EDI):**
 - Glandore has established comprehensive EDI policies, with a dedicated EDI champion and induction programs.
- **Employee Well-Being:**
 - Rolled out mental health, wellness and financial programs, including first aid training and Employee Assistance Programs (EAP).
 - Organised LIFT roundtable discussions to foster leadership development and collaboration among our employees.
- **Community Engagement:**

- Partnered with the Irish Youth Foundation to provide support and office space.
- Hosted initiatives like "Hear from Her" and "Starting Strong" to support female entrepreneurs.
- Contributed to local communities through sponsorships and volunteering.
- Hosted Diversity Mark seminars in Cork and Belfast locations
- Alumni Dinner - Every year we host an annual business community event for members to foster collaboration and knowledge sharing.

Governance Achievements

- Published our first ESG disclosure report showing transparency and accountability.
- Encourage stakeholder engagement by conducting regular surveys, annual general meetings, and social media updates.
- Established an anonymous ethics hotline for reporting unethical behaviour.
- To ensure supply chain responsibility, we have collaborated with partners and suppliers to promote ESG principles, set carbon reduction targets, and ensure equal opportunities.



Next Steps

Looking ahead, Glandore is committed to further advancing our ESG initiatives and we aim to take the following actions to ensure high engagement;

Organise more member focused workshops and seminars on sustainability and ESG to educate and empower our members. We will also launch networking events to connect members who are interested and committed to ESG principles

We are also looking to enhance our environmental initiatives by increasing the recycling rate to 60% by 2026 and 90% by 2030, something that has been a huge focus for the Glandore team. As part of our initiatives we will also look to transition our entire vehicle fleet to electric alternatives and expand our biodiversity projects, including green spaces and eco-friendly designs in new locations.

Community engagement is hugely important to the success of our ESG principles and initiatives and we will continue to develop new programs that target skills development in underrepresented communities. We will also double our volunteering efforts to achieve greater community engagement by 2030.

Diversity and inclusion are an important principle for Glandore and we will always report with transparency on gender, ethnicity and recruitment trends within the business.

In order for us to achieve our goals over the next five years we will enhance our governance strategies with regular committee reviews and progress tracking so we hold ourselves accountable for the success of each principle. We will also foster greater collaboration with stakeholders to refine and achieve these goals.



Results and Future Targets

Glandore is proud of the measurable impact of our ESG initiatives so far and below are our key results and targets for the future.

Our Environmental Targets

Waste Management

- Achieve a recycling rate of 60% by 2026 and 70% by 2030.
- Continue investing in sustainable waste management solutions.

Year	Recycling (kg)	General (kg)	Compost (kg)	Total	1 Year Target	5 Year Target
2024	6,795	18,104	1,359	26,258	25,470	23,632

Energy consumption

- Reduce energy consumption by optimising building efficiency and occupancy management.
- Achieve net zero carbon emissions by 2030.

Year	Gas (Kwh)	Electricity (Kwh)	1 Year Target	5 Year Target
2024	751,579	1,251,984	1,214,424	1,189,385

CO2 Emissions

- Maintain a consistent reduction in Scope 1 and 2 emissions.

Year	Scope 1 Gas (TCO ₂)	Scope 2 Electricity (TCO ₂)	1 Year Target	5 Year Target
2024	282.2	266	258	253

Social Responsibility

- Increase diversity events and employee participation in well-being initiatives.
- Support underrepresented groups through partnerships with local organisations and institutions.



Governance Targets

- Ensure frequent updates to stakeholders on ESG progress and key developments.
- Monitor adherence to ethical practices and ESG principles across all operations.

Conclusion

This ESG report demonstrates Glandore's unwavering commitment to environmental, social, and governance principles. Through our achievements and ambitious goals, we aim to continue leading by example, building a sustainable, inclusive, and resilient future for all.

For more information about our ESG initiatives or to get involved, visit www.glandore.ie or contact us directly.

Contact

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