

OUR PLANET, OUR DUTY.



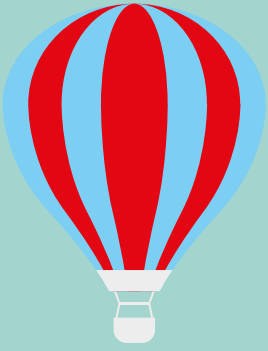
3	INTRODUCTION
6	STATEMENT FROM EOIN VAUGHAN, CEO
8	OUR RESPONSIBLE BUSINESS POLICY
10	GOVERNANCE
12	OUR 2020 MATERIALITY ANALYSIS
16	UN SUSTAINABLE DEVELOPMENT GOALS
18	OUR FIVE PLATFORMS OF RESPONSIBLE BUSINESS
20	ENVIRONMENT & CLIMATE CHANGE
24	PEOPLE, WELLBEING & SAFETY
30	TECHNOLOGY & INNOVATION
34	OPERATIONS & VALUE CHAIN
36	SOCIETY & COMMUNITY



The world around us is evolving like never before. As nations grow and develop we must remain conscious of the impact we are making on our planet. Our Planet, Our Duty is Mercury's responsible business promise. It's our own blueprint to guide us on our mission.



OUR PLANE OUR DUTY.



We are only custodians. We need to protect our planet and our people, finding new ways to lessen our footprint and enhance the lives of future generations.

We believe that we each have a role to play in contributing to the sustainable development of our planet. With this in mind, we have launched Our Planet, Our Duty, our Responsible Business plan. Our Planet, Our Duty is our promise to help create a more sustainable environment around us. It forms one of the foundation blocks of Beyond50, our five year plan to push further and take Mercury beyond our 50th year in business.

We are committed to adopting and promoting good corporate governance approaches across all our business activities and operations. This includes guaranteeing a safe and sustainable environment for our clients, staff and supply chain. But it goes further. We are also passionate about continuing to uphold our responsibilities as a member of the local community and society as a whole.

Through our operations, we are determined to make a positive contribution to the communities in which we operate; and to our employees, businesses partners and the environment. Following consultation with our key stakeholders, we've created our five key strategic platforms of responsible business. Firmly aligned with the Mercury Code of Business Conduct, these key platforms are a genuine expression of our commitment to sustainability, ethical best practice and continuous improvement.

**STATEMENT FROM
EOIN VAUGHAN,
CEO**

We all have a role to play in making a positive impact on the planet. After all, the future is in our hands. That's why it's so important that our Responsible Business plan reflects the needs of our clients, employees and supply chain partners. But we also believe in reaching beyond this and playing our part both in the communities we serve and in the wider world.

As a statement of our commitment, we've created **Our Planet, Our Duty**, our comprehensive plan for Responsible Business. It's a plan that aligns our business and stakeholders. It's a new way of thinking that reaffirms our dedication to delivering leading edge construction solutions to our clients. It strengthens our relationships within the communities in which we operate and enables them to thrive and flourish.

**We believe that
it's everyone's
duty to improve
the future of our
planet. Our goal
is to lead the
charge.**



Our Planet, Our Duty is built around five key platforms:

01 ENVIRONMENT & CLIMATE CHANGE

02 PEOPLE, WELLBEING & SAFETY

03 TECHNOLOGY & INNOVATION

04 OPERATIONS & VALUE CHAIN

05 SOCIETY & COMMUNITY

These platforms are closely aligned with the United Nation's 17 Sustainable Development Goals for 2030, with a vision to create a better, brighter, equal, and more sustainable future for everyone.

Generating a positive impact on the built environment reaffirms our commitment to our clients, staff, partners and all stakeholders that we interact with. **Beyond50** and **Our Planet, Our Duty** are a culmination of our efforts to be transparent and accountable as we strive to operate as a sustainable business both now, and into the future.

To achieve the goals outlined in this report we know we must go beyond simply one initiative or one area of focus. Meaningful sustainability requires continued group focus and commitment to ensure that we make a measurable impact. We're ready to take ownership of our responsibilities and recognise that this is our planet and the onus falls on us as a society to perform our duties.

This landmark sustainability report outlines the initiatives that we are actively pursuing. We're proud to have sustainability embedded at the heart of our vision. We aim to transform the meaning of responsible business and lead the way in making a positive and sustainable impact in the built environment.



OUR RESPONSIBLE BUSINESS POLICY

In our role as a leading European contractor we've made it our mission to focus on projects that enhance development in technology, wellbeing, and the built environment. We are dedicated to maintaining our excellent safety record and culture, while living our values of Dynamic, Brave and Make it Happen.

Our **Beyond50** strategy aims to take us beyond our 50th year of business, building on our reputation for delivering complex engineering projects in strategic sectors. The continued refinement of our existing good corporate governance structures will remain a key priority for us. We also believe it's our duty to provide a safe and sustainable environment for clients, employees and supply chain. However, Beyond50 will see our business develop our corporate social responsibilities further through playing a much bigger role in both the local community and the wider society.

We're working hard to deliver continuous improvement in areas of environmental, economic, and social sustainability. By acknowledging and examining the impacts of our resource use and activities, we're committed to identifying and minimising risks and negative impacts, while promoting positive actions.

Sustainability starts from within and we're determined to lead by example. Our Planet, Our Duty lays the foundation, helping us to make meaningful changes in all our communities.

Our five platforms of Responsible Business:

1. Environment & Climate Change

2. People, Wellbeing & Safety

3. Technology & Innovation

4. Operations & Value Chain

5. Society & Community

We will deploy the appropriate resources to ensure that the following objectives can be met:

- The Mercury Board and Management Teams are committed to implementing our sustainability policy and relevant environmental, social, and financial performance and expectations to clients, employees and supply chain. We will engage regularly with our key stakeholders on matters of sustainability.
- Develop a sustainability roadmap framework to guide and review our specific Responsible Business objectives and targets.
- Compliance with all relevant environmental, health & safety social regulations, legislation and Responsible Business certifications.
- Minimise our use of energy, fuel and water.
- Minimise the generation of waste, carbon, and other emissions.
- Procure from sustainable sources and minimise the use of raw materials, where possible.
- Promote biodiversity and strive to prevent pollution and other negative social impacts.
- Deploy our knowledge, technology, and innovation in a positive manner to improve the broader sustainability of services we provide to all our stakeholders.
- Minimise any negative short term and legacy impacts that our construction activities and supply chain may have on the localities in which we operate.
- Raise awareness through training and motivating our employees so that they can conduct their work in a healthy, safe, environmentally, socially and financially responsible manner.
- Treat all stakeholders, employees and community with fairness, equality and respect at all times, in particular, stakeholders with specific requirements and needs.
- Ensure this policy and our progress are both regularly evaluated by our Mercury Sustainability Committee and Management Team and reported to the Board for periodic review. Our Management Team will lead by example with success and continuous improvement generated by the combined efforts of all stakeholders.

GOVERNANCE

Our commitment to sustainability is intertwined in our key values of safety, brave, dynamic and making it happen.

Mercury's governance structure allows us to successfully deliver on our commitments to sustainability as outlined by our five platforms. This is enabled by accountability, transparency and clear lines of communication.

The Board of Directors

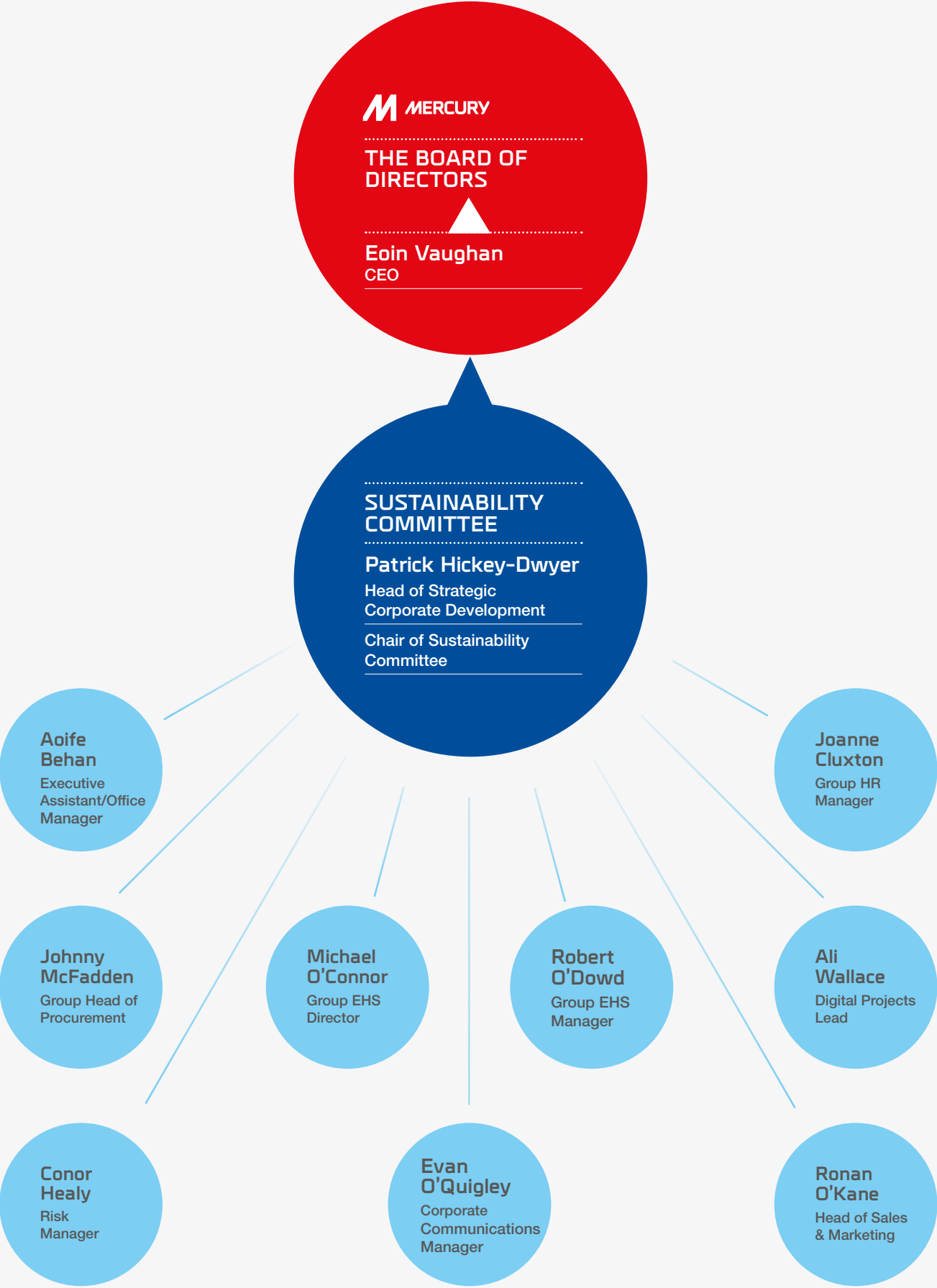
The Board provides the most senior level of governance and oversight. They are responsible for the management, performance and long-term success of the Group. They oversee the overall sustainability strategy and actions for the group.

Executive Management

The CEO & The Head of Strategic Corporate Development are responsible for defining our sustainability policy, strategy and goals, communicating our objectives to the group and implementing disruptive change. They report to the Board of Directors.

The Sustainability Committee

The Committee is responsible for the implementation and strategic development of our objectives under our five sustainability platforms. The Committee leads the implementation of our objectives across the group and in our communications in order to create sustainable growth and positive change. The Sustainability Committee reports to the CEO.



OUR 2020 MATERIALITY ANALYSIS

At Mercury we pride ourselves in the relationships we've developed with all our stakeholders, built over decades of working together. Our main stakeholder groups are our clients, employees, supply chain partners and wider society.

One method that enables us to deepen these relationships is a Materiality Analysis. It helps us to identify and prioritise the issues that are most important to our organisation and our stakeholders.

Our 2020 Materiality Analysis has enabled us to assess the social and sustainability issues that are most relevant to both Mercury and our stakeholders. Using the outcomes, we have set out our goals for 2020-21. We plan to conduct an assessment every two years. The next re-evaluation will be in 2022.

OUR FIVE PLATFORMS

01 ENVIRONMENT
& CLIMATE
CHANGE 

02 PEOPLE,
WELLBEING
& SAFETY 

03 TECHNOLOGY
& INNOVATION 

04 OPERATIONS
&
VALUE CHAIN 

05 SOCIETY
& COMMUNITY 

Importance to our stakeholders

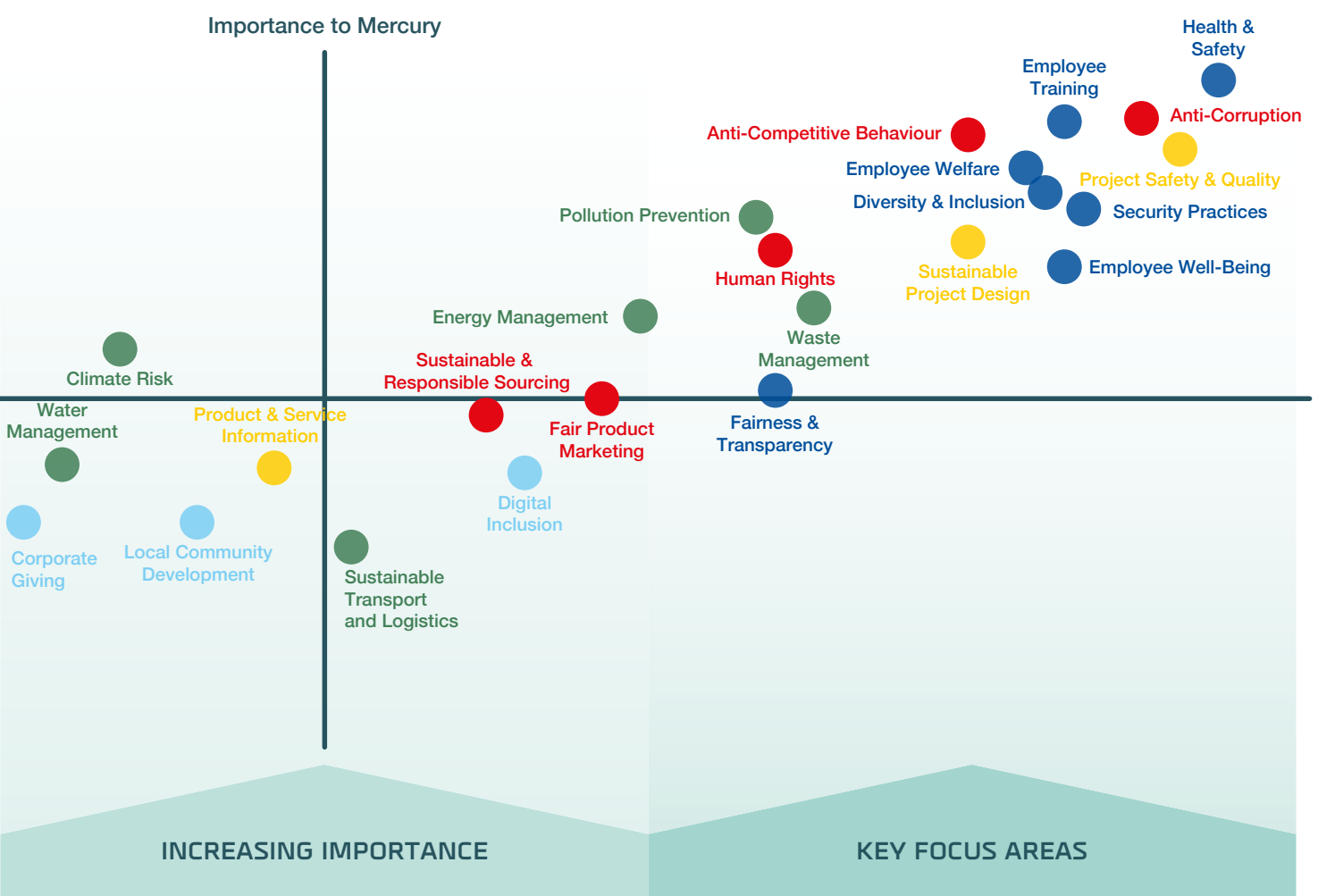
GHG Emissions  
Biodiversity &
Ecosystem Services

MONITORING

Methodology

We used several tools to facilitate dialogue and engagement with our stakeholders including online surveys and structured interviews. We analysed potential impact and importance across the five strategic platforms of our Responsible Business plan. This gave us a clear understanding of the issues at hand. From this we built a cohesive strategy and roadmap to reduce our negative impact and increase our positive impact across these key areas.

Materiality topics were gathered from a number of sources, including the UN Sustainable Development Goals (SDGs), Global Reporting Standards, Sustainability Accounting Standards Board (SASB), Business in the Community (BITC) and the UN Global Compact. The five platforms of our Responsible Business plan were used to categorise these themes. We divided the issues into three categories: Monitoring, Increasing Importance and Key Focus Areas.



Note: the most important stakeholder groups identified throughout this process were customers and employees.

UN SUSTAINABLE DEVELOPMENT GOALS



We believe in measuring our performance using the highest benchmarks to ensure we meet our commitments. That's why Mercury's Our Planet, Our Duty plan has been designed to develop in line with the United Nations 2030 Agenda for Sustainable Development Goals, with each of our strategic platforms addressing at least one sustainable development goal

This blueprint is aimed at achieving a better and more sustainable future for all. These interconnected goals address the global challenges humanity faces, including those related to poverty, inequality, climate change, environmental degradation, peace, and justice.

**1 NO
POVERTY**



**2 ZERO
HUNGER**



**7 AFFORDABLE AND
CLEAN ENERGY**



**8 DECENT WORK AND
ECONOMIC GROWTH**



**13 CLIMATE
ACTION**



**14 LIFE
BELOW WATER**



We believe in setting our own benchmarks to the highest standard, aligning our strategy with the global agenda for change.

3 GOOD HEALTH AND WELL BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



6 CLEAN WATER AND SANITATION



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



10 REDUCED INEQUALITIES



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



15 LIFE ON LAND



16 PEACE, JUSTICE AND STRONG INSTITUTIONS




17 PARTNERSHIPS FOR THE GOALS




OUR FIVE PLATFORMS





**These act as a
foundation for Our
Planet, Our Duty.
They all share equal
importance and act as
a guiding light, helping
us to reach our goals.
We use them as key
benchmarks to keep
our efforts focused.**



UN SUSTAINABLE DEVELOPMENT GOALS

We've designed the Our Planet, Our Duty plan in line with the United Nations 2030 Agenda for Sustainable Development Goals, with each of our strategic platforms addressing at least one sustainable development goal. The following five sections outline our goals and initiatives, which address the many of the big global challenges we currently face.



ENVIRONMENT & CLIMATE CHANGE

13 CLIMATE ACTION



14 LIFE BELOW WATER



15 LIFE ON LAND



PEOPLE, WELLBEING & SAFETY

3 GOOD HEALTH AND WELL BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES





TECHNOLOGY & INNOVATION



OPERATIONS & VALUE CHAIN



SOCIETY & COMMUNITY

8 DECENT WORK AND ECONOMIC GROWTH



8 DECENT WORK AND ECONOMIC GROWTH



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



1 NO POVERTY



2 ZERO HUNGER



3 GOOD HEALTH AND WELL BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



10 REDUCED INEQUALITIES



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Governance & Ethics

Engagement (Customers, Employees, community, suppliers)

ENVIRONMENT & CLIMATE



CLIMATE CHANGE

Our planet needs us now. We're determined to do our part and we've put the resources in place to make it happen. Our Planet, Our Duty aims to ensure that our operations do not negatively impact our environment, but instead contribute to the improvement of life on earth.



**CLIMATE RISK &
OPPORTUNITIES**



**ENERGY USAGE
& EFFICIENCY
MEASURES**



BIODIVERSITY

ENVIRONMENT & CLIMATE CHANGE

We have set ourselves clear targets to meet our key objective of minimising the use of energy, fuel and water, as well as reducing the generation of waste, carbon and other emissions.

CLIMATE RISK & OPPORTUNITIES

Carbon Disclosure Project (CDP)

CDP is a not-for-profit organisation that assists businesses, cities, states and other organisations in managing their environmental impacts. Over the past 20 years CDP has crafted a system that has resulted in unparalleled engagement on environmental issues worldwide.

In August 2020 Mercury made its first submittal to the CDP for the years 2015-2019, in an effort to garner a greater understanding of the impact that our operations have on the environment and to highlight areas that we can target for improvement.

We believe that this disclosure will assist Mercury as we aim to stay ahead of regulatory and policy changes. It will also aid us in identifying and tackling growing risks as we seek to find increased and new opportunities for action, as demanded by our stakeholders and society.

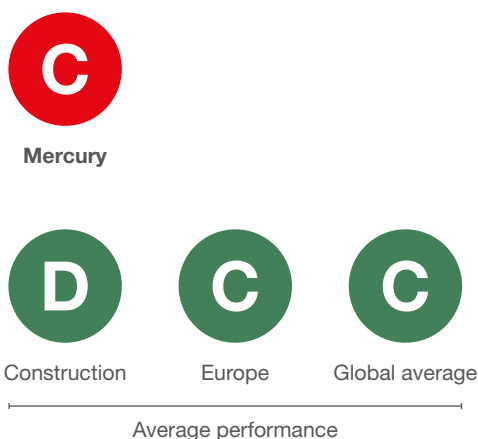
This disclosure is an essential step as we proactively drive environmental action and improvements that will stand to us in the future.

Carbon Pledge

We signed the Business in the Community Ireland (BITCI) Low Carbon Pledge in March 2020. This means we've joined with over 100 of Ireland's most established companies to be part of this movement for sustainable change. This collective is committed to halving Scope 1 and 2 greenhouse gas emissions by 2030 and we're proud to take our seat at the table too.

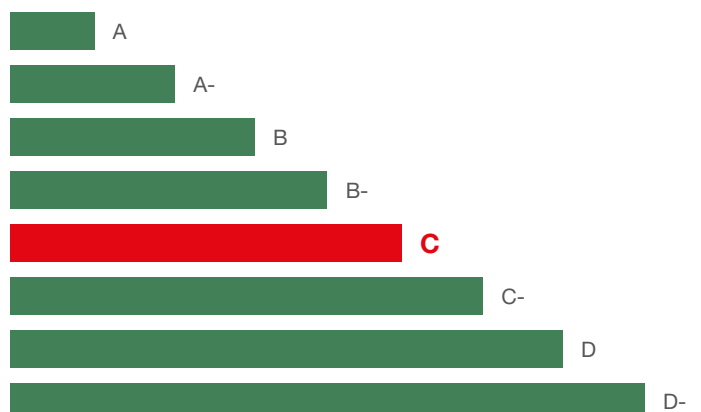
The Leaders' Group on Sustainability is supporting Ireland's business sector as we transition towards a low carbon economy with the Low Carbon Pledge. This is the first dedicated pledge generated by Irish businesses to set industry standards on sustainability and reduce carbon usage.

CDP score



Mercury received a C which is in the Awareness band. This is same as the Europe regional average of C, and higher than the Construction sector average of D.

Understanding your score report



LEADERSHIP (A/A-)
Implementing current best practices

MANAGEMENT (B/B-)
Taking coordinated action on climate issues

AWARENESS (C/C-)
Knowledge of impacts on, and of, climate issues

DISCLOSURE (D/D-)
Transparent about climate issues

Mercury will be signing an updated version of the pledge in 2021, committing to introduce science based emission targets by 2024.

ENERGY USAGE & EFFICIENCY MEASURES

Transfer of Mercury Owned Facilities to PIR lighting

Automation is one of the best ways to prevent unnecessary energy usage, particularly in facilities where many people work in communal spaces. We're in the process of introducing more efficient LED lighting, based on a passive infra-red (PIR) system, in all our Mercury-owned facilities.

This system can be used to detect the presence of workers in a given area, switching lights on and off accordingly. The initiative will ensure that our facilities become significantly more energy and cost efficient over time. Roll-out started in 2020 and will conclude in 2021.

BIODIVERSITY

DCs for Bees

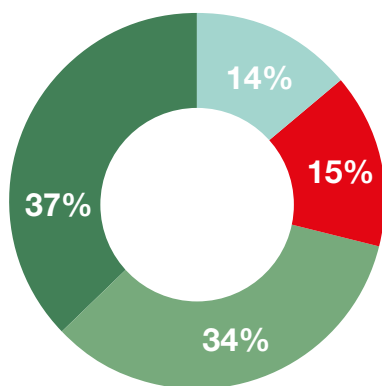


Mercury takes part annually in DC's for Bees, a Data Centre industry initiative, developed by Host in Ireland with a key mission to help save Ireland's declining bee population. As a leading voice in the European Data Centre industry, Mercury, along with many of its industry colleagues, have come together to make a difference, equipped with all the tools we need to educate, advocate, create awareness and take action. We are proud to be part of the first industry initiative to come together even with our competitors to take meaningful action.

Of the 98 species of bee in Ireland, almost one third are threatened with extinction. The decline is escalating in some species, in particular, the bumblebee, set to decline by 90% by 2050. Working alongside two of Ireland's most reputable bodies, The Native Woodland Trust and The National Biodiversity Data Centre, our partners at Host In Ireland have developed an exciting and powerful two-phased approach to tackling the worrying decline in bee populations.

Activity group performance Construction

Mercury is amongst 15% of companies that reached Awareness level.



- Awareness
- Leadership
- Disclosure
- Management

Mercury's Gary Widger & Ali Wallace taking part in DC's for Bees in Co. Wicklow, Ireland.



PEOPLE, WELLBEING & SAFETY



We aim to ensure that all processes are transparent and all employees have equal career & development opportunities. The following forms a significant focus of our employee welfare & safety element.



DIVERSITY
& INCLUSION



LEARNING
& DEVELOPMENT



EMPLOYEE
WELLBEING



EMPLOYEE
WELFARE



OCCUPATIONAL
HEALTH & SAFETY



PEOPLE,
WELLBEING &
SAFETY

Our differences make us stronger. Globalisation is creating a more diverse world and Mercury is no exception. The unique experiences and perspectives of our international workforce enable us to see things differently when delivering for our clients.

Christie Idemudia, Senior HR Business Partner and Head of our Diversity & Inclusion committee speaking at an inner-city girls school in Dublin.

Our key objective is to raise awareness across all our business units, through training and motivating our employees so that they can conduct their work in a healthy, safe, environmentally, socially and financially responsible manner.

DIVERSITY & INCLUSION

At Mercury, our commitment to diversity & inclusion is one of the key motivators behind our winning culture. We have implemented a diversity & inclusion policy that is driven by our Executive Management Team.

With over 40 nationalities employed here, diversity and inclusion are woven into the very fabric of our vision and values, not only through our culture, but through the entire life cycle of the employee experience.

We believe that our incredibly diverse workforce and our positive culture has helped to create an environment that encourages our staff to deliver top-class results. As a European based contractor, we work across multiple regions with people of many different backgrounds. We support local communities and underrepresented groups through apprenticeship and educational opportunities, alongside community fundraisers and CSR events.

Our plan in action

Mercury was recognised with the 'Investors in Diversity's Bronze Award 2020'. It is Ireland's only all-encompassing diversity and inclusion mark for business and is supported by IBEC and the DCU Centre of Excellence for Diversity and Inclusion.

This recognition highlights the strong progress we've made in embedding diversity and inclusion into our systems. It also provides us with a firm foundation to improve upon. The accreditation runs from November 2020 and remains valid for 12 months. We've set ourselves ambitious goals and aim to achieve Silver in 2021, then ultimately Gold.

We've developed several strategic partnerships and community engagement schemes aimed at increasing opportunities for underrepresented groups. In 2020, we hosted a STEM-themed careers talk for students at Stanhope Street Girls Secondary School in Dublin, highlighting the career opportunities available to women in the construction industry. Students participated in a lively and engaging panel discussion with a number of our employees. Our team shared fascinating insights into their own personal career paths and experiences.

We also work with DEIS schools to promote careers for women in construction, providing a pathway for them to apply for Apprenticeships and Data Technician Traineeships.

Gender equality is fundamentally important to us. We are continuously working hard to change the perception that this industry is one that only men can succeed in. In October 2020, Mercury was approved to join WORK180 as an endorsed employer for women. WORK180 is the UK's only jobs board which pre-screens employers before they can advertise jobs. Employers must meet a strict set of criteria including pay equity, flexible working, women in leadership and paid parental leave.



PEOPLE, WELLBEING & SAFETY

LEARNING & DEVELOPMENT

Training & Development

At Mercury, we believe that our greatest asset is our people. Our policy is to recruit and train staff from apprentices to qualified engineers, a policy that has kept many of them with Mercury since the company's earliest days.

Mercury offer a variety of courses at all levels of the organisation, including a top-class graduate programme, Leadership Development Programme for mid-senior level managers and an Educational Assistance Programme to enable all employees the opportunity to further their education.

We are also the largest employer of apprentices in Ireland and run an annual Scholarship Programme which allows our most talented employees to upskill and progress their careers in a range of disciplines.



EMPLOYEE WELLBEING

Healthy Body, Healthy Mind Programme

Mercury has a robust employee Wellbeing Programme in place. We conducted a survey of our employees in 2020, which formed the basis of our revised and updated Programme that suits the needs everyone at Mercury. We know a “One Size Fits All” approach does not work for everyone so we have made a number of initiatives available for people to pick and choose from. The Wellbeing Programme is available to employees through our internal Wellbeing Hub our App, which is powered by PepTalk.

EMPLOYEE WELFARE

Employee Assistance Programme

Every single staff member has access to our Employee Assistance Programme (EAP). This service offers them an independent, fully confidential complimentary counselling service to help support them through depression and anxiety, stress, work-related issues, bereavement, or any other life concerns.



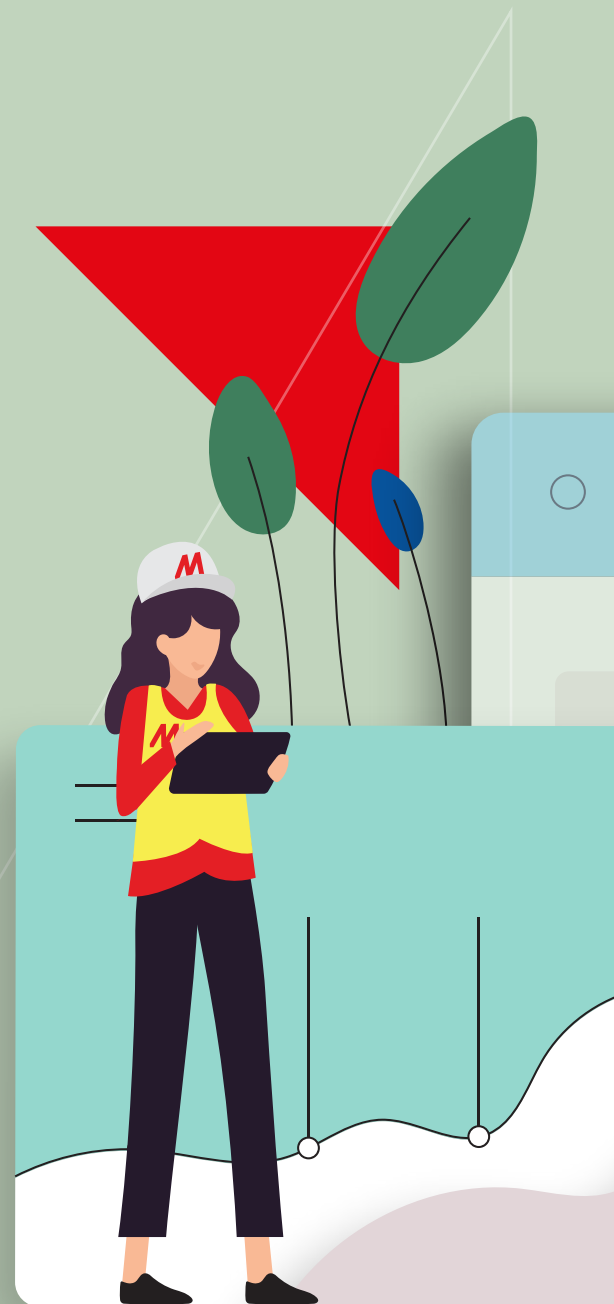
OCCUPATIONAL HEALTH & SAFETY

EHS Strategy

2020 saw the restructuring of our Environmental, Health & Safety (EHS) function. In order to ensure Mercury continues to be a global leader in EHS, we are making a number of new appointments and restructuring the Mercury EHS team as part of our ‘Safety360’ Beyond50 project. We’ve added a strategic role, Group EHS Director, to Mercury’s Executive Management Team (EMT). We have also developed a new EHS Business Partner model aligned with Mercury’s Business Unit structure. These initiatives will help us to continue to expand and improve our leading safety capabilities.

TECHNOLOGY & INNOVATION

We know that every action has a consequence that can leave a lasting impression on our planet. Understanding that impact is a core part of our sustainability blueprint. We pride ourselves in pushing the boundaries in technology and innovation but we always remain acutely aware of how it must align with our sustainability goals.



GY ION



SUSTAINABLE
PROJECT DESIGN



PRODUCT SERVICE
INFORMATION



SAFETY &
QUALITY



TECHNOLOGY & INNOVATION

We're committed to ensuring our knowledge, technology, and innovation is executed in a positive way. This means we can improve the broader sustainability of services we provide to all our stakeholders.

SUSTAINABLE PROJECT DESIGN

Building Transparency and EC3

The latter half of 2020 saw Mercury established as a pilot partner of Building Transparency and the Embodied Carbon in Construction Calculator (EC3) tool. This tool allows benchmarking, assessment and reductions in embodied carbon per material category,



focused on the upfront supply chain emissions of construction materials. Now hosted and managed by Building Transparency (a registered not-for-profit) the EC3 tool was incubated at the Carbon Leadership Forum with input from nearly 50 industry partners.

We're the first European construction company to join this initiative. We hope to aid and work with Building Transparency in continuing to develop the EC3 further, adapting to the European EPDs and models and implementing use across our projects.

The tool utilises building material quantities from construction estimates and/or BIM models and a robust database of digital, third-party verified Environmental Product Declarations (EPDs). Powered by this data, the EC3 tool can be implemented in both the late design and procurement phases of a construction project to look at a project's embodied carbon emissions per material category in EC3, enabling the specification and procurement of low carbon options.

BREEAM & LEED

In 2020, Mercury has delivered 5 Leadership in Energy and Environmental Design (LEED) and Building Research Establishment Environmental Assessment Method (BREEAM) buildings as a general contractor.

PRODUCT SERVICE INFORMATION

Digital Edge

The technology around us is advancing at a speed like never before and we're moving just as fast. Our continuous investment in the latest digital tools has pushed our capabilities beyond borders, allowing us to deliver large scale projects wherever our clients are.

MR and AR

In 2020, we began the development of a new project to enable our operations teams to leverage Mixed Reality (MR) and Augmented Reality (AR) through HoloLens and SiteVision technology. This project aims to enable our people to work smarter, safer reducing waste and rework time and costs while also increasing efficient use of resources and productivity.

SAFETY & QUALITY

Digital Construction Management

In 2020, we have also digitalised our process for construction management, moving our staff and supply chain onto Autodesk BIM360. In 2020, over 2,556 people signed in, with over 38% of those being external users (supply chain and client teams). Our monthly average unique users have increased by ~47%. This has enabled us to manage our projects digitally, reducing the impact of our activities to the environment by reducing paperwork and printing and the need of our people and clients to travel.

Technology is helping us to work smarter, constantly pushing the boundaries of what we can achieve in delivery, safety, quality and sustainability

OPERATION & VALUE CHAIN



IS



ANTI-CORRUPTION



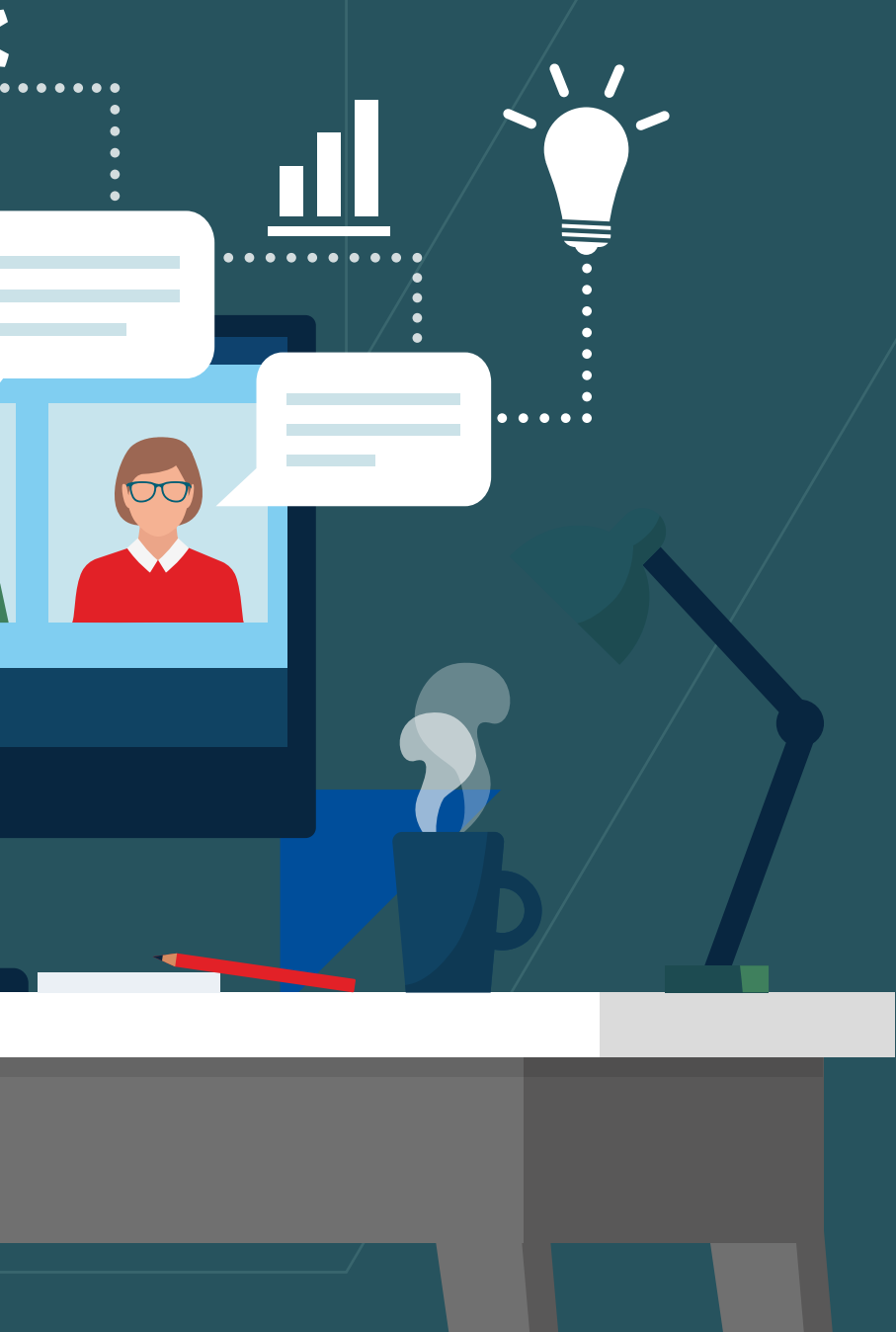
SUSTAINABLE &
RESPONSIBLE
SOURCING



ELIMINATION OF
MODERN SLAVERY



ANTI-COMPETITIVE
BEHAVIOUR



OPERATIONS & VALUE CHAIN

We are passionate about cultivating a culture of respect across all facets of our business. We treat stakeholders, employees and the wider community with fairness, equality and respect at all times, in particular, stakeholders with specific requirements and needs.

This respect goes beyond people. We also work hard to respect our environment through minimising the use of raw materials and procuring from sustainable sources.

ANTI-CORRUPTION

Anti-Bribery & Corruption

Mercury operates in some jurisdictions where bribery and corruption present a high risk, so it's important that we make our position regarding both absolutely clear to our employees, contractors, suppliers and others in any way connected to our business. Our Anti-Bribery & Corruption policy explicitly prohibits engaging in bribery or corruption in any form and provides measures and guidance to employees to assess risks, understand relevant laws and report concerns through their line management, our compliance team, or by using our independent and confidential 'Speak Up' facilities.

It's vital that our supply chain partners share our commitment to Responsible Business. We work together to drive sustainability, good governance and best-in-class working practices.

SUSTAINABLE & RESPONSIBLE SOURCING

Processes

Mercury will continue to layer sustainability into all of its processes and procedures across the business to ensure supply of sustainable materials via sustainable delivery methods. We will encourage our supply chain to provide and collect up to date and certified Embodied Product Declarations (EPDs) which will help in the implementation of the EC3 calculator and make the collection of data for future CDP responses be more streamline and efficient.

Supply Chain

Mercury will ensure that as part of our pre-qualification questionnaire that all of our potential supply chain partners are asked to highlight and present how they can work with Mercury in an ethical and sustainable manner on projects now, and in the future. As part of this Mercury will review procurement practices to encourage supply chain to adopt low carbon solutions.

ELIMINATION OF MODERN SLAVERY

Modern Slavery Statement & Training

As a leading European contractor, we're fully committed to respecting and upholding internationally recognised human rights. We have published a Modern Slavery Statement every year and in 2020 we issued company-wide Modern Slavery training to our employees. We will continue to review and strengthen our approach to human rights issues, including modern slavery, across our operations and supply chain.

ANTI-COMPETITIVE BEHAVIOUR

Fair Competition

Mercury maintains the trust of our clients and suppliers by delivering leading edge construction solutions in a fair, ethical, and legal manner. Mercury firmly believes in operating in a free open market and as part of this commitment to ethical business practices, we are fully committed to complying with all competition laws applicable in those countries where we are present as set out in our Fair Competition policy.



Robert O'Donovan, Director of Healthcare, handing a supply chain partner a Quality award.

38

Our Board and Management Teams are the ambassadors of our sustainability strategy. They play a key role in communicating our goals and relevant environmental, social and financial KPIs to all our stakeholders. Every element will be regularly evaluated by our group sustainability committee. The Management Team will lead by example, considering feedback and engagement from all relevant stakeholders as we strive for continuous improvement on all issues related to sustainability, nurtured by a combined group effort.

COMMUNITY
DEVELOPMENT

CORPORATE GIVING



AFFILIATIONS

SOCIETY & COMMUNITY



COMMUNITY DEVELOPMENT

Volunteering Policy:

To support our employees' passion for giving back to the community, our volunteering policy forms an integral part of Mercury's Responsible Business programme. Our contribution to the community is focused on the following key areas:

- Community Welfare
- Mental Health
- Science and Education
- Environment

We have committed to allocating two fully paid days per annum of each employee's time for personal or company expertise, advice, or support. We see the inherent value of supporting the community through donating the valuable time of individual team members, during and outside of business hours. We will also provide further support through access to the use of company equipment and resources.

As global citizens we must remain aware of the wider world and our place in it. We are committed to playing an active role in all our communities, working together to make our planet more equal, prosperous, sustainable and fair.

Supporting local communities

We operate in communities right across the globe. That's why it's vitally important for us to recognise the diversity of the different regions and industries in which we work. We've made it a priority to adapt our working practices to accommodate these differences. This includes ensuring we protect the flora & fauna, built environment, and available resources of each location.

As a key contractor on the National Children's Hospital Project in Ireland, we are actively supporting the surrounding areas of Dublin 8 and Dublin 12. We have

employed a number of local residents and have taken part in numerous initiatives and talks in nearby schools.

One of our most exciting ventures to date is a new data centre project located in the Saint-Denis area of Paris. As part of this project we will use a local supply-chain and workforce as much as possible. Along with this, we are supporting a number of schools, clubs and local initiatives along with our client & supply-chain.



The Frankfurt GAA Women's Club. Mercury sponsors a number of local sports clubs across Europe.

CORPORATE GIVING

Multi Annual Budget

A multi-annual budget has been agreed to support a range of initiatives, from partnership agreements, charity events, to STEM events at schools, fundraisers, community initiatives and so much more.

Be Brave: Stand up to Cancer

In the winter of 2020, Mercury hosted its Be Brave: Stand up to Cancer campaign for the second consecutive year, raising & donating over €25,000 for various charities across Europe, through a campaign that comprised of both virtual and on-site events due to the Covid-19 pandemic.

Due to the pandemic, healthcare organisations and charities, who care for the most vulnerable, have been put under huge strain during this time and many have experienced a massive loss of income due to cancelled events and increasing uncertainty. In Ireland alone, it's believed that over 2,000 cancers have gone undetected this year during the pause in screening services due to the global pandemic.



M MERCURY

BE BRAVE STAND UP TO CANCER

Mercury first launched Be Brave: Stand up to Cancer in 2019, raising over €41,000. We were also shortlisted in two categories at the 2020 HR Management & Leadership Awards due to the incredible efforts made by staff during the campaign.





AFFILIATIONS

Partnership Agreements

We've just signed a two-year partnership agreement with Aware and the Irish Men's Shed Association. We're keen to support similar partnerships across our territories and have tasked our staff with identifying new partnerships.

Mercury and Aware are committed to working together to promote initiatives around the importance of mental health stigma and to create increased awareness on this issue, particularly within the construction industry.



Mercury is currently working alongside the Irish Men's Shed Association in an effort to promote awareness around the role played by the IMSA in helping to limit social isolation and enhance the wellbeing of members. We have committed to working together with the IMSA to provide support and resources. We're also encouraging staff members to get involved with initiatives where their skillsets and expertise can positively contribute to the cause.

Aware 



OUR PARTNERS



**Do your little bit of
good where you are;
it's those little bits
of good put together
that overwhelm
the world.**

– Archbishop Desmond Tutu





YOUR VISION, OUR DUTY.

Mercury House, Ravens Rock Road,
Sandyford Business District, Dublin,
D18 XH79, Ireland.