



**Delivering
Sustainable
Homes for
a Better
Tomorrow**

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Foreword

A Message from our CEO

At Tuath Housing, sustainability is not a standalone goal—it is a guiding principle that informs every aspect of our work. As one of Ireland's larger Approved Housing Bodies, we recognise a responsibility to lead by example in delivering secure, affordable homes while championing environmental stewardship, social equity, and exemplary governance.

Our 2024 ESG Report reflects our continued commitment to embedding Environmental, Social and Governance (ESG) principles across all operations. It builds on the strong foundations laid in recent years, including the formation of a dedicated sustainability team in 2022 and the launch of our inaugural ESG Charter and first full carbon footprint report in 2023. In 2023, we reaffirmed our strategic direction with the publication of our first annual ESG report.

With over 15,000 homes under management and nearly 37,000 residents supported at end 2024, Tuath's impact is both national but also personal. Tuath's ESG strategy is designed to ensure that our growth is responsible, inclusive, and future proofed. From energy upgrades and modern construction methods to tenant engagement and biodiversity initiatives, this report outlines the tangible steps we are taking to create sustainable communities where people can thrive.

We are proud of the progress made and grateful to residents, communities, stakeholders, staff and our Board for their continued support. Together, we are building a better tomorrow; one home, one community, and one sustainable step at a time.



Sean O'Connor, Chief Executive Officer



Professor Paddy Gray, Chairman of The Board

A Message from The Chairman of the Board

Tuath's journey is guided by a clear purpose; to deliver meaningful impact through responsible growth, innovation and collaboration. Our 2024 ESG report highlights how our values are being put into practice - from improving the energy performance of our homes, to supporting inclusive communities and strengthening governance. As we continue to grow, so too does our responsibility and the potential to make a meaningful difference. It

has been a privilege to support Tuath's sustainability strategy and to witness the dedication of our staff, partners and residents in implementing the plan. As I step down from my role as Chairman of the Board, I am confident in the direction we're heading and in the collective commitment to building a more sustainable and inclusive future for all.

Introduction

In 2024, Tuath Housing continued to embed sustainability as a core principle across all aspects of our operations. This ESG Report reflects not only our achievements but also the evolution of our approach—one that is increasingly data-driven, stakeholder-informed, and aligned with global best practices.

In preparation for compliance with the Corporate Sustainability Reporting Directive (CSRD), we undertook a comprehensive double materiality assessment to ensure our reporting reflects both the internal priorities of our organisation and the external expectations of our stakeholders.

Although it was later clarified that Tuath Housing would no longer be required to report under CSRD, due to EU level policy changes, the preparatory work undertaken has had a lasting impact. It deepened stakeholder engagement and enhanced our ability to identify and manage material sustainability topics. The insights gained have enabled us to continue reporting with reference to the Global Reporting Initiative (GRI) Standards, ensuring our disclosures remain transparent, robust, relevant, and future-ready.

This report showcases the tangible progress made in 2024—from emissions reductions and energy upgrades to inclusive community engagement and responsible sourcing. It is a testament to our commitment to continuous improvement and our belief that sustainability is not just a goal, but a shared journey.

Introduction

ESG Charter and Framework

Our ESG Charter, aligned with the Sustainable Development Goals communicates our vision and commitment to environmental sustainability, social responsibility and sound governance and outlines the framework we will use to deliver on those commitments.

Our Vision:

By tracking and reporting on our ESG achievements, Tuath aims to be a leader in driving sustainability within Ireland's affordable housing sector. Our focus on positive environmental and social impacts will not only benefit our immediate stakeholders but will also contribute to better, more sustainable outcomes for future generations.



Our Sustainability Timeline to date

2022

Formation of the Sustainability Team

2023

Strategic Plan (2023-2027) updated to include an eighth strategic objective: A Sustainable Future.

Tuath published its **first ESG Charter** – used to communicate our sustainability commitments, our priorities and our responsibilities.

76% of Owned homes have an **A+ Energy Rating**

400 Cumulative Retrofits Completed

41% of New Homes MMC

2024

Published Tuaths’ **full carbon footprint**

Published our inaugural annual **ESG Report**

81% of Owned homes have an **A+ Energy Rating**

548 Cumulative Retrofits Completed

64% of New Homes MMC



Introduction

Key Achievements of 2024



6,452
people housed



€3.65m
spent on energy upgrades



2,489
homes delivered



€28.5k
spent through the New Horizons Education Bursary



81%
of Tuath owned homes have a BER A+ rating – increase of 5%



436
cost rental homes delivered



64%
of delivery was by modern methods of construction



88%
of Tuath owned homes have a minimum B2 BER rating



548
retrofits completed to date



21%
of delivery was timber frame



Scope 1& 2 carbon emissions reduced by
12%
on intensity basis



Employee satisfaction rate
87%



Achieved our
Silver
EDI Accreditation from the Irish Centre of Diversity



36,921
residents nationwide



602
Community and Tenant Engagement events held



50%
of senior management are women



Tuath support
15k+
homes



Tenant Satisfaction Rate
83.5%



Awarded Smarter Travel Mark
Bronze
Award

Upstream and Downstream Business Model

Mapping our Business Model helps to visualise the impacts and opportunities across our value chain. Tuath strongly believes in the power of partnership. By working collaboratively with our stakeholders, we will deliver more sustainable homes to more people, creating thriving communities across Ireland.



Introduction

Double Materiality Assessment

In preparation for compliance with the Corporate Sustainability Reporting Directive (CSRD), Tuath Housing undertook a structured double materiality assessment in 2024 to identify the sustainability topics most relevant to its operations and stakeholders. This process included reviewing Tuath’s core activities in social housing provision and its business relationships, conducting tailored surveys with all stakeholder groups, evaluating actual and potential impacts using a scoring framework. This was combined with stakeholder input to determine final materiality.

This approach ensured that Tuath’s sustainability reporting reflected both internal priorities and external expectations.

In late 2024, it was clarified by the Department of Enterprise, Trade and Employment that Tuath Housing would not be required to report under the CSRD. However, the groundwork completed during the CSRD preparation process would enable us to continue to report under the global reporting initiative (GRI), a widely used standard to ensure transparency and consistency in sustainability reporting.

Following the assessment, Tuath Housing identified the following topics as material for reporting:

Topic	Why It’s Material	How It’s Managed	Evaluation of Management Approach
 Environmental			
Climate Change	Climate change poses operational and reputational risks through emissions, energy use, and climate-related events. It was ranked as a strategic priority by all stakeholder groups.	• Retrofitting and upgrading housing stock to improve energy efficiency. • Monitoring emissions from operations and value chain. • Engaging suppliers to reduce upstream emissions.	Tuath tracks energy use and emissions, evaluates climate-related risks through its risk register, and incorporates stakeholder feedback into planning.
Resource Use & Circular Economy	Resource Inflows and waste generation were identified as significant environmental impacts.	• Procurement policies promote efficient material use.	Internal monitoring of material use and waste volumes, with supplier practices reviewed under procurement policy.

Topic	Why It's Material	How It's Managed	Evaluation of Management Approach
 Social			
Own Workforce	Employee satisfaction and stakeholder feedback confirmed the importance of secure employment, health and safety, equal opportunities, and training.	• Employment policies ensure compliance and promote work-life balance. • Health and safety procedures are embedded across operations. • Diversity, equity, and inclusion initiatives are actively supported. • Learning and development programs are offered to all staff.	HR metrics and employee surveys are used to assess satisfaction and identify areas for improvement.
Our Residents	Tenants and management identified privacy, access to information, health and safety, and non-discrimination as key priorities.	• GDPR-compliant privacy policies are in place. • Tenants have access to 24/7 support and monthly engagement forums. • Health and safety controls ensure safe living environments. • Housing access is provided without discrimination.	Tenant feedback, service usage data, and compliance audits inform ongoing service improvements.
 Governance			
Business Conduct	Corporate culture, supplier management, whistleblower protection, and anti-corruption were identified as essential governance topics.	• Ethical conduct is promoted through codes of conduct and training. • Supplier relationships are governed by fair payment and compliance standards. • Whistleblower protections are embedded in HR policies. • Anti-corruption measures include training and zero-tolerance policies.	Governance practices are reviewed annually, and supplier performance is monitored through procurement and compliance functions.

Chapter 1

Protecting the Environment



Climate Action

Understanding our Carbon Footprint,
Taking Climate Action

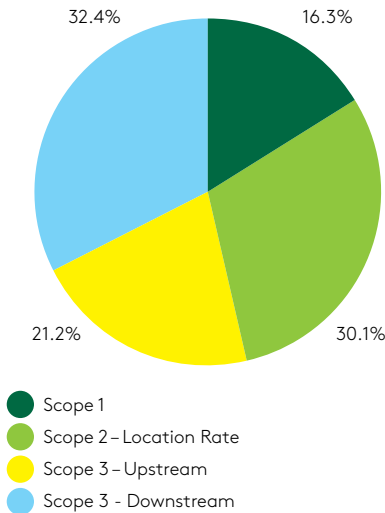
Tuath’s scope to engage with our stakeholders on climate action is wide. Climate action at Tuath means measuring and understanding our carbon footprint so we can take targeted action and measure progress, engaging our staff and residents on climate and sustainability issues, whilst also strengthening networks and collaborating externally to share learnings and advance climate action in the sector.

In 2023, Tuath Housing was the first Approved Housing Body to publish its full carbon footprint. This is an important step for any organisation to understand the sources of its emissions, gain insights into annual variations and formulate a plan to address them. Our scope 1 & 2 data includes our owned housing stock, buildings and offices while our scope 3 data includes our leased and managed housing stock as well as our

purchased goods and services, business travel, commuting and waste. The below table and chart illustrate how the various sources of emissions are distributed across the entire scope of our business with electricity and gas use from both our downstream leased assets (scope 3) and Tuath owned properties (scope 1 & 2) contributing the most emissions.

2024 Carbon Footprint

	2024 t CO2e	Share of total %
Scope 1 (Owned Properties - Fossil Fuels)	4,055	16.3%
Scope 2 (Owned Properties - Electricity)	7,484	30.1%
Scope 3 – Upstream Activities	5,257	21.2%
Scope 3 – Downstream Leased Properties	8,047	32.4%
Total GHG Emissions	24,843	100%



Chapter 1 – Protecting the Environment

Scope 1 & 2 Footprint

Scope 1 emissions are direct operational emissions from the combustion of fuel i.e. from natural gas used in Tuath owned properties for heating.

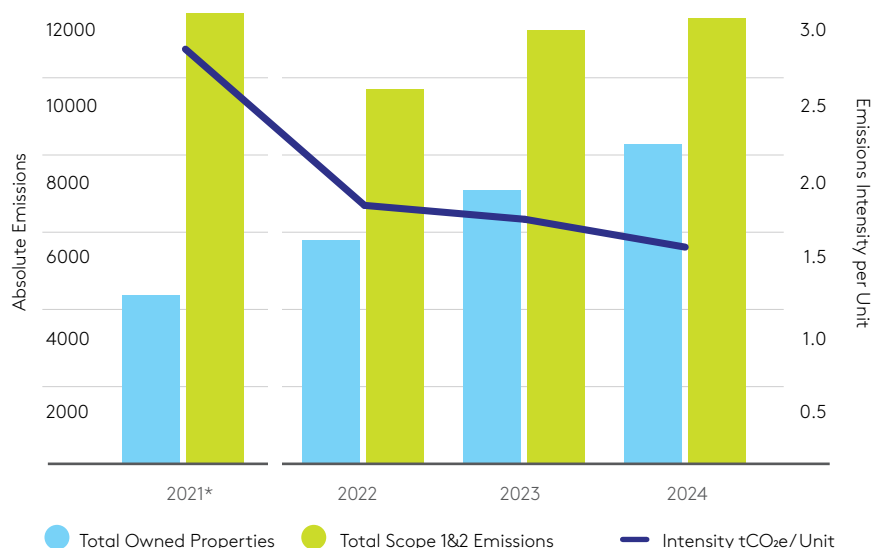
Scope 2 emissions are those from purchased electricity in Tuath owned properties.

We gained some interesting insights into our emissions in 2024.

Scope 1 emissions saw a decrease year on year by 378 tCO₂e. This is split between homes (-349 tCO₂e) and offices and common areas (-29 tCO₂e).

Homes: Despite a 17% increase in the total number of owned homes to 8268 by the end of 2024, overall emissions decreased by 349 tCO₂e year-on-year. This reduction is driven by two main factors:

- Energy efficiency upgrades: 2% of the existing housing stock underwent retrofits, leading to emission savings of approximately 27 tCO₂e.
- Improved national energy performance: National statistics used in the calculation of Tuath's footprint indicate a 12% average reduction in residential gas consumption due to factors such as increased wind energy for power generation and lower overall demand¹.



*Old Methodology - current methodology follows a more granular approach estimating energy consumption based on CSO data per energy rating and type of dwelling

Scope 1 and 2 Absolute and Intensity Emissions by Year

Offices and Common Areas:

The reduction in carbon footprint for common areas reflects the removal of one leased property with communal gas heating from the calculation methodology. Leased properties are recorded under scope 3 footprint.

Electricity-related emissions increased by 562 tCO₂e in 2024, driven primarily by portfolio growth and changes in heating type: The housing stock expanded by 17%, with most newly acquired units using electric heating systems due to their higher energy efficiency ratings. Although electricity use grew, the carbon intensity of Ireland's electricity grid decreased by 4.7%, and national statistics show a 4% reduction in average household electricity consumption, helping to partially offset the

increase. Small reductions also came from internal retrofit efforts across a portion of the portfolio.

Emissions Intensity Reduction

Emissions intensity refers to the amount of carbon emissions produced per unit of business activity—in this case, per unit of housing owned. This metric allows for a more accurate year-on-year comparison by accounting for changes in operational scale. As a result of all newly built properties being required to meet a minimum A2 BER rating, despite the overall growth in portfolio size, the emissions intensity per unit decreased by 12% compared to the previous year as we add more highly energy efficient homes to our portfolio.

1. Household Gas Consumption by Building Energy Ratings: <https://www.cso.ie/en/releasesandpublications/ep/p-dberngs/householdgasconsumptionbybuildingenergyratings2023/keyfindings/>



*Old Methodology - current methodology follows a more granular approach estimating energy consumption based on CSO data per energy rating and type of dwelling

Scope 3 Absolute and Intensity Emissions by Year

Scope 3 Footprint

Tuath Housing recognises that Scope 3 emissions—those occurring across its value chain—represent a significant portion of its overall carbon footprint. In 2024, Scope 3 emissions accounted for over half (53.6%) of Tuath’s total greenhouse gas emissions, with 5,257 tCO₂e from upstream activities and 8,047 tCO₂e from downstream operations.

Upstream Emissions

Upstream Scope 3 emissions arise from activities that occur prior to Tuath’s direct operations. These include Purchased Goods and Services, Capital Goods, Fuel and Energy-Related Activities, Employee Commuting and Business Travel.

The increase in upstream emissions between 2023 and 2024—a 34% rise—is linked to Tuath’s rapid growth. The organisation nearly doubled its housing portfolio from

8,263 homes in 2021 to 15,049 by the end of 2024. This expansion led to increased spending on maintenance, particularly responsive repairs and central heating systems, which are reflected in the carbon footprint. Additionally, Tuath’s Fuel Poverty Initiative—which targets energy efficiency upgrades in older housing stock—contributed to emissions in the short term but supports long-term reductions and tenant wellbeing.

Downstream Emissions

Downstream Scope 3 emissions are linked to activities occurring after Tuath’s direct operations, primarily: Leased Assets (Emissions from fuel and electricity use in leased housing units not included in Scope 1 or 2). In 2024, downstream emissions decreased by 13%, despite a 23% increase in the number of leased units, reflecting the findings in our scope 2 footprint - the carbon intensity

of Ireland’s electricity grid decreased while national statistics show a 4% reduction in average household electricity consumption along with the acquisition of highly energy efficient stock.

Emissions intensity per unit dropped from 1.68 tCO₂e/unit to 1.19 tCO₂e/unit, a 29% reduction, indicating progress in energy efficiency across the leased portfolio.

Our scope 3 footprint also highlights the relevance and importance of utilising sustainable procurement processes and contractor engagement in Tuath’s decarbonisation strategy.

In Conclusion: Calculating the carbon footprint is not an exact science but it serves to give an indication of our direction of travel. The insights gained this year highlight the positive impact of moving away from gas and oil in home heating. Looking forward, absolute emissions arising from the use of electricity in the home (such as for cooking and heating) will need to be addressed through measures such as the negating the need for space heating in new homes through better design, increased use of renewables both locally and nationally alongside demand reduction measures through increased awareness and education. Emissions associated with the whole life cycle of a building will come more into focus in the coming years as upcoming regulations will require life cycle carbon calculations to be carried out for new builds. In 2025, Tuath will work to improve data quality and undertake the development of decarbonisation strategy.

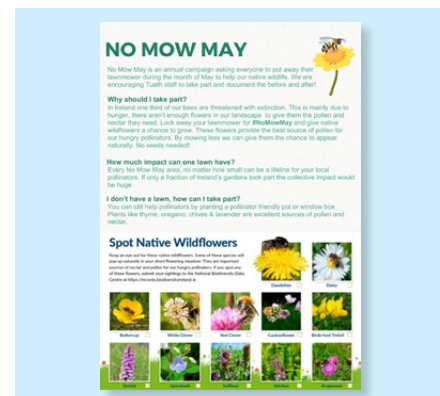
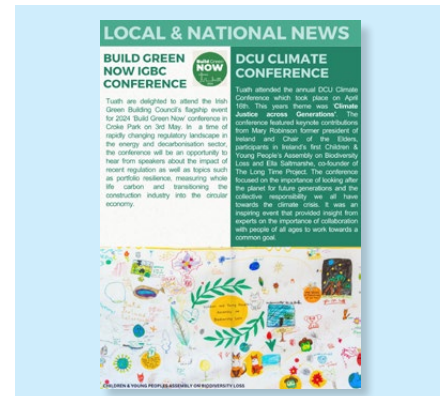
Chapter 1 – Protecting the Environment

Staff Engagement

Sustainability Training

In 2024 Tuath's sustainability team began rolling out dedicated sustainability training for all staff as well as induction sessions for new joiners. Over the course of the year 69% of staff received sustainability training, marking a significant step in embedding environmental awareness as it

applies to specific roles across the organisation. This training has ensured that every staff member understands the sustainability priorities for the organisation, why it is important and what the departmental objectives are. The sessions provided the sustainability team with further insights into future opportunities and barriers that exist within the organisation.



Tuath Green Team

Made up of volunteers from every department, the Green Team promote initiatives aimed at raising awareness for environmental issues and fostering a culture of sustainability within Tuath. To date the Green Team has run various campaigns and competitions to promote climate action and sustainability. These include; behaviour change workshops, sustainable fashion webinars, swap shops, waste awareness challenges, step challenges and much more. In 2024 the Green Team also published eight newsletters, these monthly publications provide staff with up-to-date news on sustainability both within Tuath and the wider environment.



Sustainable Travel

Tuath conducts an annual staff travel survey in collaboration with the National Transport Authority (NTA) to better understand staff commuter habits with the aim of using the results to influence our approach to promoting more sustainable and active travel.

Tuath’s sustainability team improved information on sustainable transport options on the Tuath website and in the office, improved facilities for cyclists, a sustainable travel communications plan was created, staff were encouraged to take part in active travel challenges such as ‘Walktober’, ‘Marchathon’ and National Bike week while systems changes were introduced to improve awareness of the carbon impact of mileage.

In 2024, sustainable and active travel modes showed a positive trend compared to the previous year across the Board with the exception of carpooling. Tuath implemented an initiative to reward staff for carpooling with staff now having an opportunity to indicate on all trips if they carpooled or not while monthly prizes offer an incentive.

In September of 2024 Tuath’s James’ Place Dublin Office was awarded the Bronze Award Smarter Travel Mark from the NTA. This award was received in

recognition of Tuath’s commitment to changing attitudes and behaviours regarding walking, cycling and public transport usage.

While the focus has been on staff commuting to the office, the challenge to address business related mileage remains. We support staff who wish to switch to an electric vehicle - for example, in 2024, by installing office EV charging stations in our Cork Office

Year on Year Comparison of % Staff Commuting by Mode

Year	Foot	Bike	Bus	Rail	Car	Carpooling
2023	9%	3%	17%	10%	51%	8%
2024	10%	5%	19%	13%	46%	5%

Table: Smarter Travel Staff Survey Results showing improvements in all modes in 2024 with the exception of carpooling



EV Charger in Cork Office

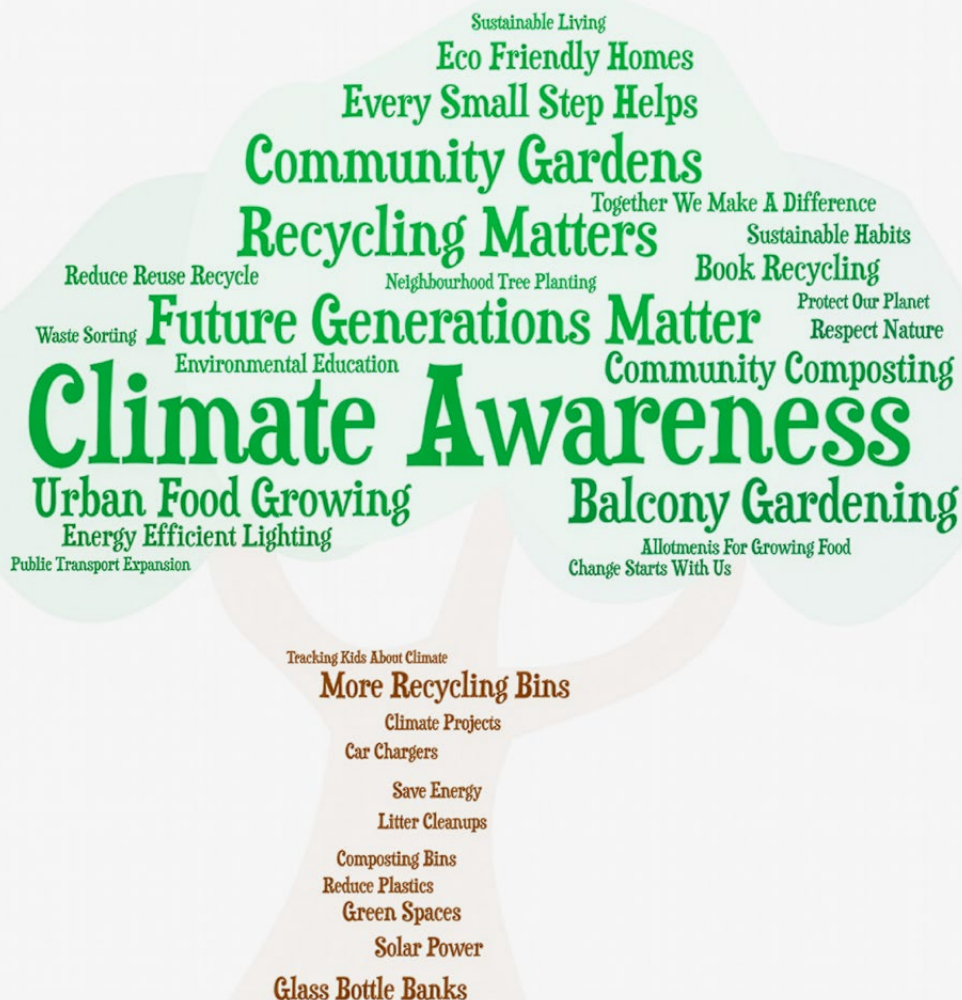
Chapter 1 – Protecting the Environment

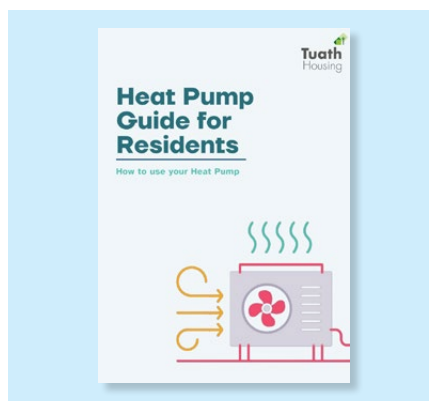
Resident Engagement

Climate Action Resident Survey

In 2024 Tuath, in collaboration with the Housing Alliance, conducted a survey to better understand our residents' perceptions on climate and sustainability topics. The survey was a success, receiving 1,564 responses, a strong indicator of how engaged and invested our residents are in these issues. The insights gained were invaluable: 85% of respondents expressed

concern about climate change and an overwhelming 98% highlighted the importance of energy efficiency in the home. As a result of this feedback, Tuath created the first ever 'Climate Action Resident Fund' under the umbrella of the Tuath Foundation - a direct response to resident's desire to take meaningful climate action in their communities. Projects will take place in 2025.





Sustainability in Welcome Packs

As an organisation we are committed to embedding sustainability into all our operations, including the resident onboarding process. Every new resident receives a welcome pack when they move into their Tuath home. This pack includes a Heat Pump User Guide which covers the three most commonly installed systems in Tuath homes. This ensures that residents understand how to operate their new heating system efficiently to reduce energy use and lower costs. The welcome pack also includes a recycling guide that clearly outlines what materials go into each bin, supporting proper waste segregation. Further sustainability resources include our Biodiversity Booklet available on the Tuath website. The booklet offers practical tips on how residents can enhance biodiversity in their homes and communities. These materials are designed to make sustainability a part of everyday life, empowering residents to contribute to a greener future.

Residents Magazine Contributions

The sustainability team often uses the resident's magazine to inform, educate and encourage residents on 'green' practices and initiatives. For example, an article was published at the beginning of the year to raise awareness of the different types of waste, what bins it should go in and a waste hierarchy to show the preferred order when dealing with waste. The overall aim of the article was to encourage good habits when disposing of household waste, leaving a positive effect on the environment. In addition, 'simple tips on increasing biodiversity in the home' were shared with residents highlighting the potential to improve biodiversity in their gardens and balconies.



Chapter 1 – Protecting the Environment

Planting Events

Tuath Housing's Tenant Engagement Team organised a wide range of events over the year, many of which involved planting and biodiversity projects, a great way to promote community engagement whilst improving environmental aspects of residents' communities.

One of these initiatives, the annual **Positive Ageing Week** celebrates the positive aspects of growing older. Events include planting days, afternoon tea gatherings,

guest speakers, healthy eating awareness sessions, and chair yoga, all designed to promote wellbeing and inclusion for older residents.

The **No Mow May** campaign encourages residents to leave a strip of grass uncut throughout May, allowing native wildflowers to bloom and support pollinators. In support of this initiative, the Tenant Engagement Team provided 10 housing schemes with insect hotels and wildflower seeds to help develop biodiversity over the summer months.

Residents celebrated **European Neighbours Day** with a community planting day. The event encouraged the appreciation of nature while promoting inclusivity and connection among neighbours. Residents also exchanged gardening tips to continue planting herbs and vegetables for use at future community events.

October marked Tuath Housing's **National Planting Month**, during which residents received bulb-planting kits. These kits aim to bring communities together to brighten shared green spaces with vibrant floral displays.



Additionally, The Herb School led a **'Growing Herbs' workshop**, covering topics such as gardening for physical and mental health, plant care, and herb garden maintenance. The session offered residents hands-on learning opportunities and practical advice for cultivating their own herb gardens.

The **Tuath Blossoms** initiative was proudly launched in the Northeast of Ireland this year, with the aim of transforming green spaces across Dundalk, Drogheda and Navan. The project focused on planting a diverse array of indigenous plants, shrubs and over 60 trees. Green spaces benefit both the environment and the community, boosting diversity and creating vibrant community spaces.

Case Study: National Bike Week

The tenant engagement team organised a bike week, May 11-19th, celebrating and promoting various aspects of cycling with events in Dublin and Cork. The aim of bike week is to promote cycling as an environmentally friendly activity while remaining fun. The Dublin Bay Cycling Centre held a workshop on safety when cycling. This workshop covered topics including; proper helmet use, sharing the road with motorists and basic bike maintenance. Residents were encouraged to bring their bikes and helmets along to show proper use and fix any issues with the bikes on the spot, ensuring both the bike and helmet were fit for road use. A second event was held in Cork. Residents were encouraged to come out and enjoy a bike workshop and to interact with their neighbours.



Case Study: Tenant Engagement on Growing Food, 'Our Shared Plate'



Our Shared Plate is a climate action initiative focused on community engagement and sustainable living. Funded by Pobal and delivered in collaboration with Kildare, Laois, Longford County Council and Maynooth University, Our Shared Plate involves collaborative events like cookery workshops and planting days. Residents and staff come together to cultivate community spirit and sustainability by supporting residents with a strong focus on climate resilience and food security.

The initial consultation comprised of 17 tenants and staff from Our Shared Plate and Tuath Housing. Since then, Tuath have held a series of events with great success, including; cookery, composting and sustainability workshops alongside tree and seed planting days.

Chapter 1 – Protecting the Environment

Case Study: Tenant Engagement on Waste

VOICE

VOICE (Voice of Irish Concern for the Environment) is an environmental charity that has been active in Ireland for over 25 years, with a dedicated focus on waste and resource management through the principles of the circular economy promoting long-lasting, repairable, and sustainable products to reduce environmental impact.

In 2024, VOICE launched the Community Engagement Programme, funded by Repak, to identify challenges in waste segregation and management in multi-unit developments. This led to a partnership with Tuath Housing, which shares the goal of improving waste practices for residents. VOICE acknowledges the complexities of waste management in shared living spaces but remains committed to supporting both Tuath and tenants in making meaningful, positive change.



External Engagement

Collaboration with our Approved Housing Body (AHB) peers is essential to driving meaningful sustainability and climate action across the sector. As members of the Housing Alliance and the Irish Council for Social Housing, Tuath works alongside other leading AHBs to share knowledge and scale impactful solutions. Together, we are uniquely positioned to address the challenges of decarbonising Ireland's residential sector.



Shortlisted Entrants at the ICSH AIB Social Impact Challenge 2024 including Tuath Staff members Nick Sheward and Jennifer Whitty

Irish Council for Social Housing Conference 2024

Tuath were shortlisted for the ICSH Social Impact Award 2024 at the ICSH Conference, for our involvement in an EU funded project 'Circular Reno'. Tuath Housing's Director of Property Services and the Senior Sustainability Coordinator pitched the Circular Reno project in a Dragon's Den style format giving Tuath the opportunity to highlight the benefits of participating in innovative EU sustainability projects to a wide social housing audience.

In parallel sessions, the Head of Sustainability and Strategic Projects at Tuath discussed their commitment to embedding sustainability into all aspects of Tuath; 'Embedding Social and Environmental best practice into Development' discussion with fellow AHB colleagues.

Hosting EU Partners in Dublin: Circular Reno

In October 2024 Tuath and KORE Retrofit welcomed EU partners from the EU's Interreg North-West Europe's Circular Reno project for a two-day visit to Ireland. The Circular Reno project seeks to develop bio-based materials from local agri-crops to retrofit homes. During the visit staff from our sustainability and property services teams hosted a partner day which provided an opportunity for partners to get to know one another better, share status updates on their projects and learn about key innovators in bio-based materials.



Chapter 1 – Protecting the Environment

Energy Efficiency

Reducing Emissions, Providing Warmer Homes

Energy Upgrade Programme

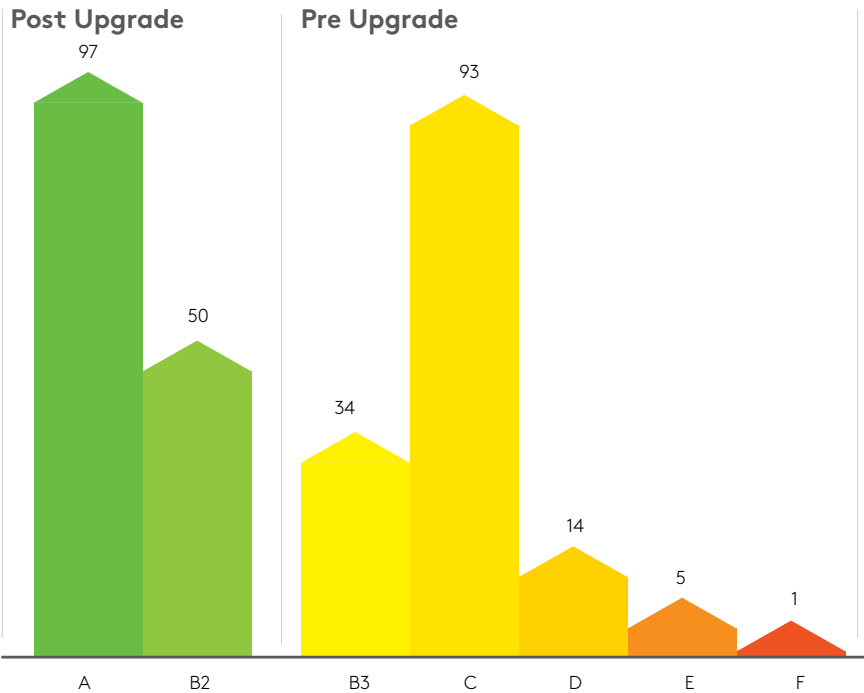
Tuath’s Energy Upgrade Programme is a key part of our approach to improving quality and sustainability. By enhancing the energy efficiency of our homes, we aim to reduce carbon emissions, lower energy costs for residents, and future-proof Tuath’s housing stock. This work supports national climate targets and helps ensure that our homes remain comfortable, affordable, and environmentally responsible over the long term.

In 2024, Tuath continued to roll out energy upgrade works by availing of SEAI one stop shop grants. 147 Energy Upgrades were completed including 2 properties that received upgrades under the Circular Reno Project and 19 properties that received energy upgrades during acquisition.

Heat pumps retrofitted	116
New windows	104
New external doors	106
Additional insulation	93
PV Panels	34

Components replaced/upgraded in 2024. Note: data above excludes 1 property waiting post works BER certificates.

Impact of Energy Upgrade Program in 2024



The Positive Impact of Energy Upgrades: Uplift in BER ratings Post Upgrade

147 properties ranging from B3 to F BER Rating were identified for energy upgrades in 2024. Post the upgrade works, the properties received A and B2 ratings. Tenants report a wide range of positive impacts to their comfort levels with many describing them as the best thing that could happen.

Challenges:

As non-profit organisations, Approved Housing Bodies are constrained by their funding model in their efforts to upgrade lower BER rated stock. Unlike local authorities, approved housing bodies are not fully funded for upgrade works and so avail of the

SEAI one stop shop grant process as an individual homeowner would do. The Housing Alliance and the Irish Council for Social Housing are collaborating with key sector stakeholders to explore both the opportunities and challenges associated with increasing the uptake of home energy upgrades by Approved Housing Bodies (AHBs). This initiative aims to make energy upgrades more accessible and affordable, support a just transition for residents, and contribute meaningfully to Ireland’s national climate targets.



Case Study: Energy Upgrade

This drafty, oil-fired end of terrace home had a poor E2 energy rating and underwent a complete home energy upgrade in 2024 in consultation with the tenant. The property had extensive upgrade works completed, including the

replacement of an old boiler heating system with a modern and energy efficient air to water heat pump, new triple glazed windows and PVC doors, external wall and attic insulation whilst the fireplace was blocked off to prevent further drafts and heat loss. Post works, the property was certified as having a B1 energy rating – a vastly improved energy use (pre upgrade:

340kWh/m2/year to post upgrade: 75 kWh/m2/year - a saving of 265kWh/m2/year)

The tenant found the upgrade works to be 'the best thing that ever happened' with increased comfort levels in the home while the provision of constant hot water supply was 'fantastic'.

Case Study: Passive Housing

At Tuath, we recognise the need to address both the housing crisis and the climate emergency. In line with our environmental commitments, we commenced construction on our first Passive Housing project in 2024. This project marks a significant step in our efforts to deliver energy efficient low-carbon homes that also meet the growing demand for affordable housing.

Passive Housing is a world-leading energy-efficient building standard. It prioritises high-performance insulation, airtight construction and mechanical ventilation with heat recovery, significantly reducing the need



for conventional heating and cooling. These design principles support long term energy efficiency, lower carbon emissions and improved indoor comfort for residents.

Construction began on Whitehaven, a mixed-tenure development at Northwood Avenue, Santry in March 2024. On completion, it will consist of 174 Cost Rental homes and 81 social homes and will be one of the most sustainably designed apartment schemes of scale in Ireland. All homes are expected to achieve minimum A2/A3 BER rating, delivering an estimated lifetime energy cost savings of €15,000 per unit, or over €4 million across the scheme.



Developed in partnership with Cairn Homes, Whitehaven demonstrates that delivering high-quality, climate-conscious housing at scale is both possible and commercially viable and acts as a model for future projects.

Chapter 1 – Protecting the Environment

Case Study: Circular Reno



In December 2022, Tuath Housing was invited to join a consortium seeking EU funding through Interreg Northwest Europe (NWE) programme. Alongside Irish partner KORE Retrofit, an SEAI-approved contractor, Tuath became part of the successful Circular Reno bid, a transnational initiative involving 15 demonstration sites across Ireland, France, Germany, Belgium, and the Netherlands.

Circular Reno aims to decarbonise the built environment by retrofitting social housing with scalable, biobased solutions. Tuath were able to support Ireland's contribution by providing access to 10 homes for deep retrofitting using innovative off-site manufactured components and low-carbon materials.

The design solutions delivered through Circular Reno exemplify innovation, sustainability, and tenant-centered retrofit planning. The first two pilot homes commenced and completed in 2024 - both located in the midlands and were selected based on their age, condition and suitability for deep retrofit interventions. These homes, part of Tuath's older stock, had suboptimal Building Energy Ratings (D2 and C3 respectively) and relied on outdated heating systems, making them ideal for retrofitting.

At the core of the design solution is the use of off-site manufactured retrofit systems, a first-of-its-kind implementation in Irish social housing. The homes were fitted with low-carbon expanded polystyrene (EPS) wall panels, bonded with a bio-based adhesive and installed using exterior brackets, cutting installation time significantly compared to traditional methods. In the second home, panels arrived with pre-fitted windows and base render, allowing the installation of doors, windows, and insulation in a single day, minimising disruption and maximising quality control.

Additional works included:

- Air-to-water heat pumps with two-zone heating controls
- Demand control ventilation systems to enhance indoor air quality
- Triple-glazed windows and doors
- Pumped cavity wall insulation
- 300mm hemp insulation in attic spaces
- Solar PV panels with battery storage
- Removal of solid fuel appliances and replacement with clean alternatives

The transformation was significant: both homes achieved A1 BER ratings, and airtightness values of 2.363 and 2.625, respectively,

significantly reducing energy consumption and uncontrolled air leakage.

Beyond technical innovation, the retrofit works embody placemaking through improved comfort, indoor air quality, and environmental performance. The reduced reliance on fossil fuels, improved ventilation, and increased thermal comfort contribute directly to tenant health and wellbeing. Importantly, the second home's retrofit was completed in a single working day on-site, demonstrating the potential for rapid, replicable, and tenant-friendly retrofit delivery.

Tenant Testimonial:

"Before the retrofit, I was constantly cold here. Even with the heating on full, the house never felt warm, and my energy bills were through the roof. Since the work was done, it's like living in a completely different home. I wake up feeling cosy, even on the coldest mornings, and my heating stays on low all day. I've had the best winter yet. My bills have almost halved, and I'm sleeping so much better. The air just feels fresher, too, like I can actually breathe properly again."

Pilot 1:



Pilot 2: Before



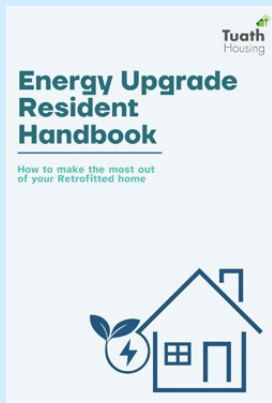
During



After



Chapter 1 – Protecting the Environment



Tenant Engagement Home Upgrade Clinics

In 2024, a cross departmental working group was established to improve tenant experience during home energy upgrades. This involved seeking resident feedback on the experience through surveys and interviews and shared learnings between staff members. As a result, Home Energy Upgrade Booklets were created to better inform residents of the process along with Heat Pump user guides and staff and tenant videos. Energy Upgrade clinics are now held in larger schemes to bring together the community to discuss the upgrade process with Tuath staff with individual engagement for standalone homes and smaller schemes.

Resource Efficiency and Conservation

Conserving Resources, Repurposing Buildings

Resource efficiency means managing and conserving natural resources. As such, we measure waste and water consumption for our own operations and are working on improving our data quality to enable better impact measurement. In addition, in the face of rising climate challenges and depleting natural resources, the need for new forms of housing delivery is prevalent. The residential building sector accounts for 45% of global material consumption, driven by urbanisation, population growth and the increasing demand for housing². Ireland's material consumption in housing is above the EU average, but efforts are underway to reduce this by retrofitting existing buildings, using low-carbon materials and improving design efficiency.

Renovation and retrofit projects offer an alternative solution; by upgrading existing buildings rather than demolishing and rebuilding, we can significantly reduce embodied emissions, conserve materials and extend the life of our building stock. Renovation and retrofitting significantly reduces the need for material extraction and lowers lifecycle emissions. This circular approach to construction represents one of the most effective ways for Ireland to minimise waste created by the built environment and transition towards a more resilient and resourceful construction industry.



2. United Nations Environment Programme and Yale Center for Ecosystems + Architecture (2023) Building Materials and the Climate: Constructing a New Future.

Renovation Projects

Case Study: Colmcille Terrace, Granard, Co. Longford

- Local authority: Longford County Council
- Funding method: Capital Assistance Scheme (CAS)
- Developer: Sammon Developments Ltd
- Number of homes: 19

This project saw the complete renovation of 19 houses, comprising 10 one-bedroom, 7 three-bedroom, and 2 four-bedroom homes in Colmcille Terrace, Granard Longford. The houses had fallen into a state of disrepair. Tuath acquired these houses from Longford County Council in 2023, with works completed in 2024.

Funding for retrofit came from the Department of Housing's Capital Assistance Scheme (CAS) and the Sustainable Energy Authority of Ireland (SEAI) grant for energy upgrade works. Tuath took an innovative approach to regenerate this

estate, rather than demolishing and rebuilding, efforts were taken to conserve materials and preserve the original structure, breathing new life into homes that had fallen into disrepair. Works at Colmcille Terrace included extensive retrofitting to elevate the houses to current building standards. The retrofitting involved removal of solid fuel heating systems and installing external insulation, air to water heat pumps, new kitchens, windows, and doors.

This resulted in an A3 BER rating for the refurbished houses, surpassing the initial B3 target. This project transformed a significantly deteriorated estate, resulting in a stark improvement in the street's overall habitability and appearance, restoring pride among residents. A high level of resident satisfaction was achieved in part due to extensive consultations with tenants and local councillors. This open communication helped to ensure the project addressed specific community needs, resulting in strong resident buy-in. The phased decanting strategy also contributed to resident

satisfaction. This project resulted in very positive outcomes for residents. The most significant outcome being the improved living standards. This retrofit project has transformed the existing buildings into modern, energy-efficient, and comfortable homes, reducing heating costs and significantly improving residents' quality of life and wellbeing.

Colmcille Terrace was shortlisted for the 'Excellence in Housing Innovation Award' at the CIH Awards 2025.

Martin Loughran, Chief Commercial and Development Officer at Tuath, noted "We're delighted to work in partnership with Longford County Council on the regeneration of Colmcille Terrace. Sustainability is a core principle of Tuath's development strategy, and this extensive retrofit project will bring these homes in line with modern residential standards, providing safer, healthier living spaces for current and future residents."

Before



During



After



Chapter 1 – Protecting the Environment

Case Study: Daniel O'Brien Terrace, Buttevant, Cork

- Local Authority: Cork County Council
- Funding method: Capital Assistance Scheme (CAS)
- Architect: Joe Fallon Architects
- Number of homes: 9 two-bedroom dwellings

Daniel O'Brien Terrace, originally constructed circa 1890 to accommodate British soldiers stationed at the nearby barracks, is a historically

significant housing development comprising 26 two-bay, two-storey terraced homes. Noted for their architectural heritage the houses feature original elements such as brick facades, slate roofs, timber sliding sash windows and brick boundary walls and are listed on the National Inventory Architectural Heritage.

Tuath Housing undertook the renovation and refurbishment of 9 vacant and derelict units within the terrace, restoring them to modern living standards for social housing. The project focused on delivering high-quality, energy efficient homes while preserving the sites historical character and

reducing their environmental impact. Rather than a full demolition the renovation allowed for the reuse of original materials, preserving the architectural heritage while promoting circularity. The renovation resulted in A3 rated homes.

This project was delivered in partnership with Cork County Council and the Department of Housing, Local Government and Heritage, with funding provided through the Capital Assistance Scheme (CAS).



Before



After



Biodiversity

As Tuath acquires its stock from our delivery partners, we benefit from many biodiversity and conservation initiatives such as green roofs and native tree planting which we then nurture and maintain. By collaborating with developers who prioritise environmental stewardship and biodiversity net gain, Tuath can deliver homes that contribute positively to the local environment. In 2024 we added biodiversity standards to our scheme viability assessments ensuring that every new development is evaluated for

its environmental impact and will continue to build on this through our procurement processes.

In addition to influencing our supply chain on efforts on biodiversity and conservation, our tenant engagement teams work closely to support our residents where they wish to develop their own biodiversity projects. Many of our schemes have developed their own community gardens with the support of Tuath Housing staff and funding. Further information can be found in our climate action and tenant engagement sections.

Conserving Resources Through Sustainable IT Practices

Tuath has integrated sustainability into its IT operations through targeted initiatives. Since joining PrintReleaf in January 2024, Tuath has offset the equivalent of 878,615 sheets of paper through the reforestation of 105 trees, reducing the environmental impact of the organisations printing activities. In addition, our device lifecycle programme has reduced electronic waste with over 20 laptops donated, 40+ refurbished and more than 100 peripherals repurposed.



Chapter 1 – Protecting the Environment

Responsible Sourcing

Working in Partnership – Delivering Sustainable Homes

In 2024 we expanded our scheme viability assessments to include sustainability standards which all carry a weighted rating. This ensures that sustainable practices are considered at the very beginning of the project and influence from the design stage. This ensures that our stakeholders and development partners uphold Tuath's values and standards.

Procurement

As part of our efforts to ensure that goods, works and services that we procure are aligned with our sustainability agenda, in 2024, Tuath inserted sustainability requirements into our procurement policy. In awarding contracts, consideration must be given to sustainable solutions that have a reduced impact on their environment. Going forward into 2025, sustainability requirements in direct construction projects will be examined.

Sustainable Housing Delivery Through Modern Methods of Construction

Case Study: Castletreasure, Douglas, Cork

- Location: Douglas, Cork
- Developer: Cairn Homes
- Housing Type: Social
- Delivery:
Phase 1 - Dec 2023
Phase 2 – May 2024
- Homes delivered: 141

Upon completion this scheme will consist of 472 homes. Tuath acquired 141 homes which were delivered between 2023 and 2024. These homes consist of 41 houses delivered via timber frame, with apartments and duplexes constructed via light gauge steel. There is a block of 47 apartments with further MMC used with off-site bathroom pods installed. These pods were installed with the bathroom fully fit out off site and craned and fit into the LGS system. Innovative building

techniques were used to reduce carbon emissions and improve delivery efficiency.

The construction methods used in the development consist of;

Timber frame construction: A total of 41 houses were delivered using timber frame. Chosen for its low embodied carbon and rapid on-site assembly. Timber frame offers excellent thermal performance and is a renewable resource, contributing significantly to the project's sustainability goals.

Light gauge steel: Apartments and duplexes were constructed using LGS, allowing for structural integrity and reduced material waste. LGS is particularly suited to multi storey residential buildings and supports faster building times with consistent quality. Light gauge steel promotes sustainability by significantly reducing material waste compared to traditional construction methods, while positively impacting residents by providing safe and durable homes.



Off-site bathroom pods:

A standout feature of the project is the off-site manufacturing of the bathroom pods. These bathrooms were fully fitted out including plumbing, tiling and fixtures, once completed they were craned into position and integrated into the LGS structure. This method of construction significantly reduces on-site labour and improves quality control.

The primary source of carbon savings in this project stem from the use of low carbon materials and Modern Methods of Construction (MMC) techniques;

Reduced embodied carbon: Timber frame and LGS systems have substantially lower embodied carbon compared to traditional construction.

Efficient resource use: Off-site manufacturing minimised material waste and optimises resource use contributing to our circular economy approach.

Improved energy performance: The precision of MMC ensures better insulation and airtightness, leading to lower operational energy consumption for residents.



Chapter 1 – Protecting the Environment

Case Study: Farranshock Park, Mullingar, Westmeath

- Location: Rathgowan, Mullingar, Westmeath
- Developer: Glenveagh Homes
- Housing Type: Cost Rental
- Delivery:
 - Phase 1 – Dec 2023
 - Phase 2 – June 2024
 - Phase 3 – Nov 2024
- Homes delivered: 61

Farranshock Park is a large scale residential development comprising 214 homes, as part of this mixed tenure scheme Tuath delivered 61 cost rental homes. All 214 homes were delivered within an 18-month period and were constructed using Timber Frame.

As a renewable resource timber has a significantly lower carbon footprint than traditional materials and can be replenished through sustainable forestry practices making it more environmentally friendly.

Rapid on-site assembly:

Prefabricated off-site timber frames allow for faster build times and reduced site disruption.

Thermal performance:

Excellent insulation contributes to improved BER ratings and lower energy consumption.

Cost efficiency: Off-site prefabrication reduces labour costs and construction waste making it a sustainable and economical solution for large scale residential delivery.

The primary source of carbon saving in this project stems from the use of timber as a low carbon material and the improved airtightness and insulation which leads to lower operational energy consumption for residents.



Chapter 2

Treating People with Fairness, Equity and Respect



Chapter 2 - Treating People with Fairness, Equity and Respect

Health and Safety

Ensuring a Safe and Healthy Work Environment

Occupational Health and Safety Management System

At Tuath Housing, we recognise our legal duties as a good employer to ensure, in so far as is reasonably practicable, the safety, health and welfare at work of each employee. In accordance with the Safety, Health & Welfare at Work Act, 2005 and the Safety, Health & Welfare at Work (General Application) Regulations, 2007 and other relevant legislation, it is our duty as an employer to conduct risk assessments of our operations and processes in the workplace, and to implement appropriate controls to protect the safety and health of employees and others affected by our operation (e.g. clients, visitors, contractors and others). The central document guiding occupational health and safety at Tuath Housing is the Safety Statement, accessible to all employees via the HR Intranet. It outlines Tuath's safety culture, procedures, template forms, health and safety provisions, and incident reporting and escalation processes—providing a comprehensive overview of the “why, how, who, when, and where” of health and safety within the organisation.

Tuath Housing is committed to ensuring that the safety and health measures set out in our Safety Statement are met. Responsibility for health and safety in the operation rests with the Chief Executive Officer. The Senior

Management Team will give advice and information on how to comply with this Safety Statement but everyone, and more particularly those in a management or supervisory position is responsible for ensuring compliance where they work.

The Safety Statement is reviewed at least once a year but also in the event of changes in legislation, processes, forms or names referred to in the document, an incident that may necessitate the review and updating of the Safety Statement.

Hazard Identification and Risk Assessment

Tuath identifies hazards and associated risks for each role, considering both tasks and environments. Risk ratings are assigned based on severity and likelihood. Control measures are then implemented to reduce these risks, with additional measures considered where necessary. While timeframes are set for implementation, Tuath aims to act without delay.

Risk assessments are reviewed annually and updated when:

- Incidents occur
- Legislation changes
- Work environments or activities change

Reviews are conducted with line managers and the relevant employee. Where needed, person-

specific assessments (e.g. for pregnancy, mobility, or sensory limitations) are carried out and reviewed more frequently as conditions evolve.

Reporting Hazards

Tuath provides a clear, accessible process for reporting hazards and incidents, including:

Incident and Near Miss Reporting: Both are recorded using dedicated templates, with employees trained to understand the distinction.

Escalation Process: Outlined in the Safety Statement, including a visual flowchart from first response to potential HSA notification.

Continuous Improvement: Incidents are reviewed, lessons learned are identified, and updates to processes or controls are shared across the organisation.

Employees are encouraged to report concerns without fear of reprisal. Tuath's Protected Disclosures Policy supports this by promoting a culture of honesty, openness, and accountability. Workers who raise genuine concerns in line with the policy are legally protected from penalisation or unfavourable treatment.

Employees are trained to recognise and respond to unsafe situations. For example, training on Challenging Behaviour includes de-escalation and safe withdrawal techniques. The Safety Statement outlines a hierarchy of controls, from hazard elimination to PPE use, supporting informed decision-making in the moment.

Occupational Health Services

In 2024, Tuath Housing supported employee well-being through a confidential Employee Assistance Programme (EAP), an independent service designed to help resolve personal or work-related issues that may impact health or performance.

Training on Occupational Health and Safety

Tuath Housing provides comprehensive health and safety training to all new employees as part of their induction. This includes:

- An overview of Tuath's safety culture, processes, template forms, and the Safety Statement
- A one-to-one, role-specific risk assessment with the employee's line manager
- Workstation setup and guidance on display screen equipment use
- Information on breaks, wellbeing, sight tests, and provision of spectacles
- Introduction to the Employee Assistance Programme (EAP)
- Mandatory and role-specific training such as manual handling, lone working, challenging behaviour, Safe Pass, etc.
- Refresher training is regularly offered to existing staff. Additional training, such as first aid, is also available from time-to-time. Where required, employees are provided with

appropriate personal protective equipment (PPE), including for example hard hats, goggles, high-visibility vests, and protective footwear for site visits.

Promotion of Staff Health

Tuath Housing actively promotes employee health and well-being through a range of supportive initiatives:

Educational Webinars: Topics such as menopause awareness and mental health help raise awareness, reduce stigma, and empower employees to manage their health proactively.

Flu Vaccination Support: Financial assistance for flu vaccinations encourages preventive healthcare and reduces the risk of illness-related absences.

Wellbeing Allowance: Tuath provides a dedicated wellbeing benefit to support employees in accessing services and activities that enhance their mental and physical health. This initiative fosters a positive work environment and supports overall employee engagement and satisfaction.

These measures reflect Tuath's commitment to a holistic approach to worker health, going beyond occupational safety to support long-term well-being.

Resident Safety

Tuath Housing recognises its responsibility as a landlord to ensure the safety of equipment and systems within the properties it manages. This includes regulatory compliance checks for gas and oil boilers, life safety systems, and other critical infrastructure. To meet these obligations, Tuath engages only approved and qualified specialist contractors to carry out required servicing, maintenance, and certification.

In addition, Tuath oversees improvement works across its property portfolio. It procures competent designers and contractors to manage and execute these projects, ensuring compliance with all relevant health and safety legislation. This includes the appointment of:

A Project Supervisor for the Design Process (PSDP) to coordinate health and safety considerations from project initiation through to handover

A Project Supervisor for the Construction Stage (PSCS) to manage health and safety throughout the construction phase

These roles are fulfilled in accordance with the Safety, Health and Welfare at Work (Construction) Regulations 2013, ensuring that all works are planned and executed with the highest standards of safety and regulatory compliance.

Chapter 2 - Treating People with Fairness, Equity and Respect

Learning and Development

Invest in Continuous Learning and Professional Development

At Tuath we are committed to fostering a culture of continuous learning and professional growth. We believe that investing in our employees’ development not only empowers individuals but strengthens our organisation as a whole. To support this, we offer a wide range of learning and development opportunities throughout the organisation. These include;

Access to learning platforms; all staff receive a LinkedIn Learning membership, providing courses for skill enhancement and personal development. In 2024 employees also made great use of the ZEVO health and wellbeing app, which provides support for mental health, physical activity, sleep, nutrition and stress management.

Tailored programmes such as the Graduate Employment Mentoring (GEM) programme give our employees the opportunity to pursue their passion and skills within the housing sector. The GEM programme is a one-year initiative that brings together housing professionals from the UK and Ireland to showcase their skills and progress their careers. GEM’s will receive training on housing best

practice and attend GEM Shacks throughout the year to network with other participants.

All members of our housing team are certified through the Chartered Institute of Housing (CIH), ensuring industry recognised standards and expertise. Our development team are certified by the Construction Industry Federation (CIF), and we actively support our property services team in pursuing chartered status by the Society of Chartered Surveyors Ireland (SCSI).

Tuath have a dedicated budget for staff learning and development programmes and views additional study as a long-term investment in our employees. All permanent staff members are given the

opportunity to avail of the aids to study programme within Tuath, an employee incentive to help with the cost of further education. In 2024, 30 staff members availed of Tuath’s Study Aids Programme. Through this initiative Tuath employees have received qualifications from awarding bodies such as; The Corporate Governance Institute, The Law Society of Ireland, The Institute of Public Administration, Dundalk Institute of Technology, Technological University Dublin and University College Dublin.

In 2024, Tuath held a variety of internal staff led training on topics including GDPR, Environmental, Social and Governance (ESG), Health and Safety, Manual Handling, Lone Worker training and Microsoft Excel.

Study Aids 2024

Department	Q1	Q2	Q3	Q4	Total
Housing	5	2	11	1	19
Development	0	0	0	2	2
Property Services	0	0	0	1	1
Corporate Services	1	0	2	0	3
Finance	3	0	2	0	5
Total	9	2	15	4	30

Case Study: GEM Programme

As part of our commitment to fostering a culture of continuous learning and professional development, Tuath is proud to partner with the Graduate Employment Mentoring Programme (GEM), an industry-specific initiative supported by key stakeholders in social housing, homelessness, and the built environment.

The GEM Programme is designed to support emerging professionals in the housing sector by enhancing their skills, expanding their networks, and advancing their career prospects through structured training and collaborative opportunities.

Tom Groome – HR Coordinator

"I first heard about the GEM programme when I joined Tuath, it was recommended to me by my manager as a valuable way to learn more about the social housing sector. Coming from a HR background I wasn't too familiar with the housing industry before joining Tuath and the GEM programme offered a unique opportunity to deepen my knowledge and understanding.

I decided to apply when the next round of applications opened up so that I could gain experience and insight specific to the sector.

There are many undeniable benefits to being part of the GEM programme, it has allowed me the opportunity to meet and collaborate with housing professionals from across the UK and Ireland, sharing ideas, experiences and best practices. The programme is delivered

primarily through 'GEM Shacks' that take place regularly over the course of the year. These are usually a two-day event hosted by a housing body, each focusing on a particular topic such as; sustainability, homelessness, professional development, EDI, community sustainment and housing policy.

These 'GEM Shacks' are not only informative but provide an opportunity to represent Tuath on an international level and build connections across the industry.

On a personal level the programme has inspired me to provide the best possible services to our staff and residents and has also helped me, from a recruitment perspective, to better understand what makes a good housing professional."



Chapter 2 - Treating People with Fairness, Equity and Respect

Labour Practices

Uphold Fair Labour Practices

At Tuath we are dedicated to upholding fair labour practices by providing competitive remuneration, comprehensive benefits and clear opportunities for career advancement.

To ensure a positive and inclusive workplace our HR team conducts an annual staff survey to better understand staff sentiment. Tuath

is always striving for improvement regarding employee experience and workplace culture. In our most recent survey, we achieved an employee satisfaction rate of 87% with a 67% response rate. In 2024 as a direct response to employee feedback Tuath introduced quarterly town hall meetings to improve companywide communication and involvement.

These town halls are an opportunity for our employees across the country to engage with one another and share updates both professional and personal.

We continue to strengthen our workplace culture and labour practices through inclusive policies that support personal, family and financial wellbeing. These initiatives, alongside a focus on equitable recruitment and professional development reflect our ongoing commitment to fostering a supportive and engaging work environment.

TUATH TOWNHALL

WE WANT TO HEAR FROM YOU!



Tuath
Housing

Equality, Diversity and Inclusion

A Culture of Inclusivity

At Tuath, Equality, Diversity and Inclusion (EDI) are central to our organisational values and culture. We are committed to fostering a workplace that is inclusive, respectful and supportive of all employees. Our approach to EDI is underpinned by our EDI policy which sets out our intentions and ambitions for our diverse workforce. We are dedicated to providing a safe and supportive work environment that fosters equal opportunities for everyone, where all voices are heard, and every person is valued for their unique contributions

Our EDI policy is supported by additional policies such as our Maternity, Paternity and Adoptive Leave policies, Surrogacy Leave policy, Life Events policy, Fertility Journey Leave policy and Dignity at Work Policy.

To embed EDI across the organisation, Tuath has collaborated with external partners including the Irish Centre for Diversity. In 2024 Tuath was awarded the Silver Investors in Diversity Award from the Irish Centre for Diversity and was also nominated for the LGBTQI+ Inclusion award at the National Inclusion and Diversity Awards.

We have established an EDI committee to implement and champion diversity and inclusion initiatives across the organisation and to work towards achieving the Investors in Diversity Gold award.

In 2024 Tuath delivered training to staff on unconscious bias, cultural awareness, diversity, menopause and dignity at work as part of this commitment.

We have ensured that inclusive language is implemented across all policies, job descriptions and internal communications and encourage open dialogue for staff to share feedback and contribute to continuous improvement.

Tuath celebrates key awareness days throughout the year such as International Women's Day, Pride and Autism Awareness Day.

We published our first Gender Pay Gap Report in 2024 in line with Irish legislation. The report shows a mean gender pay gap of 6.4% and a median gap of 1.4% which are both below the national average of 9.6% and the sectoral average 21%. We acknowledge there are still regional disparities, with a higher pay gap outside Dublin, and we commit to addressing this balance across all office locations. At a junior grade level male employees make up 40% with 60% female. At senior grade level this balances out to 50/50 split. Tuath is committed to achieving gender balance across all levels of the organisation.



Chapter 3

Supporting Sustainable Communities



Sustainable communities are built on principles of inclusion, resilience, and long-term wellbeing. They thrive when people feel connected to their environment and each other, have access to opportunities, and are empowered to shape the places they live. These communities are not just about physical infrastructure—they are about fostering social cohesion, supporting diverse needs, and enabling active participation in local life.

In this context, Tuath Housing's Tenant Engagement Strategy 2022–2025, 'Your Voice, Your Home, Your Community', plays a vital role in advancing social sustainability. Guided by seven key pillars—Involve, Enable, Communicate,

Build, Integrate, Embed, and Empower—the strategy ensures tenants are central to shaping their homes and neighbourhoods.

It supports sustainable communities by promoting inclusive events, encouraging resident-led initiatives, and facilitating open, two-way communication. Through training, education bursaries, and resident panels, tenants are supported to develop skills and access opportunities that strengthen both individual and collective resilience. Investment in shared spaces, accessibility, and intergenerational inclusion further reinforces the strategy's commitment to long-term social sustainability.

Social impact reports published in 2024 highlight the outcomes of this approach, demonstrating how Tuath Housing embeds tenant engagement into its mission to create vibrant, equitable, and sustainable communities.

Responding to the organisation's rapid growth in recent years and building on Tuath's strong foundations and proven track record in developing sustainable communities, a comprehensive review of the organisational structure was initiated in 2024. This review aims to enhance operational efficiency and ensure the continued delivery of high-quality, responsive services that best meet the evolving needs of Tuath residents.



Chapter 3 - Supporting Sustainable Communities

Community Engagement

Creating a Sense of Belonging for our Residents

At Tuath Housing, we believe that strong communities are built on meaningful connection, inclusion, and shared purpose. In 2024, we delivered over 600 tenant engagement initiatives designed to foster a sense of belonging and community pride. These included seasonal social events, awareness days such as European Neighbours Day and World Book Day and community-led competitions like Tuath's Best Kept Estate.

Residents were actively involved in biannual tenant magazines, resident panels, and local group initiatives, with Tuath supporting rather than leading to foster ownership and inclusion.

The Tuath Tenant Engagement Strategy focuses on expanding resident involvement in service design and delivery. In 2024, for example, our Age-Friendly Community Assessment programme provided residents in age-friendly schemes with an opportunity to shape their environments by participating in community assessments. Participation by residents strengthens community bonds, ensures services align with real needs, and enhances overall quality of life, creating meaningful social value for all. Educational and environmental initiatives such as No Mow May, creative competitions, and awareness campaigns further encouraged residents to engage with their communities and develop new interests.

In early 2024, Tuath's Tenant Engagement and Property Services team invited residents to join a newly established feedback panel. The initiative received an overwhelming response, with numerous applications submitted. After a thorough interview process, 15 residents were selected to form the panel, representing a diverse mix of ages, locations, backgrounds, and experiences. The panel empowers residents to have an active role in how we shape and deliver services.



Case Study: Multi-Cultural Events

Oak Park hosted a successful multicultural day, bringing neighbours together to celebrate their rich diversity within the community. Residents prepared traditional dishes and shared stories from their countries, some also wearing traditional clothing proudly representing their heritage, fostering a spirit of inclusion and cultural appreciation.



Case Study: Age-Friendly Community Assessment

One common area of feedback from residents was the need for more inclusive outdoor spaces. In response, Tuath used the

Tuath Housing Community Fund to purchase wheelchair-accessible outdoor furniture, with help from the social enterprise PACE. This improved both residents' quality of life while supporting wider community development. One tenant said, "They put all the

wheelchair accessible furniture in place for us, and we are absolutely delighted with it! I think the age friendly project has really benefited everyone in this community today."

Case Study: Best Kept Estate Awards

In September 2022, Tuath launched the Best Kept Estate Awards. This annual award recognises the outstanding contribution of communities who come together to dedicate their time, energy and resources to improve estates and foster community spirit. In 2024, the award isn't a solely a celebration of the overall look and design but a reflection of a deeper sense of community spirit. 2024 saw 10 winners of the award

for their focus on biodiversity, highlighting the innovative ways their communities came together to create greener spaces.

The 2024 winners were:

- Arus Mhuire, Blackrock, Cork
- Baker's Lot, Kickham Street, Carrick-on-Suir, Tipperary
- Clare Village, Malahide Road, Dublin 17
- The Dyers' Works, Cork Street, Dublin 8
- Dundoogan, Haynestown, Dundalk, Louth

- Liscorrie, Drogheda, Louth
- Fenton Green, Kilcock, Kildare
- Windmill Row, Garristown, Dublin
- Gleann an Ghairdin, Gorey, Wexford
- Cnoc an Luir, Drumshanbo, Leitrim

As part of the recognition of achievement, Tuath present each winning estate with a €500 garden centre voucher to further advance their communal areas.

Chapter 3 - Supporting Sustainable Communities

Tenant Development and Learning

Provide Opportunities for Tenants

Tuath is committed to supporting personal development among our residents. The New Horizons Education Bursary, introduced in 2023, is Tuath Housing's initiative to support residents in

accessing education and training opportunities. Through the Bursary, we awarded over €28,000 in 2024 to 35 residents pursuing accredited and non-accredited courses.

The New Horizons Education Bursary has played a transformative role in the lives of residents, providing essential financial support that enables them to access education, develop new skills, and advance their careers. By removing financial barriers, the bursary has allowed recipients to fully commit to their studies, reducing stress and increasing their ability to succeed.

Case Study: New Horizons Bursary Recipient- Nathan, BA (Hons) Digital Media and Marketing

"If another resident was considering the New Horizons Education Bursary, I'd definitely recommend it. For someone like me, who grew up in a working-class area and couldn't afford college, it's been life changing. Pursuing a Master's degree had been a dream of mine for 10 years, and this support made it possible. Whether you want to change industries, upskill, or simply better yourself, this bursary can open doors and create new opportunities. It's an invaluable resource for tenants looking to improve their lives."



Case Study: Hair Together

Tuath housing received a grant of €20,000 from the Housing Finance Agency (HFA) to work alongside and Irish social enterprise called 'Hair Together'. Hair Together run programs that combine hairdressing, barbering and mental wellness fostering confidence, practical skills and pathways to further education for young adults facing barriers to employment. The aim of this project is to empower participants, increase self-esteem and provide both technical and personal development skills. A recent participant Caitlin shared that the experience inspired her to pursue an apprenticeship after the program helped her meet new people and step out of her comfort zone.

Community Enhancement

Invest to Enhance

The Tuath Community Fund was established in 2020 to support community-based projects, activities, and initiatives that enrich the lives of Tuath Housing residents and their surrounding communities. Rooted in Tuath Housing's Tenant Engagement Strategy, the fund empowers residents and local groups to take an active role in shaping their communities, fostering inclusion, well-being, and resilience. By investing in social, educational, recreational, and environmental projects, the fund not only improves quality of life but also strengthens community ties, creating spaces where residents feel valued, heard, and supported.

Through the Tuath Community Fund, we invested €25,000 in 2024 to support 19 resident-led projects. These initiatives focused on creating safe, welcoming spaces, promoting creativity and wellbeing, supporting families and children, and improving accessibility for older residents. Projects included play therapy for at-risk youth, arts and crafts programmes, and Age-Friendly Walkability Assessments.

We also made targeted physical improvements to our housing schemes, such as installing wheelchair-accessible outdoor furniture, resurfacing footpaths, and adding outdoor gym equipment. These enhancements were informed by resident feedback and designed to improve quality of life, safety, and social inclusion.

The Tuath Community Fund has played a pivotal role in strengthening community bonds, enhancing well-being, and fostering inclusion across Tuath Housing communities. By funding grassroots initiatives, the fund has empowered residents to take ownership of their areas, ensuring that every project delivers meaningful change for the people it serves.

Case Study: Hampton Wood

The residents of Hampton Wood transformed walls through a community art project generating a powerful example of how creativity and collaboration can transform a community. The project began when residents raised concerns of safety, graffiti and low morale.

Residents designed the murals through art workshops and competitions turning the shared spaces into something they can be proud of, with one resident saying, "My kids were part of this- they point to the wall and say, 'I helped paint that!'" The workshops gave residents a chance to learn new skills, connect with neighbours, and take part in shaping their surroundings.



Chapter 3 – Supporting Sustainable Communities

Case Study: Liscorrie Residents' Group Community Gardening & Events

Residents revitalised the Liscorrie Rock flowerbed and planted a further five flowerbeds with 'Meet Your Neighbour' gardening days.

Summer family fun days and Halloween celebrations further enhanced the sense of local pride and the bonds between residents. With up to 70 children and 20 parent participating in such events, it has created lasting friendships with 5-10 regular volunteers joining larger events.

"The improvements made our estate feel more welcoming - it's a space we're proud of!"



Case Study: Community Room Openings

Lovett House and Metges Road estate saw the launch of a newly refurbished community room in September and October respectively. Metges Road community room is fitted out fully with the highest standard overhead projectors, flat screen TV's, play space, kitchenette, bathroom and a large adjustable seating workspace which comfortably seats 40 people. At the opening, Cllr Fennessy noted the space, 'is a much-needed amenity for a large and growing number of residents in the area.' The community room is for use by the local community at Knightsbrook, Dunville and Metges Road estates.

Tenant Privacy

Protect Sensitive Data

Our materiality assessment found that both tenants and management identified privacy as a key priority.

As a data controller, Tuath adheres strictly to the General Data Protection Regulation (GDPR), the Data Protection Acts 1988–2018, and guidance issued by the Irish Data Protection Commission (DPC).

We recognise our responsibility to protect the personal data of all our stakeholders, including our residents, employees and contractors, under the Data Protection regulatory framework.

Over the past 12 months, the data protection governance framework has been strengthened in a number of ways. Safeguarding

personal data is essential to build trust and empower those we serve. Tuath processes a significant amount of personal and special category, and we are committed to protecting individual's rights to dignity, autonomy and control over their personal information



Chapter 4 Governance



Strong governance underpins our sustainability goals. As an ethical business, we are committed to operating with integrity and transparency.

Governance Structure and Composition

Our Board of Directors is committed to the highest standards of corporate governance, consistent with the complexities of the housing sector. The Board oversees our strategic direction, reviews progress and directs senior management. Tuath Board Members are all volunteers who are responsible for setting the strategic direction of the organisation and making sure it has the resources to achieve this.

Our Board has established the following Subcommittees, tasked with reviewing progress on specific topics: Audit and Risk, Governance and People, Finance, Development, Housing & Communities and Mergers & Acquisitions. Each is chaired by an experienced professional Board Member, which strengthens oversight and accountability. The Mergers & Acquisitions Committee was established in 2025.

Tuath's Board is comprised of Non-Executive Board Members, all of whom are Board Members on a voluntary basis. Tuath does not have any Executive Board Members. The Board Members are supported by Co-Opted Members at Sub-Committee level; these Co-

Opted Members bring specialisms to the Committees but do not have voting rights.

The maximum service period allowable for Board Members is ten years total. Two Board Members retired in 2025 as they reached the maximum allowable term. One additional Board Member was appointed at the AGM in April 2025.

Directors and Co-Opted members are drawn from a broad range of sectors—including academia, housing, finance, law, architecture, and social enterprise—ensuring no single interest group dominates decision-making. Many hold or have held independent non-executive roles, which require adherence to high standards of objectivity and ethical conduct. Tuath has in place a Code of Conduct, Conflict of Interest and Declaration of Interest Policy and Register. This broadly relates to any situation in which either a Director or Co-Optee has a direct or indirect personal, financial or professional interest in a matter that affects or may affect the decisions or activities of Tuath. All Board Members and Co-Optees have an obligation to disclose any actual or potential conflict of interest that they may have as

soon as they become aware of it. This is also a standing item on the Board agenda.

The Board collectively brings a deep range of professional expertise enabling it to effectively oversee and guide strategic development, risk management, and community engagement. The composition of the Board reflects experience in championing the rights and needs of underrepresented or vulnerable groups, including people experiencing homelessness, those living with disabilities, and communities affected by poverty or exclusion and ensures that a wide range of voices are considered in the organisation's governance and decision-making processes. The Board are also keenly committed to listening to the tenant voice, which has resulted in many tenant led panels, and tenants being invited to attend Board meetings to provide the Board with updates.

Chapter 4 - Governance

Board Composition on 31st December 2024

Name	Role	Tenure	Gender
Prof. Paddy Gray	Chair	9 years	M
Patricia Goan	Vice Chair	10 Years	F
Kerry Anthony	Member	10 Years	F
Angela Murphy	Member	6 Years	F
Gerry Flynn	Member	6 Years	M
Richard Pike	Member	3 Years	M
Will McCabe	Member	3 Years	M
Conor Grimes	Member	3 Years	M
Marian Jennings	Member	3 Years	F
Sonya Meekel	Member	1 Year	F
Graham Kenny	Member	1 Year	M
Brenna O’Roarty	Member	1 Year	F

The Board oversees the strategic direction, financial management and performance of the organisation. It ensures that Tuath fulfils its mission and vision, complies with relevant laws and regulations, and adheres to the highest standards of accountability and transparency. The Board manages this through a variety of different approaches, including the following:

- Bi-annual review of the Strategic Plan
- Agree and ratify policies and decisions on all matters that might create significant financial or other risk to Tuath
- Minimum of 6 Board Meetings held each year
- Sub-Committees of the Board have been established to deal with ongoing areas of work or to progress specific pieces of work

- » Audit & Risk Committee
- » Development Committee
- » Finance Committee
- » Governance, People & Organisational Development Committee
- » Housing and Communities Committee
- From time to time, Board working groups may be established to progress specific pieces of work
- Performance of the Board is formally appraised on a regular basis

Nomination and Selection of the Board

The Members of the Board are elected at the Annual General Meeting. Under Tuath’s Memorandum & Articles of Association, half the Board must resign each year and those

resigning must be the longest serving. These directors so resigning shall be eligible for re-election at the AGM. The Board may co-opt additional Members to the Board up to the maximum permitted for Board Membership, but any Member co-opted must retire at the next AGM and will be eligible for re-election. Selection is supported by the Board’s Succession Policy and regular skills reviews.

Management of Impacts

Our ESG Charter, which communicates Tuath’s sustainability commitment along with the inclusion of a new ‘sustainable future’ business objective in the strategic plan, was agreed by our senior management team and ratified by the Board in 2023.

In addition to the oversight of sustainable development policy, our sustainability metrics are overseen by our Board with KPIs reviewed at full Board biannually. In September 2024, the Board confirmed that an additional quarterly sustainability report be submitted to the Housing and Communities subcommittee.

Moreover, climate and sustainability related risk are reviewed and reported regularly to the Audit and Risk Committee.

The Board frequently engages with stakeholders, including tenants, Regulatory Bodies, Local Representatives etc., through a variety of methods. The Board holds a Strategic Planning Day twice a year at which the above relevant representatives attend, to both engage with Tuath and

the challenges Tuath face, and also to provide some key insights to the Board on the operating environment.

In addition to the above, and in preparation for the Corporate Sustainability Reporting Directive (CSRD), Tuath undertook a comprehensive double materiality assessment exercise during 2024. As part of this process, Tuath engaged a wide range of internal and external stakeholders to gain their views on what they consider priority impacts Tuath has on the environment and society, as well their views on how external issues could impact Tuath's financial performance. The insights gained will ensure our reporting reflects what truly matters.

Delegation for Responsibility for Managing Impacts

Tuath's Board has delegated responsibility to the Senior Management team and Tuath's Sustainability team to ensure that Tuath are managing their impacts on the environment, economy and people. In preparation for compliance with the Corporate Sustainability Reporting Directive (CSRD), a cross departmental working group comprising members of the senior management team was established in 2024. The subsequent revision of CSRD clarified that Tuath Housing would no longer be required to report and the working group disbanded. However, sustainability remains a strategic priority under Tuath's business plan, and the Board continues to have oversight through the regular reporting of sustainability KPIs and risk register reviews.

Conflicts of Interest

Tuath has in place a Conflict of Interest Register and a Declaration of Interest Policy. For Tuath, a conflict of interest is defined as any situation in which a Board Member or Co-Optee has a direct or indirect personal, financial, or professional interest in a matter that affects or may affect the decisions or activities of Tuath. All Board Members and Co-Optees have a responsibility to disclose any actual or potential conflict of interest, and have an obligation to abstain from participating in any discussions, decision or vote on any matter in which they have a conflict of interest, unless the Board or a Committee decides otherwise. Declarations of Interest is a standing agenda item for both Board and Sub-Committee meetings, and all disclosures are recorded in a register which is maintained by the Company Secretary and reviewed by the Board annually.

Communication of Critical Concerns

The Board has in place a Communications Policy which is intended to ensure that communications by the Board, Co-Optees and staff are handled appropriately in a manner that best serves Tuath.

The Chief Executive and the Company Secretary will communicate with the Board Chair, Members, Co-Optees and/or Committee Chairpersons between meetings if and when issues arise that require immediate attention. This communication

may be delegated to an appropriate member of the Senior Management Team.

Board Training

Sustainability training was provided to the Board in April 2022 and April 2023. This training included the integration of sustainability into the corporate strategy, understanding material sustainability factors, and ensuring effective oversight and reporting. A detailed overview of carbon footprinting, decarbonisation and effective management of climate risk was presented. Subsequently, the Board approved the introduction of an 8th pillar 'A Sustainable Future' into Tuath's Strategic plan reinforcing the Board's ongoing commitment to sustainability and climate action at a strategic level.

In 2024, the Senior Management Team delivered bi-annual updates to the Board on key sustainability metrics and the progress and implications of CSRD (Corporate Sustainability Reporting Directive) reporting. In addition, by way of Materiality Survey, the Board were required to evaluate Tuath's impacts, risks, and opportunities (IROs) as they related to environmental, social, and governance issues. This identified which sustainability matters are material to the organisation, thereby informing which topics should be included in sustainability reporting.

Chapter 4 - Governance

Evaluation of the Board

The performance of the Board is evaluated on a regular basis. The Chair of the Board ensures that a process is put in place with the approval of the Board to assess the performance, and external consultants can be used from time to time. The Governance and People Committee supports the Chair in this role by making recommendations on succession planning, skills review and identifying training needs.

The most recent Board performance review took place in Q2 and Q3 2024 using an external consultant. The consultants carried out a full governance review and attended Board and Committee meetings. They also reviewed the full suite of Board governance handbook. As a result, a number of policies were enhanced, and additional policies were introduced, including a specific Declaration of Interest Policy.

Responsible Business Conduct

Tuath Housing is committed to responsible business conduct, guided by clear policy commitments that uphold environmental stewardship, and ethical governance. In order to achieve the proper and effective governance of Tuath, it is essential that all Board Members & Co-Optees are competent and have the vision, values and objectives of Tuath in mind at all times. As such, the Board & Committee's working arrangements and standards of conduct must be maintained to ensure both effective and

professional operations. Tuath's Board has in place a Code of Conduct, which gives clear guidance on how these should be implemented, and a Policy on Communication between Board Members. These support Tuath's Memorandum & Articles of Association, Standing Orders and Terms of Reference.

Tuath has a Protected Disclosure and Whistleblower Policy which demonstrates our commitment to observing and maintaining the highest standards of honesty, openness and accountability. This Policy covers all employees, Board Members & Co-Optees and former Board Members & Co-Optees.

There is also a Grievance Policy in place which highlights the processes that Tuath will use to address any issues raised.

The Board commits to reviewing these, and all governance documents at least every two years.

Embedding Responsible Business Policy Commitments

As above, there is a suite of Policies in place demonstrating Tuath's commitment to behaving in honest and ethical manner in all activities.

A training schedule is in place which covers best practice training for all employees and Board Members (where appropriate), ensuring that all relevant Policies are embedded, and encouraging a culture of openness and transparency.

Grievance and Whistleblowing Procedures

Tuath has in place a Grievance Procedure which ensures a fair and transparent process is implemented, and the rights of the employees are clearly set out. This includes both an informal and formal procedure and provides an agreed and reasonable timeframe for any such grievances to be dealt with.

An Employee Handbook sets out the rights and obligations of all staff in acting as representatives of Tuath.

Mechanisms for Seeking Advice and Raising Concerns

Tuath has in place relevant Policies and Procedures which set out the process for raising any concerns. These are clear and transparent and training has been provided in these key areas to all staff on a mandatory basis. The Board has reviewed and ratified these policies.

Compliance with Laws and Regulations

There have been no instances of non-compliance with any relevant laws & regulations in the reporting period.

Chapter 5

GRI Content Index



Chapter 5 - GRI Content Index

Tuath Housing has reported the information cited in this GRI content index for the period 1st Jan 2024 to 31st Dec 2024 with reference to the GRI Standards.

GRI1 used: GRI 1: Foundation 2021

General Disclosures

The Organisation and its Reporting Practices							
Organisational details	2-1	Tuath Housing Association is a not-for-profit company, limited by guarantee, and an approved voluntary housing association, headquartered in 33 Leeson St. Lower, Dublin 2.					
Entities included in the organisation’s sustainability reporting	2-2	Tuath Housing operates nationwide with five office locations. Our owned assets are included in scope 1 and 2 assessments while leased offices and homes are included under scope 3. Our entire business model was reviewed during our materiality assessment and stakeholders across our value chain were consulted. Further details in the introduction.					
Reporting period, frequency and contact point	2-3	Reporting period: 1st Jan 2024 to 31st Dec 2024. Frequency of reporting: Annually Contact point: sustainability@tuathhousing.ie					
Restatements of Information	2-4	N/A					
External Assurance	2-5	Tuath Housing’s greenhouse gas emissions for the period 1st January to 31st December 2023 and prior years were externally verified by Goodbody Clearstream to the ISO 14064-3:2019 standard. The verification was conducted with a limited level of assurance and confirmed that Scope 1, Scope 2, and Scope 3 emissions were materially correct. This assurance applies specifically to our GHG inventory. Tuath intends to seek external verification of its 2024 carbon footprint and is exploring assurance options for broader ESG disclosures in future reporting cycles to further enhance transparency and credibility.					
Activities and Workers							
Activities, value chain and other business relationships	2-6	Tuath Housing is an Approved Housing Body operating across Ireland, providing and managing over 15,000 homes for more than 36,000 residents. Our core activities include the development, acquisition, and management of social and affordable housing. Tuath works in partnership with local authorities, developers, contractors, and suppliers to deliver housing solutions. Our value chain includes upstream activities such as procurement of goods and services, construction, and maintenance, and downstream activities including tenant services, community engagement, and long-term asset management. Sustainability and responsible sourcing are embedded throughout our business relationships.					
Employees	2-7	Diversity of All Staff (by age group & gender)		0-29	30-49	50+	All
		Female		27	89	27	143
		Male		14	58	31	103
		Total					246

Governance

Governance structure & composition	2-9	See chapter 4
Nomination & selection of the Board	2-10	See chapter 4
Chair of the highest governance body	2-11	Prof Paddy Gray
Role of the Board and SMT in overseeing the management of impacts	2-12	See chapter 4
Delegation for responsibility for managing impacts	2-13	See chapter 4
Role of the highest governing body in sustainability reporting	2-14	Our Board has full oversight of the KPI metrics that are reported. Two annual strategic planning days are conducted, noting the eighth objective regarding Sustainability.
Conflicts of Interest	2-15	See chapter 4
Communication of critical concerns	2-16	See chapter 4
Collective knowledge of the highest governance body	2-17	See chapter 4
Evaluation of the performance of the highest governance body	2-18	See chapter 4
Process to determine remuneration policies	2-20	N/A - Board Members & Co-Optees provide their services on a voluntary basis

Chapter 5 - GRI Content Index

Strategy Policy and Practices

Statement on sustainable development strategy	2-22	See Foreword
Policy commitments	2-23	See chapter 4
Embedding policy commitments	2-24	See chapter 4
Processes to remediate negative impacts	2-25	See chapter 4
Mechanisms for seeking advice and raising concerns	2-26	See chapter 4
Compliance with laws and regulations	2-27	See chapter 4
Membership associations	2-28	Irish Green Building Council Housing Alliance Irish Council for Social Housing Chartered Institute of Housing

Stakeholder Engagement

Approach to Stakeholder Engagement	2-29	See chapter 4
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Material Topics

GRI 3: Material Topics

Process to determine material topics	3-1	See introduction
List of material topics	3-2	See introduction

GRI 3: Material Topics

Management of material topics	3-3	Climate Change: Retrofitting and upgrading housing stock to improve energy efficiency. Monitoring emissions from operations and value chain. Engaging suppliers to reduce upstream emissions. Resource Use & Circularity: Procurement Policies. Waste Management Practices. Supplier Engagement. Own Workforce: Employment policies ensure compliance and promote work-life balance. Health and safety procedures are embedded across operations. Diversity, equity, and inclusion initiatives are actively supported. Learning and development programs are offered to all staff. Consumers & End Users: GDPR-compliant privacy policies are in place. Tenants have access to 24/7 support and monthly engagement forums. Health and safety controls ensure safe living environments. Housing access is provided without discrimination. Business Conduct: Ethical conduct is promoted through codes of conduct and training. Supplier relationships are governed by compliance standards. Whistleblower protections are embedded in HR policies. Anti-corruption measures include training and zero-tolerance policies.
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GRI 205: Anti-Corruption

Operations assessed for risks related to corruption	205-1	Corporate Risk Register in place. Board Assurance map in place. Local Risk Registers in place to address team specific risks. Number of policies and procedures in place specifically relating to Anti-Bribery and Anti-Corruption. Protected Disclosure & Whistleblower Policy in place.
Communication and training about anti-corruption policies and procedures	205-2	This training is done on a yearly basis by the Head of Regulatory Compliance. Attendance is mandatory and tracked.
Confirmed incidents of corruption and actions taken	205-3	None

Chapter 5 - GRI Content Index

GRI 302: Energy 2016

Energy consumption within the organisation (Scope 1&2)	302-1	55,733,253 kWh
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Energy consumption outside the organisation (Scope 3)	302-2	36,765,253 kWh
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Energy intensity	302-3	6,145.28 kWh/unit
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GRI 303: Water and Effluents 2018

Water withdrawal	303-3	238.3 m3 (estimate, offices only)
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GRI 305: Emissions 2016

Direct Scope 1 GHG emissions	305-1	4,055.43 tCO2e
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Energy Indirect Scope 2 GHG emissions	305-2	7,483.90 tCO2e
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Other Indirect Scope 3 GHG emissions	305-3	13,304 tCO2e
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GHG emissions intensity	305-4	1.40 tCO2e/unit (scope 1 & 2)
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Reduction of GHG emissions	305-5	12% t/CO2e (scope 1 & 2)
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GRI 306: Waste 2020

Waste generated	306-3	6.92 tonnes
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Waste diverted from disposal	306-4	5.5 tonnes
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GRI 401: Employment 2016

New employee hires and employee turnover

401-1 Turnover by gender and age

	All	0-29	30-49	50+
Female	12.5%	4.12%	5.08%	3.30%
Male	9.62%	1.61%	6.40%	1.61%
Total	22.12%	5.73%	11.48%	4.91%

Hiring by gender and age

	All	0-29	30-49	50+
Female	43	16	24	3
Male	34	9	16	9
Total	77	25	40	12

Hiring by gender and age %

	All	0-29	30-49	50+
Female	56%	64%	60%	25%
Male	44%	36%	40%	75%
Total	100%	32%	52%	16%

Parental leave

401-3 Parental Leave 2024
Employees that took parental leave

Male	2
Female	5

Employees that returned to work after parental leave

Male	2
Female	5

Return to work rate

Male	100%
Female	100%

Chapter 5 - GRI Content Index

GRI 403: Occupational Health and Safety 2018

Occupational health and safety management system 403-1 See Chapter 2

Hazard identification, risk assessment, and incident investigation 403-2 See Chapter 2

Occupational health services 403-3 See Chapter 2

Worker participation, consultation, and communication on occupational health and safety 403-4 See Chapter 2

Worker training on occupational health and safety 403-5 See Chapter 2

Promotion of worker health 403-6 See Chapter 2

Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 403-7 See Chapter 2

Number of workers covered by an occupational health and safety management system 403-8 246

Work Related Injuries	403-9	Number of fatalities	0
		Number of high consequence work related injuries	0
		Number of recordable work-related injuries	2
		Rate of recordable work-related injuries	0.85
		Number of cases of recordable work-related ill health.	0

GRI 404: Training and Education 2016

Average hours of training per year per employee 404-1 9

GRI 405: Diversity and Equal Opportunity 2016

Diversity of governance bodies and employees	405-1		0-29	30-49	50+	All
		Diversity - Board				
		Female	0	4	2	6
		Male	0	3	3	6
		Total	0	7	5	12
		Diversity - SMT				
		Female	0	1	1	2
		Male	0	1	2	3
		Total	0	2	3	5
		Diversity - Heads of				
		Female	0	3	0	3
		Male	0	0	3	3
		Total	0	3	3	6
		Diversity - Managers				
		Female	2	15	3	20
		Male	0	9	8	17
		Total	2	24	11	37

Ratio of basic salary and remuneration of women to men 405-2 Our mean gender pay gap is 6.34% Our median Gender pay gap is 1.41%

GRI 406: Non-Discrimination 2016

Incidents of discrimination and corrective actions taken 406-1 There were no recorded incidents of discrimination in 2024.

GRI 416: Customer Health & Safety 2016

Assessment of the health and safety impacts of product and service categories 416-1 Tuath Housing ensures resident safety by engaging qualified contractors and project supervisors to manage and certify all equipment, infrastructure, and construction works in accordance with national health and safety regulations.

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Tuath Housing Association is a
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CRA Number: 20046613

AHBRA Registration Number:

AHB-03177

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