



Grant Thornton

# **Sustainability Supplement 2024**

# Contents

Section	Page
Introduction	03
2024 Sustainability Snapshot	04
Environment	05
Community	14
People	20
Governance	29



# Introduction

## Welcome to the Grant Thornton 2024 Sustainability Supplement

At Grant Thornton, we work constantly to ensure our people, clients and the communities where we work succeed today and in the future. We formally committed to responsible and sustainable growth by developing a comprehensive sustainability strategy. It has proven pivotal as the foundation for achieving our sustainability goals.

Guided by this strategy, our approach aims to integrate sustainability as ‘business as usual’ in our day-to-day.

The strategy places environmental and social sustainability side-by-side across four pillars – Environment, Community, People and Governance – and is underpinned by the UN Sustainable Development Goals (SDGs),

Our Focus 2027 business strategy, launched in 2024, places sustainability at the centre of our firm’s ambitions and amplifies the importance of our sustainability strategy. It does so by prioritising investment in growing our sustainability service offering for Irish and global clients, and in the context of sustainable operations, workplace and community.

# 2024 sustainability snapshot

Our vision as a business is to succeed in our chosen markets, setting the pace for industry change with a commitment to quality, agility and sustainability.

## Environmental sustainability

- Reduced emissions by over 74% since 2019 in our operations (scope 1 and 2) despite a significant growth in our business and employee numbers during that same period.
- Reduced waste by 25% in 12 months
- Committed to setting science-based, net zero targets in line with SBTi external verification.

## Social sustainability – people

- Narrowed our gender pay gap to 1.58% in 2024 compared with 3.05% in 2023
- 44% increase in nationalities (from 55 to 73)
- 8,000+ hours taken by colleagues in 2023 as part of monthly wellbeing An Hour for You initiative
- 12 employee volunteer working groups focused on EDI, environment and community projects and actions

## Social sustainability – community

- Enhanced support for our charity partner Children in Hospital Ireland
  - €100,000+ funds raised
  - 25,000+ care packs prepared and donated
  - 1,000+ staff volunteers over two years and 2024 pro-bono support
- Celebrated 16 years supporting the Trinity Access Programme for students from underrepresented backgrounds
- Provided pro bono services worth nearly €500,000 to a range of Irish-based organisations

## Governance

- Integrated sustainability into core business strategy, supporting our client offering
- Surpassed clients' expectations in delivering integrated sustainability
- Introduced sustainability as a mandatory performance goal for every employee
- Revamped rewards and recognition programme to include sustainability
- Saw 5,000+ completions across five separate sustainability training programmes offered.

## Awards and accreditations

2024 saw Grant Thornton recognised by multiple national awards and several globally recognised accreditations:

- Winner at Green Awards - "ESG Best Performer of the Year" (+1000) (2025) and "Green Financial & Professional Services firm" (2024)
- Winner at National Diversity and Inclusion Awards - "Advancing Race & Ethnicity Equality" (2025)
- Winner at CIPD HR Awards - "Sustainable People Practices" (2025) and "Embedding a culture of workplace wellbeing" (2024)
- Awarded the Smarter Travel Mark recognising our efforts supporting active and sustainable commuting
- Rated top in our sector for inclusion as measured by the Irish Centre for Diversity
- Awarded the Pride at Work accreditation for our sustained educational approach to creating LGBTQIA+ awareness
- Recertified our headquarter building to ISO 14001 and 50001 standards (awarded by the NSAI) for the period of 2024-2027.



# Environment



Grant Thornton is playing its part in addressing the climate crisis, achieving global carbon reduction targets, preserving biodiversity, and making cities and communities more sustainable—all of which supports environmental progress on the global roadmap.



## Our environmental goals

Our environmental ambitions are clear – we are working towards a net zero future and our carbon reduction targets are in line with **best practice climate action**, including **the Paris Agreement** and the **Science Based Target Initiative**. Our ambitions go far beyond mere carbon neutrality by reducing our absolute emissions as opposed to just purchasing offsets.

When it comes to our approach to environmental sustainability, Grant Thornton has set three clear goals:

- 1.Reduce our absolute emissions by 50% by 2030 and become a net zero carbon firm by 2045;
- 2.Reduce our waste by 80% by 2030 and achieve zero waste by 2045;
- 3.Promote #PlasticFreeGT, eliminating single-use plastics throughout our operations.

We show our commitment by focusing on **Climate Action; Circular Economy; and Nature and Biodiversity**.

## Our people, our planet

Our people are key to driving forward our environmental goals and actioning our ambitions. They do so by taking thoughtful action at our firm every day. We are people- and planet-focused and work to:

- 1.Promote a people-led sustainability journey
- 2.Educate employees about sustainability
- 3.Celebrate sustainability in our communities.



**Green Scene** is an internal volunteer network established to promote environmental sustainability across our offices. It supports our dedicated Sustainability team in driving forward our ambitions.

Our Green Scene Climate Action and Circular Economy working groups work to our net zero ambitions while also educating employees and encouraging their participation, helping to make our whole firm a part of our sustainability journey. These working groups comprise people with diverse backgrounds across various departments and levels. They share a dedication to and passion for sustainability.

# Working on our environmental goals

When it comes to achieving our environmental ambitions, our firm has made significant and measurable progress towards its goals.

## Climate action

We're on track to reduce emissions by 50% by 2030 and become a net zero carbon firm by 2045.

### Our climate action achievements and initiatives

- 74% carbon emissions reduced since 2019
- Committed to the Science-based Targets Initiative in January 2024
- Smarter Travel Mark accredited (Silver level)
- Developed and launched a dashboard for travel and commuter data and emissions
- Reduced leased space in two offices – Limerick and Longford
- Saved 350kw/h weekly per floor by improving temperature controls at HQ
- Ran annual NTA Commuter Survey and related campaigns
- Participated in Funds Industry Climate Challenge
- Promoted sustainable travel and carpooling with GoCar

## Circular economy

We're on track to reduce waste by 80% by 2030 and become a zero waste firm by 2045.

### Our circular economy action achievements and initiatives

- Reduced total waste in our head office by 25% since 2023
- Increased waste diverted to organic stream from 29% in 2023 to 52 % 2024
- Saw a 42% decrease in recycled waste produced compared to 2023 period and a 30% decrease compared with 2019, our baseline year
- Removed one general waste bin from our bin store due to continual decrease of general waste
- Introduced additional waste streams such as pens, electronic goods (WEEE), batteries, vapes and light bulbs, and an on-site clothing bin
- Continued Waste Free Warriors—a staff volunteer initiative to help our community dispose of waste correctly introduced in 2023
- Joined in Olio's Food Waste Heroes Programme to donate canteen surplus to those in need
- Replaced all single use items in kitchens and canteens in partnership with Compass Ireland
- Provided several on-site bicycle repairs





## Nature and biodiversity

We have committed to conserving biodiversity, using biological resources sustainably and improving natural habitats. We also ensure we implement initiatives and programmes that support nature, pollinators and their habitats in and around our premises.

### Our climate action achievements and initiatives

---

Bees on the Roof at Dublin HQ with harvested honey used on-site.

---

Annual planting of a tree for every employee.

---

Participated in community, riverbed and beach clean ups.

---

All Ireland Pollinator Programme accredited.

---

Maintained a sedum roof, vegetable and herb cultivation at our headquarters.

---

Distributed Bee Bombs to promote growth of Irish native plant species and provided left over coffee grounds to staff to use.



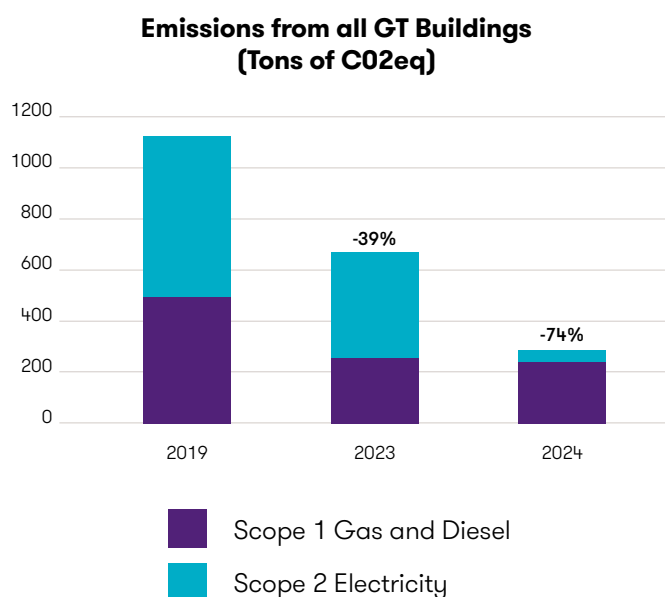


# Our progress towards reducing our emissions

Grant Thornton values and promotes energy and environmental leadership, responsibility, and innovation in how we manage all company facilities and operations. We remain committed to our ongoing efforts to reduce our emissions in achieving net zero.

## Scope 1 and 2

Since 2019, we have achieved a consistent, significant downward trend in our absolute emissions. By the end of 2024, we reduced our scope 1 and 2 GHG emissions by approximately 74% from 2019 levels despite significant increase in our employee numbers and earnings during that same period. This decrease resulted from initiatives at our Dublin HQ, such as a sedum rooftop for insulation and the combined heat and power (CHP) process which reuses heat from power generation, securing a LEED Gold certified premises in Cork and energy efficiency improvements at our existing Limerick Office.



## Scope 3

As part of our Science Based Target initiative registration process, we analysed our business across all 15 Scope 3 categories in 2024, building a robust framework to measure across all three scope and relevant categories. This enables us to focus on reducing our scope 3 emissions from 2025 onwards against a 2019 baseline. Scope 3 results for 2019-2024 will be published on the Grant Thornton website in due course but were not yet available at the time of this report being published. Business travel and employee commuting are our firms most significant categories for scope 3 emissions and will require significant reductions in order to meet net zero targets. Some initiatives that are underway in these areas and others are outlined below.

### Business travel: Enhanced reporting

- We developed a new travel policy and worked to enhance reporting capabilities by introducing a new centralised booking engine, allowing us to better track and manage business and related travel emissions.

### Employee commuting: Sustainable and active travel on the rise

- 84% of colleagues chose sustainable and active travel modes in 2024;
- 6% improvement in sustainable travel modes since 2021;
- 7% increased use of public transport in 2024;
- 12% single occupancy vehicle use in 2024, down from 18% in 2021;
- Bespoke dashboard built by climate action working group members.

## Purchased goods and services

- Onboarding of Compass Ireland as a new catering supplier, prioritising sustainability ambitions and targets

## Waste: Continued downward trend in our waste produced

- Reduced total waste in our head office by 25% since 2023 because of employee-led initiatives such as Waste Free Warriors
- Decrease in recycled waste produced compared to 2023 and a 30% decrease compared to 2019 baseline year
- Increase in waste diverted to organic stream from 29% in 2023 to 52% in 2024 because of better waste disposal
- 1100lt bin removed from our bin store due to the continual decrease of general waste
- 500+ engaged over two days - staff members completed our bespoke Earth Week #PlanetvPlastics augmented reality waste training initiative

## Leased assets: using less space

- Surrendered one of three floors, reducing our total floor area in our Limerick office and refurbishing remaining two floors to ensure efficient use of space
- Surrendered Longford office lease: a 10,000 sq ft premises over 30 years old that lacked the infrastructure needed for efficient building management

# Environmental programmes of note

## Earth Week at Grant Thornton

In recognition of Earth Day every April, Grant Thornton celebrates and hosts our annual Earth Week. Throughout it, we run activities, events and initiatives acknowledging the vital role our firm plays in addressing climate change and biodiversity loss globally and celebrating the efforts of each colleague in our journey to net zero emissions.

With Planet v Plastics as the global theme for Earth Day 2024, Earth Week 2024 saw our people engage in beach clean ups, sustainable wine tasting events, and Lunch and Learns tackling waste, bringing awareness to plastic pollution, and celebrating the impact of our collective #SmallChanges.

## The Grant Thornton Irish Funds Sustainathon

Sustainathon was once again a highlight event in our 2024 calendar of activity and for the first time, incorporated into Grant Thornton's bumper Earth Week line-up.

Centred on the SDGs, participants assessed and identified achievable and high impact steps the Irish funds industry could implement. The Sustainathon 2024 teams undertook a two-day workshop that focused on reducing single-used plastics in the workplace using artificial intelligence.

## Funds Industry Climate Challenge

For the second year in a row, Grant Thornton participated in the Irish Funds Climate Challenge – an interactive competition designed to help participants reduce their climate impact. Together, more than 160 Grant Thornton colleagues saved almost 280 tonnes of CO2 equivalent.





## Augmented reality experience with Imvizar

We are always looking for innovative ways of empowering and educating our stakeholders. In April, Grant Thornton partnered with a local tech start-up, Imvizar, to develop and launch a bespoke augmented reality (AR) experience to help employees see the effects individual and firm-wide actions have on the environment.

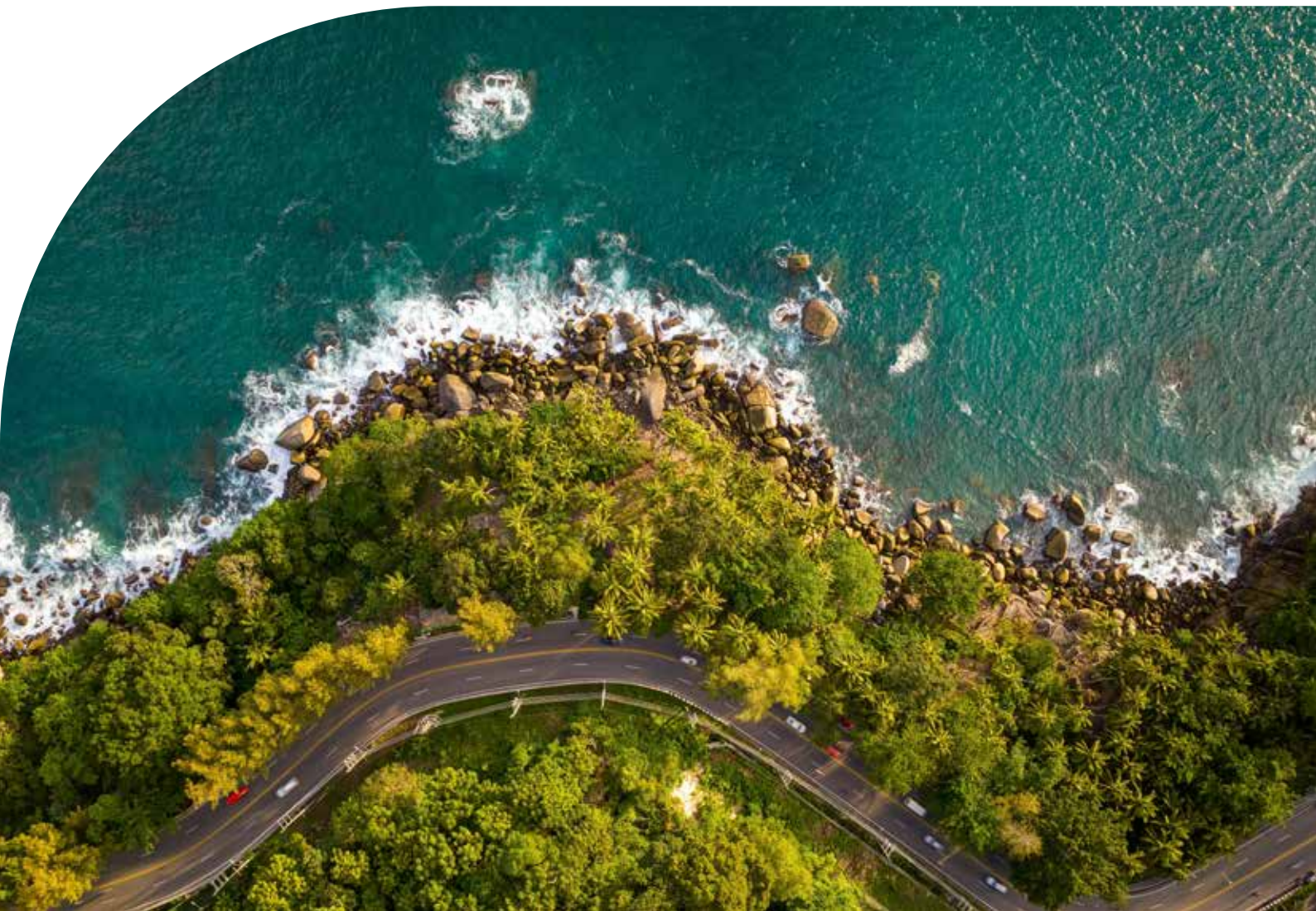
The experience showcased the importance of reusable coffee cups. Drawing on data about our staff's typical coffee cup use, the experience let participants visualise a 'mountain' of coffee cup waste piling up in the lobby of our headquarters. It aligned with Earth Day 2024's theme, Planet v Plastics. More than 500 staff engaged in this two-day event.

The initiative was voted as a finalist for Best Climate Change Solution in the global AR Auggie Awards held in California. It remains available for all stakeholders at our office.



# Our strategic environmental suppliers and partnerships

Partnerships and initiatives helping us advance environmental sustainability in our workplace and beyond.





# Community



At Grant Thornton, we believe in the power of community and empowering those around us. Engaging with local organisations that benefit society is an integral part in our sustainability journey. We recognise our responsibility for our social impact on the communities we work and live in. As a firm, we commit to making a real difference in the community.



## Our community strategic focus areas

We take our responsibility seriously, seeking to lead by example and contribute to the sustainable systems and communities we all need for a better tomorrow. We focus on three strategic areas:

### 1. Enduring partnerships

We cultivate lasting, mutually beneficial relationships with our charity and not-for-profit partners, focusing on maximising community impact through collaboration.

### 2. Support for volunteering

Our firm actively encourages staff to volunteer with our partner organisations. We also support initiatives that matter to our people. We offer opportunities for our team to volunteer at the office and during team-building events, strengthening connections with the communities we serve.

### 3. Focusing on what matters most to our community

We evaluate our community partnerships through an ESG lens, prioritising initiatives that support our commitment to sustainability.

## GT in the Community committees

Our community programme, GT in the Community, is led by staff working groups with an overarching firmwide committee.

## In the Community

This steering committee comprises representatives from each local office's GT in the Community working group. It meets monthly to ensure alignment, support and opportunities for firmwide collaboration are explored. It also oversees (and offers good governance in) reviews of additional opportunities that need support.

## Global GT in the Community Day

Our firm is proud to take part in Grant Thornton International's annual global sustainability and community initiative, Growing Together in the Community.

As an act of global citizenship and alongside over 100 other member firms, we celebrate our collective impact and commitment to enhancing our local communities. This initiative underscores our dedication to making a positive, lasting difference where we live and work.

To celebrate GT in the Community Day 2024, we hosted a packing day for our charity partner, Children in Hospital Ireland. Our Dublin, Cork, Limerick, Galway and Kildare offices assembled over 10,000 care packs. These were distributed to 23 hospitals across the country, supporting families and children facing challenging circumstances. We raised over €28,000 across our September fundraising, with more than 500 staff volunteering as part of this global initiative.

## Charity partnerships

We choose charity partners carefully for their alignment with our core values, ensuring a shared vision in creating positive societal change. We value long-term partnerships with organisations aligned with our sustainability and community goals.

### Children in Hospital Ireland (CIH) – ROI Charity Partner

Our partnership with CIH, initiated in 2023, has achieved remarkable results, harnessing our collective resources to impact the lives of thousands of sick children and their families through the work of CIH.

Integral to this partnership is ensuring our respective organisational values of fun (Grant Thornton) and play (CIH) are celebrated throughout our activities. Key objectives include:

- Ensuring a nationwide approach to volunteering opportunities;
- Offering volunteer activities to benefit both our staff and meet the objectives of CIH as it supports families in hospital;
- Amplifying the work of CIH with new audiences through our support.

### Our support to date

Over the past two years, we have raised over €100,000 for CIH, and prepared more than 25,000 care packs, benefiting thousands of children and their families. More than 1,000 staff members nationally have volunteered to support CIH, including during GT in the Community Days and intern packing days, and by running in the Dublin Marathon in aid of CIH. Additional fundraisers included a sustainable wine tasting event, bake sales and jumper days.

Grant Thornton also encourages our people to engage in their own fundraising efforts. One of our long-standing employees raised awareness and more than €4,000 for CIH over the summer of 2024 with an Irish coastal charity cycle.



## Sustainable care packs

For the staff volunteer packing days for CIH (when our people assemble care packs for children in hospital and their parents), Grant Thornton supported CIH to move from plastic packaging to environmentally friendly, high-quality material drawstring bags for parent care packs. This supports our environmental goals Thornton and enriches the recipients' experience.

**"I was brought one of these by two lovely women in WUH today. I cannot tell you how grateful I was and how much it meant to be able to brush my teeth. This is a valuable service that has such a significant impact during a horribly upsetting and stressful time. I am so grateful for their kindness. It made me cry. Thank you."**

Parent of child attending Wexford University Hospital



## How we're expanding support

In 2024, we grew our collaborative efforts by incorporating pro bono work by our team of consultants, while ensuring staff can continue to volunteer and raise funds. Expanded support in 2024 included:

- enhancing the CIH website to help young patients prepare for their hospital visits, and supporting CIH in promoting the importance of play for sick children;
- facilitating a pension and financial empowerment workshop for CIH staff;
- hosting 20 families supported by CIH for a fun day out in Emerald Park.

The partnership between CIH and GT has yielded significant non-financial benefits alongside financial contributions. Initially set for two years, we have solidified our commitment by extending the partnership with CIH to three years.

## Children's Heartbeat Trust – NI Charity Partner

In 2023, the Belfast office began a partnership with the Children's Heartbeat Trust, focusing on raising awareness and funds for young people with heart disease and their families. Employees have participated in marathons and events to create eco-friendly emergency care packs for families in need.

In celebrating the annual GT in the Community Day in September 2024, our Belfast team raised over £2,100 for Children's Heartbeat Trust through a staff auction and raffle, with all funds raised matched by the firm.

## Empowering future generations

We understand education is a key driver of sustainable change, which is why we're deeply committed to initiatives promoting access to quality education.

Grant Thornton continues to value the significant role educational access programmes have in advancing educational and professional success. We continue to offer our mentoring and access programmes and are active in our ongoing educational support partnerships.

### Trinity Access Programme (TAP)

For over 16 years, we have partnered with Trinity College Dublin's TAP, supporting students who face barriers to third-level education. Over 300 students have benefitted from the mentorship of Grant Thornton employees, with a 95% success rate in the programme. Our mentors play a crucial role in helping these students achieve their academic and professional goals, with over 60 staff members participating each year.

### University of Galway Access Programme

In 2024, we celebrated six years of providing University of Galway Access students with hands-on experience through our Professional Engagement Module (PEM). This programme exposes students to the professional environment, helps them build career skills and increases their readiness for the workforce.

## Technological University of the Shannon (TUS) Scholarship

Grant Thornton is proud to support students at the Moylish Campus in Limerick, through the TUS scholarships programme (formerly LIT Scholarship Programme). Scholarships are given to students in business and tax disciplines. These link in with internships, mentoring and potential training contracts.

### Pro bono contributions

Over the past 12 months, we have provided nearly €500,000 in pro bono services, helping Irish-based organisations achieve their social and environmental goals. Through these initiatives and partnerships, Grant Thornton continues to build strong, lasting connections with the community.

We are committed to making a positive, lasting difference in the lives of those who need it most and will continue to invest in creating a sustainable future for all.





# Our strategic community partnerships and organisations supported

Partnerships and initiatives helping us advance social sustainability in our workplace and the communities in which we operate our business.



# People





People are at the heart of our business. In taking an integrated approach to sustainability, we actively promote and embed the Sustainable Development Goals in our people practices. By embedding a culture of collaboration and growth throughout our firm, we've created a socially inclusive workplace that values and supports our workforce's 73 nationalities and enhances individual wellbeing.



## Equity, diversity and inclusion

Grant Thornton is resolute in its commitment to advancing equity, diversity and inclusion (ED&I), both in firm and the broader community. Through our ED&I goals and objectives, we embrace a work environment that creates a culture of caring and inclusivity for our colleagues.

We maintained a leadership role in ED&I in our sector in 2024 through:

- our best-practice initiatives and bespoke training;
- inclusive approaches to hiring;
- meaningful and high-impact partnerships;
- our wide-ranging integrational and celebratory activities.

## Embrace

Our dedicated ED&I programme, Embrace, comprises over 120 active members across five employee resource groups (ERGs):

- Ability
- Ethnicity and Culture
- Family
- Gender Equality
- LGBTQIA+



These award-winning ERGs work collaboratively to promote positive change in our workplace. They're instrumental in driving inclusive initiatives, and fostering a diverse and equitable work environment. An additional 70-strong firm-wide team, Embrace Allies, supports the ERGs.

**Our investment into ED&I is further championed by our ED&I Steering Committee, featuring eight senior leaders, and a collective and coordinated approach across our People and Culture and Sustainability teams, who collaboratively work together to drive the delivery of our ED&I strategy.**

## Our ED&I goals and strategic pillars

Grant Thornton is working actively to ensure our people thrive in an equitable, diverse and inclusive environment. We're committed to achieving these goals:

1. To create a firm of equitable inclusion;
2. To ensure zero tolerance of discrimination;
3. To promote deliberate progression of diverse talent;
4. To support the integral, transparent role of our senior leaders to champion ED&I;
5. To advance sustainability through strategic integration of ED&I best practices.

To best deliver on our goals, our ED&I strategy focuses on six key pillars:

1. Diverse and Inclusive Leadership;
2. Policy, Practice and Process;
3. Recruitment and Retention;
4. Recording and Monitoring;
5. Impact on External Diversity;
6. Positive Pathways.



# Our best-in-class practices

## Inclusion score

The Irish Centre for Diversity published its Inclusion Score Report in 2024. It was a culmination of data collation across industry in Ireland, and included both private and public sector businesses and bodies.

This report awarded Grant Thornton an inclusion score of 80.8%, placing our firm above the national benchmark and making it the leading professional services firm in Ireland.

## Advancing our commitment to ED&I through training

To emphasise the importance of removing bias in the workplace and ensuring zero tolerance of discrimination, we rolled out our bespoke, mandatory Unconscious Bias training in 2024. Our ED&I and L&D teams designed this training.

Remaining committed to ensuring our people are equipped with industry-leading knowledge, we also hosted these externally led training sessions:

1. Reasonable accommodation training;
2. Disability confidence and disclosures in the workplace;
3. Neurodiverse management;
4. Hidden disabilities training;
5. Intercultural competence training;
6. Racial (Traveller) awareness and inclusive language in the workplace;
7. Learning difficulties training for both adults and children (inclusive of dyslexia-executive functioning and non-verbal learnings);
8. Child and elderly carer training;
9. LGBTQIA+ community-specific educational training;

## Attracting and retaining diverse talent

Our culture allows us to attract and retain exceptional people dedicated to ensuring both our clients and our firm thrive.

- Scored 83.3% for Recruitment, Retention and Progression as part of our Inclusion Score awarded by the Irish Centre for Diversity;
- Introduced our Inclusive Recruitment Toolkit, comprising:
  - our firm-wide ED&I policy;
  - visual guides;
  - job specification language;
  - career site imagery to reflect our equitable and inclusive working environment.
- Ensured equitable opportunities for all potential candidates by not using AI screening techniques;
- Active member of AslAm – Ireland's National Autism Charity Organisations' Community in Practice network, with regular engagement with AslAm in developing job postings to create opportunities for the autistic community;
- Inclusive interview training for hiring managers;
- Proud partner to the African Professional Network of Ireland, supporting its annual Career Day at the LinkedIn Headquarters and hosting a specialised workshop at our offices;
- Published the Grant Thornton International Hire Guide to support new hires of different backgrounds and nationalities, who may be unfamiliar with Irish culture and professional and corporate expectations.

# Pivotal purpose-driven objectives

Our Embrace ED&I ERG programme members are essential in shaping our inclusive workplace, and fostering an 'educate, integrate, celebrate' culture where diverse perspectives are valued and championed.

## Ability ERG highlights

Our Ability Pillar removes barriers to inclusion for our people. It means we actively engage in providing employment and placement opportunities, support our people and create awareness of all aspects of mental health and disability.

- Implemented numerous neurodiverse-friendly initiatives across our offices, working closely with AslAm, Ireland's National Autism Charity to become an autistic-friendly Workplace in 2025;
- Lord Mayor of Dublin Dáithí joined us for our autism-acceptance coffee morning, where we hosted a panel of experts discussing autism in the workplace;
- Established dedicated autistic working groups and participated in the public consultation sessions around autism practices in Ireland at the Mansion House;
- Appointed regional accessibility officers in each of our offices;
- Celebrated Disability Pride and International Week of Deaf People for the first time, providing educational resources and different activities to create awareness;
- Hosted Irish sign language (ISL) classes and introduced ISL interpreters at specific events;
- Launched our new partnership with Hidden Disabilities Sunflower, focusing on educating our colleagues and providing visibility of support through the provision of lanyards;
- Continued partnership with the Trinity Centre for People with Intellectual Disabilities, which has seen 100% permanent employment success rate for all the centre programme participants who began working with us as interns.





## Ethnicity & Culture

Our Ethnicity & Culture Pillar empowers all our colleagues by celebrating our rich cultural diversity. It enables us to create an environment of inclusion and belonging, where we encourage intercultural collaboration across all service lines.

- Celebrated Philippines Independence Day with a successful event and educational on-screen visuals outlining facts and figures about the importance of the day to celebrate our Filipino community – our largest cohort of non-Irish employees;
- Introduced Our People, Our Stories – a dedicated page on our Embrace portal sharing the ED&I stories of our people;
- Hosted our annual Culture Week in collaboration with Sing Ireland showcasing the power of singing among our different cultures and ethnicities;
- Proud sponsor and Friend of Mela supporting the largest diverse cultural festival, Belfast Mela, on the island of Ireland;
- Delivered our second intercultural competence training this year with Gorm Media to support our 73 diverse nationalities and cultures at the firm;
- Continued our partnership with the African Professional Network of Ireland, playing a major role in their APNI Career Day in LinkedIn recently, the only professional services firm participating and in attendance.

## Family ERG highlights

Our Family Pillar has been instrumental in introducing initiatives that support our colleagues across diverse family structures.

- Continued investment in the provision of tailored career coaching services from Sarah Courtney, an external expert, for all our colleagues returning or on extended leave;
- Introduced our new Parent-Buddy Channel in collaboration with our HR Support team, supporting new parents returning to work;
- Updated our Workday data categories to include Working Parent and Carer, helping to improve and contribute to our policies, flexibility, and awareness around our employee data make-up;
- Launched a new Family Carers Ireland partnership, offering those with family-carer responsibilities access to the Family Carers Member Benefits Programme;
- Hosted our annual Emerald Park Family Day, attended by 1,100 people, including families supported by our charity partner, Children in Hospital.

## Health and wellbeing

Our health and wellbeing programme, BeWell, emphasises our people-focused approach. It's built around three pillars supporting the emotional, physical, and financial wellbeing of our employees. The programme offers support through various resources and engages with several external providers to help provide interesting events and initiatives.

## Gender Equality ERG highlights

- Our Gender Equality Pillar continues to ensure everyone has access to equal, transparent opportunities and resources to support them to thrive in their career;
- Surpassed our progressive Gender Action Plans by increasing our females at Partner level – 30% by 2025 (we are now at 31%) and 35% by 2027 this year;
- Further narrowed our Gender Pay Gap from 3.05% to 1.58%;
- Continued our gender-based career-support development programmes:
  - Accelerate – continued to nurture emerging talent at Associate, Senior and Assistant Manager levels;
  - Aspire – continued to further develop high performers at manager, associate director and director levels;
  - Firmwide mentor programme – this had continued success across the firm in providing support open to all our employees by experienced colleagues giving guidance and advice;
- Partnered with WorkEqual to support women and men from marginalised communities to return to work with a clothes drive;
- Celebrated annual International Women’s Day and International Men’s Day, the latter with a men’s health focused campaign, distributing prostate cancer-testing kits and participating in Movember.





## LGBTQIA+ ERG highlights

Our LGBTQIA+ Pillar supports employees of all gender identities and sexual orientations; and promotes awareness of issues faced by our LGBTQIA+ community at the firm.

- Awarded the Pride at Work Accreditation for our sustained two-year educational approach to LGBTQIA+ awareness at the firm;
- Continued support of local sports teams across the country including Bravo Volleyball, Phoenix Tigers and Sporting Pride;
- Continued partnership with Belong To LGBTQIA+ Youth Services by engaging in school programme support plans for 2025 and contributing sponsorship of their annual Rainbow Ball;
- Celebrated and recognised Lesbian Visibility Day for the first time this year and continued to recognise International Day Against Homophobia, Biphobia and Transphobia on 17 May;
- Participated in the annual Pride activities and events across our Dublin, Cork, Galway, Belfast, Gibraltar and Bermuda offices;
- Collaborated with our Gender Equality team to launch our inaugural Embrace podcast series this year, featuring MPOWER, who discussed HIV in Ireland;

Our company's commitment to ED&I, both internally and externally, is a strategic priority and core value that drives our business forward. We constantly seek to improve and update our ED&I programme, ensuring we review and challenge our programme continually.



# Our strategic partnerships and organisations championing our people

These partnerships and initiatives help us advance social sustainability in our workplace and the communities in which we operate.





# Governance





We believe acting in the public interest and maintaining a culture of doing the right thing is fundamental to achieving our sustainability goals. Having responsible operations with strong policies in place supports this and lays further foundations for good business.



## Sustainability core to our business

For more than five years, our sustainability strategy has formed an integral part of our business strategy. In Q1 of 2024, after a comprehensive consultation process that included direct input from sustainability specialists, Grant Thornton redeveloped its firm-wide strategy, resulting in our Focus 2027 strategy.

This business strategy places sustainability at the centre of our firm's ambitions, ensuring our people and our clients succeed by taking a progressive approach to sustainability. It also amplifies the importance of our sustainability strategy by prioritising a sustainable business model across our operations, propositions, workplace and community.

Our leadership team reviews sustainability progress quarterly, and our dedicated Sustainability team oversees ongoing implementation and measurement. To ensure our approach, policies and processes are of the highest standards, we align and partner with reputable organisations and experts, who provide valuable insights and additional layers of governance and oversight.

## Collective action and accountability

Understanding the importance of sustainability as a firm-wide value, 'Supporting Sustainability' (with a focus on either environment, community or people) came into effect in 2024 as a mandatory annual performance goal for all employees.

This initiative has been critical in amplifying our sustainability strategy, promoting collaborative solutions, and involving all staff in our sustainability journey. Integrating sustainability metrics into the firm's compensation framework transforms sustainability into a shared responsibility.

As part of our Focus 2027 strategy, our CEO introduced the Excellence in Focus awards, our first-ever employee awards, with three of five categories focused on sustainability leadership. To further support, motivate and celebrate sustainable practices, our firm revamped our rewards and recognition programme, ShoutOut, introducing a Sustainability badge.

Empowering every employee with accountability for sustainability allows them to take ownership of their role in our journey and enhances their sense of collective impact

# Engaging our stakeholders

We work together to educate, celebrate and integrate sustainability in the workplace and beyond, ensuring our people, our clients and the communities in which we operate thrive.

Integral to achieving this is ensuring our stakeholders are engaged, informed and empowered with the knowledge needed to make transformative decisions towards a sustainable future.

## Empowering our people

We want every employee to understand the importance of sustainable practices and their role in promoting them. Our culture of sustainability and continuous learning empowers all staff members to contribute to our collective success.

Our internal communications and intranet contain an array of resources, including our bi-monthly sustainability newsletter, The Wheel, launched in 2024. We also maintain a constant culture of sustainability ‘nudge learning’, which teaches employees about sustainability in informal ways – through:

- screensavers;
- presenting material;
- signs and screens around the buildings;
- adding sustainability topics into existing town halls and internal conventions.

When it comes to learning and development, we have a skills-first approach. Sustainability is a key skill on our firm’s learning curriculum, with the firm providing voluntary and mandatory sustainability trainings. Our award-winning leadership development and mentoring programmes as well as our monthly Lunch and Learn series have included learning opportunities about climate action, the SDGs, unconscious bias, and understanding sustainability. Regular hands-on waste segregation and recycling trainings is also provided.

## Supporting our clients

Engaging our stakeholders on sustainability is multifaceted work that extends well beyond our internal teams. It encompasses our clients and communities, as we recognise sustainability is a shared responsibility that requires collaboration and dialogue.

Our Sustainability Advisory and ESG and Assurance teams play a crucial role in this engagement, frequently sharing thought leadership that responds to client needs through our website, social media platforms and news outlets. This proactive knowledge sharing communication strategy fosters a culture of transparency and inclusivity.

## Collaborating with suppliers

We also recognise we must take responsibility for our business’s indirect effects on sustainability. That’s why we extend oversight beyond our four walls and prioritise engaging with environmentally and socially conscious suppliers and sourcing sustainable products/materials.

This work includes collaborating with existing suppliers to improve their practices and building sustainability criteria heavily into our new contracts and supplier agreements. To further our sustainability objectives, we’ve integrated sustainability criteria (gender parity, workplace standards, carbon emissions) into our supplier selection process.



# Awards, accreditations and strategic partnerships and memberships

Our best-in-class accreditations, awards and commitments certify our rigorous processes and practices, and show exceptional governance.



### ISO 14001 and 50001

We are the only professional services firm in Ireland to be accredited with both standards for environmental and energy management for our City Quay office.



### Smarter Travel Mark (Silver)

This recognises our commitment to sustainable travel for employees and visitors.



### LEED GOLD

Our City Quay and Cork office buildings feature energy and water efficiency attributes, intelligent lighting system and innovative design.



### Investors in Diversity Gold

We hold Ireland's only Equality, Diversity, and Inclusion Mark for business.



### Pride at Work Certified Partner

This marks our sustained educational approach to creating LGBTQIA+ awareness at the firm.



### ISO 27001

We are ISO 27001:2013 certified, ensuring the confidentiality and integrity of the firm including IT infrastructure and information security.



#### Business in the Community

We are an active member of the BITC network of more than 120 of Ireland's top businesses working to make a difference in sustainability and social inclusion.



#### Low Carbon Pledge

We are a signatory of the Low Carbon Pledge and have committed to reduce our GHG emission intensity by 50% by 2030, in line with the Paris Agreement and the latest IPCC findings.



#### Elevate Pledge

We are a signatory of the Elevate Pledge is the Inclusive Workplace Pledge and have committed to developing tangible action that ensures the recruitment or retention of diverse talent and to report the progress of this action.



#### Women in Finance Charter

We are committed to 50/50 parity at Director level, progressing our female partner representation to 35% in 2027, and aim to ensure we have 50% of either gender for partner candidacy each year.



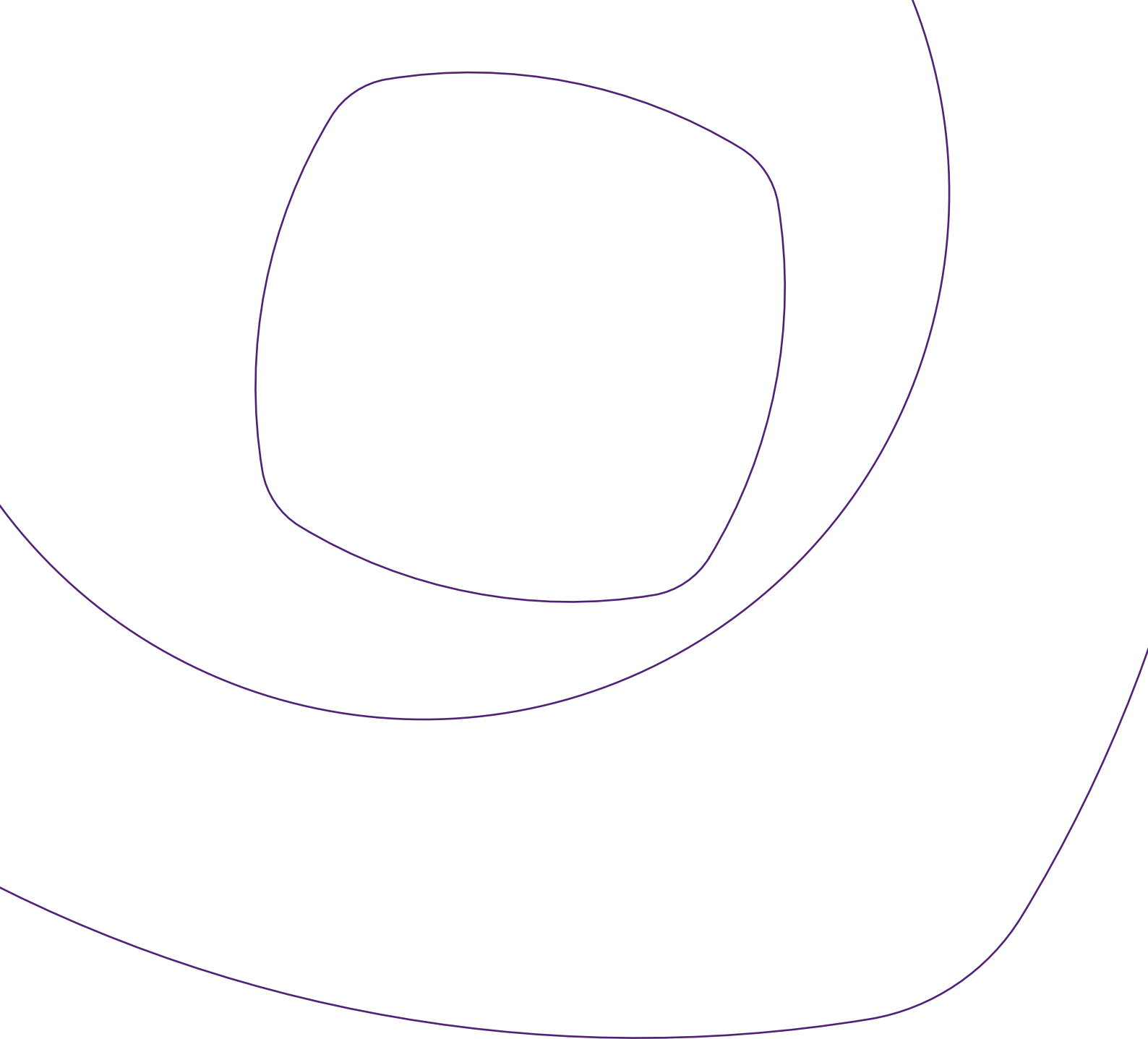
#### Employment & Youth Engagement Charter

We are committing to providing employment, mentorship, guidance and help to reduce youth (18-30) unemployment in our society's marginalised communities.



#### Multi-Award Winning

We are recognised for our environmental and social sustainability efforts through leading industry awarding houses. We are also considered a best place to work by several external organisations.



# Grant Thornton

---

**grantthornton.ie**

© 2025 Grant Thornton Ireland and Grant Thornton Corporate Finance Limited (and their respective subsidiary/affiliate entities). All rights reserved. Grant Thornton Ireland is authorised by Chartered Accountants Ireland (CAI) to carry on investment business.

'Grant Thornton' refers to the brand under which the Grant Thornton member firms provide assurance, tax and advisory services to their clients and/or refers to one or more member firms, as the context requires. Grant Thornton Ireland and Grant Thornton Corporate Finance Limited (and their respective subsidiary/affiliate entities) are the Irish member firms of Grant Thornton International Ltd (GTIL). GTIL and the member firms are not a worldwide partnership. GTIL and each member firm is a separate legal entity. Services are delivered by the member firms. GTIL does not provide services to clients. GTIL and its member firms are not agents of, and do not obligate, one another and are not liable for one another's acts or omissions.