

Environmental, Social and Governance

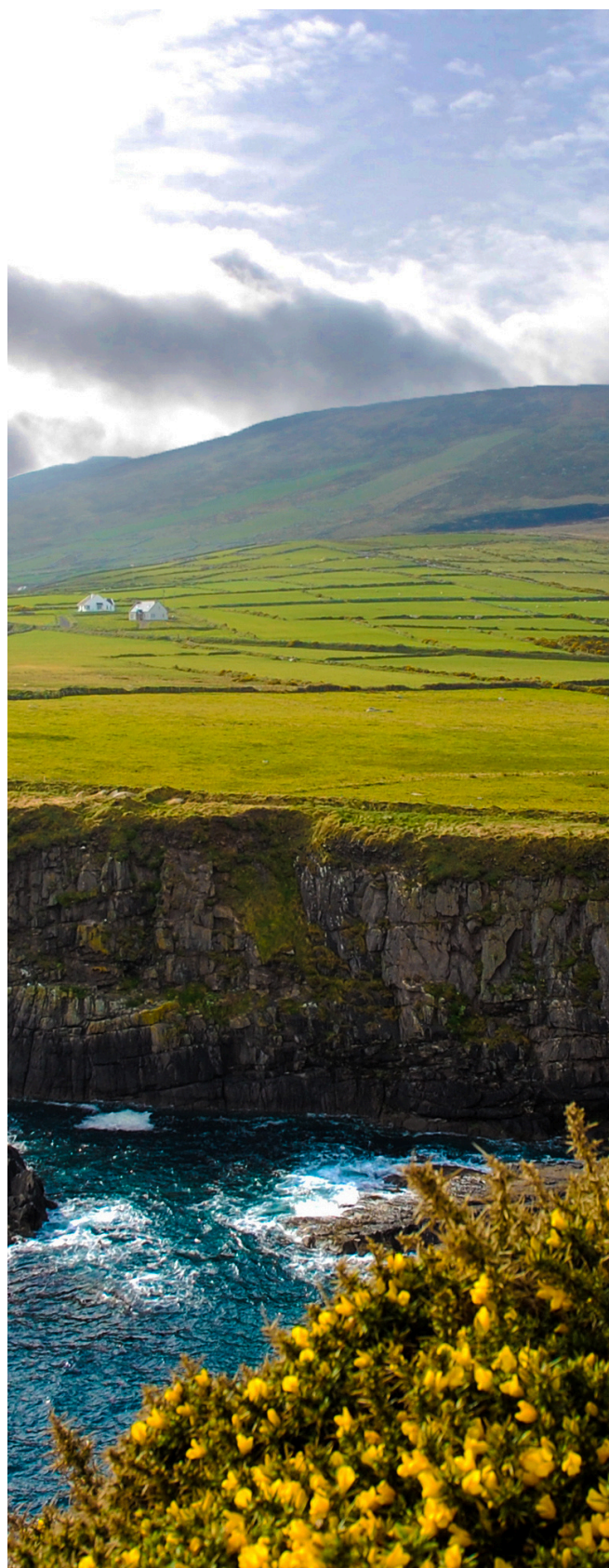
Report



2024

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FRS Co-Op

About Us

Who We Are.

The FRS Co-Op was founded in 1980 by farmers to support their communities, and as Ireland has grown, so have we.

Today we're a multi-sector co-op with a focus on innovation, made up of fair minded experts who live and work in the communities that we serve.

We're made of Meitheal; that simple power of people coming together to belong to something bigger than themselves. We're motivated by purpose, and our purpose is making Ireland work better for everyone. That's why our brand mantra is **'We grow better together'.**



Who We're For.

The FRS Co-Op has been finding ways to make Ireland work better for everyone for almost fifty years. While we still have farming in our DNA, it's only part of what we do.

Today we have four main customer types **Agri, Employment, Fencing and Government.**

While the work we do for each of these customer types is different, the way we approach it is always the same. We believe in our people, and know that by giving them the best technology and using our co-op structure to share resources and expertise, we can offer unbeatable solutions to help our customers grow better.

And we're growing internally too, to make sure we continue to support our customers into the future. We're constantly innovating, becoming more efficient, connected, and able to adapt to the ever changing needs of our customers, our members, and Ireland as a whole.

(0505) 22100
www.frscoop.ie



We grow better together



Introduction



Growth. It's something all organisations wish to achieve. It's a symbol of achievement, of progression, of scale. It's an idea that has supported the development of the Co-Op since we were founded in 1980. Our growth was sown by our founder farmers in the spirit of Meitheal and volunteerism, and created the foundation for the Co-Op we have today. However, growth can't come at a cost to the planet. Urgent collective action is needed by all if we are to tackle climate change.

As an organisation, FRS Co-Op was born of the land, helping farmers and their farms to grow, to tackle the challenges that came their way, enabling them to prosper.

This is why we have placed sustainable growth at the heart of our strategy and we understand we need to all "Grow Better Together" ensuring our children and children's children have a future on our planet.

It is this outlook that has led to the development of FRS Co-Op's sustainability strategy and our first Environmental, Social Governance Report. More importantly it is what has inspired the ideas and commitments set out here.

We've always said that organisations and businesses are of their communities. They are formed from and by the world around them. Again, that's a principle that's been baked into FRS Co-Op from Day one.

While we have always been mindful of our communities and the environment, in this day and age there is always scope for organisations to do more. When it comes to organisations of the size and reach of FRS Co-Op that responsibility becomes even more acute.

Today we are grateful to be in a position to ensure our social impact makes a difference. Be that through our years of contributing to the farming community through FRS Farm Services, or helping the long term unemployed find jobs through Turas Nua, we know just how important it is to make a public contribution to the people around us, to the communities in which we live.

We want to ensure there is sustainable employment for our staff, our neighbours and our communities. That also means making the environment better, the cities and communities we live in more sustainable, reducing our carbon footprint and encouraging biodiversity.

In this report you will see some of the steps we have already taken towards these objectives, such as:

- Helping 62,000+ unemployed people secure meaningful employment.
- Providing 244 days of volunteering to charities and community interests in 2024.
- Saving over 37,000 sheets of paper per year.
- Eliminating the use of 1,302 plastic water containers and 54,600 single use coffee cups annually.
- Cutting 26.42 tonnes of carbon from merging office premises.
- Conducting over 80,000 soil samples for farms around the country.
- Supporting the use of environmentally friendly creosote alternatives for fencing throughout Ireland.

More importantly, you'll also see the commitments we are making for the future. This includes:

- Continuing to deliver help to farming communities all around Ireland.
- Helping those who have had difficulty finding employment to secure jobs.
- Providing soil sampling data that will help equip farmers with the knowledge to manage their land in an environmentally friendly way.
- Reducing our emissions by 20% by 2030.
- Cutting out landfill waste in half by 2030.
- Implementing a 25% cut in greenhouse gas emissions from our company fleet by the turn of the next decade.

Our pledge goes further than just targets. We want to ensure we play our part in enabling the communities we live in to prosper and to allow the land upon which we live to thrive - all for decades and decades to come. We want to protect the future by helping people and being mindful of how we go about carrying out our work. That means going out of our way to be a good neighbour while making the adjustments to protect the land.

We know we can grow by doing things right - it's what we've always stood for. As we commit to taking further strides for the future, we look forward to seeing these efforts also benefit the community around us in tandem.

Colin Donnery

Group Chief Executive Officer
FRS Co-Op

Aligning with UN Sustainable Development Goals (SDG's)

FRS Co-Op is a dedicated advocate for sustainability, firmly rooted in our commitment to the United Nations Sustainable Development Goals (SDGs). As a leading provider of Farming, Fencing, Recruitment, Training, and Employability services, many of these objectives are built into our businesses. Our core businesses naturally align with UN SDGs 8, 9, 11, 12, 13 and 15.



Aligning with them is one thing, but we want to take that further. We want to make them a more focused part of our day-to-day activity.

To assist with that process, we have conducted a thorough assessment of our operations, involving internal audits, external reviews, and extensive stakeholder engagement. This process has identified key areas where we can make a positive impact.

In this report, we will demonstrate the progress we have made in addressing these areas as well as our commitments for the future.

We will also highlight specific initiatives and achievements that contribute to our sustainability goals.

Our aim is to showcase our commitment to responsible business practices and our ongoing efforts to create a more sustainable future and a better world for all.

FRS Co-Op's Sustainability Team are responsible for co-ordinating and advancing our sustainability strategy and developing this ESG Report. The Sustainability Team consists of Group Business Improvement Manager, Erin Whittle and Project Executive, Lyndsey Owens, with additional support provided by team members from across the wider FRS Co-Op organisation.

Our Value

Our Strategy

SDG

Target

Put sustainability at the heart of everything we do.



Through the implementation of our ESG strategy, we will make a significant contribution to the reduction of our overall carbon emissions and environmental impact.



20% reduction in Scope 1 and 2 emissions by 2030 and target net zero by 2050.

Work hard to solve any problems we meet.



We will focus on the impacts of our energy consumption and aim to drastically improve our energy efficiencies through the use of renewable energy sources.



Install solar PV in our 2 core offices by 2026.
Reduce greenhouse gas emissions from our company's vehicle fleet by 25% by 2030.

Always looking for new ways of doing things.



We will become key thought leaders and advisers within agriculture sustainability and empower our customers, suppliers, people and communities.



Develop an innovation framework to support sustainability in our business by 2025.

Put sustainability at the heart of everything we do.



Our approach to circular economy will be further enhanced by the implementation of a waste management strategy whereby we minimise waste in our operations, offices and packaging.



50% reduction in waste to landfill by 2030 and zero waste by 2050.

Put sustainability at the heart of everything we do.



Our commitment to responsible sourcing and supply chain will involve increased engagement with suppliers around environmental, social and human rights impacts and the promotion of sustainable procurement practices.



Revise our supply chain policy and practices to include sustainability criteria by 2025.

Put sustainability at the heart of everything we do.



We will further invest in the land, and improvements to our air and water quality through the implementation of a biodiversity strategy and the measurement and reduction of our impacts to nature.



Implement a Biodiversity strategy with a focus on agriculture by 2025.

Go out of our way to be good neighbours.



We will continue to invest in our local communities through services, education and support initiatives with a focus on disadvantaged and minority groups. We aim to support Irish society and local communities to thrive.

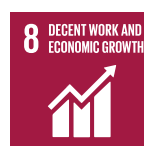


We will improve community engagement by 10% in 2025 through increased participation in give back days and partnerships with local organisations.

We look after each other.



At FRS, we understand that our people are our most important asset and we are committed to continuing to attract, support an enable a diverse workforce.



By year end 2026:
-The FRS Co-Op Employee wellbeing rating will be > 75%.
- Our eNPS will be > 8%.
-We will achieve Investors in Diversity Gold Accreditation.

Partnerships

At FRS Co-Op, our corporate mission is that “We grow better, together”. That is more than just a slogan, it is a way of working, an outlook that applies to all we do as a co-op.

It also applies to how we advance our sustainability activity. We know we can do more, achieve more and make more of a difference by working in close co-operation with many of the different businesses, organisations and civic society groups we deal with on a daily basis.

Some of our most cherished partnerships include working with the following organisations to support our sustainability activities.





Awards

This report highlights the diverse ways in which FRS Co-Op and our business units are actively enhancing the world around us while advancing our sustainability commitments. We take great pride in the progress we have made and continue to pursue, and it is especially rewarding to see these efforts acknowledged by others.

Recent recognition for our work in this space includes:

Awarded:

- Workplace Excellence Award for Workplace Health and Safety (2024)
- Tipperary Chamber Awards - Service Provider of the Year (2024)
- ERF Awards - Best in Practice IT (2024)
- EU Enterprise Awards - Best IT Recruitment Company (2024)
- Midlands 103 Customer Service Awards - Recruitment Company of the Year (2023 & 2022)
- Customer Experience Awards - Best B2B Customer Experience (2023)
- ERF Awards - Best in Practice Healthcare (2023)
- ERF Awards - Best Agency Online (2022)

Finalist:

- Business & Finance ESG Awards – Social Impact Award (2024)
- Workplace Excellence Awards - Excellence in L&D (2024)
- Workplace Excellence Awards - Best in CSR (2024)
- Workplace Excellence Awards - Best Use of Technology Initiative (2024)
- L&DI Awards - Best Digital Learning Initiative (2024)
- Chambers Ireland Awards - Sustainable Business Impact Award (2024)
- ERF Awards - Agency of the Year (2024, 2023, and 2022)
- Tipperary Chamber Awards - Innovation and Digitalisation (2024)
- Better Farming Awards - Best Social Research Programme (2024)
- Tipperary Chamber Awards - Large Business of the Year – FRS Co-Op (2024)
- Tipperary Chamber Awards - Training & Development Award (2024)





Climate Action

FRS Co-Op is committed to making a significant cut to our overall carbon emissions, benefitting the environment, via the implementation of our ESG Strategy.

This will be achieved through the measurement of Scope 1 & 2 Emissions, with a 20% reduction by 2030 and net zero by 2050.

In this section, we outline the work we are doing to cut carbon and how we are also bringing a greater focus on the use of renewable energy into our business.

Soil Sampling and Analysis Programme

FRS Co-Op is the prime contractor responsible for the management and delivery of the Department of Agriculture, Food and the Marine (DAFM)'s Soil Sampling and Analysis Programme.

The programme plays an important role in measuring and analysing soil health, carbon and nutrients in farms across Ireland.

Since its commencement in December 2023, FRS has collected over 80,000 soil samples and engaged with up to 6,500 farms, equipping farmers with the data to make decisions about sustainable soil management practices.

Co-Op Wide Carbon Audit

Over the last two years, FRS Co-Op has conducted a comprehensive carbon audit of each of its business units. This audit assessed various aspects of operations, including energy consumption, waste management, and office practices. By analysing these factors, the company was able to measure the carbon footprint of its employees across all locations and is developing a targeted action plan for how we can reduce it.

This ongoing assessment will help the company track progress, identify new opportunities for improvement, and reinforce our commitment to sustainability. It also forms the basis of many of the ESG activities and initiatives that have been achieved to date and form a central part of this ESG Report.

	2024 Audit				Carbon Tonnes	
	Energy	Waste	Water	Travel	Total	Per Staff
Turas Nua	196.51	13.86	0.71	255.25	466.33	2.11
FRS Recruitment	22.92	0.71	0.02	39.01	62.65	0.68
FRS Fencing/Farm Services	77.74	22.14	0.15	184.13	284.17	2.78
FRS Co-Op*/Training	44.46	3.5	0.18	24.59	72.73	1.39

	2023 Audit				Carbon Tonnes	
	Energy	Waste	Water	Travel	Total	Per Staff
Turas Nua	163.11	13.92	0.71	187.51	365.24	1.65
FRS Recruitment	24.67	1.18	0.03	36.11	61.98	0.67
FRS Fencing/Farm Services	77.86	22.15	0.15	184.00	284.29	2.78
FRS Co-Op*/Training	48.41	3.53	0.18	24.56	76.87	1.47

* FRS Co-Op Head Office

Calculation tool - climatetoolkit4business.gov.ie

Reducing Emissions Through Improved Business Practices

Remote working and virtual meetings

Where possible, FRS Co-Op employees are supported by hybrid and remote working options, aiding wellbeing and supporting an improved work-life balance. Remote work also contributes to lower carbon emissions through the reduction of transport emissions, in-office resources consumption and the alleviation of urbanisation pressures.

Virtual meetings are also encouraged, minimising the need for internal or external customers to travel, reducing carbon emissions and expense costs associated with commuting. Within FRS Recruitment, many recruitment services are offered virtually, resulting in a faster hiring process, but also promoting inclusivity opening opportunities for diverse talent across the globe.

Review of Premises

FRS Co-Op regularly reviews the office and branch premises footprint, with more employees working remotely and less reliance on corporate office facilities. As a result of this review, three premises, that were active in the same town/location have been merged, resulting in significant carbon reduction of 26.42 metric tonnes of carbon annually and offering the opportunity for employees to engage and collaborate with colleagues across different business units.

Another example of this strategy in operation came in 2024, when we consolidated 3 levels of office space to a single level, reducing energy consumption by 30,000kw and 12 metric tonnes of carbon annually.

In January 2023, FRS Recruitment opened a new hub in the Cube Centre in Portlaoise. Not only is the Cube Centre a low carbon centre of excellence – it is also located in a strategic location for staff, with excellent public transport connections, excellent energy efficiencies and waste management practices.

iAuditor: Streamlining Office Inspections and Reducing Travel

Turas Nua has implemented iAuditor to optimise our office management processes and reduce our environmental footprint. Previously, our managers were required to travel to each office to conduct monthly inspections of fixtures. By leveraging iAuditor, we have significantly reduced the need for travel and improved the efficiency of these inspections.

By centralising inspection data and facilitating communication, iAuditor enables managers to collaborate more effectively to address issues to our Facilities team more promptly. This implementation has not only improved our operational efficiency but has also contributed to our sustainability goals by minimising our environmental impact.

Renewable Energy

The utilisation and adoption of renewable energy sources is an FRS Co-Op key environmental focus. Our core targets include the installation of Solar PV in two core offices by 2026, and a 25% reduction of greenhouse gas emissions from the entire FRS Co-Op company vehicle fleet by 2030.

Making our Head Offices More Energy Efficient

In keeping with the previously referenced carbon audit, in 2024 we also took a very close look at the use of energy in two of our key locations, FRS Co-Op Derryvale Head Office and the Turas Nua Benamore Head Office. This work was undertaken by Greene Engineering and supported by the SEAI.

The audit provided a detailed assessment of our energy consumption patterns, identifying areas of significant energy loss and potential for improvement.

Key findings from the audit have informed the development of a tailored energy reduction strategy for each site. These plans outline a series of actionable steps to enhance energy efficiency within each office premise.

Once we implement these recommendations, we will significantly reduce our carbon footprint, lower operational costs and create a more sustainable working environment.

Using the experiences from these core locations, FRS Co-Op also aims to leverage these learnings to enhance energy efficiency across our other sites.

Transition to Renewable Energy

Building on the principle of energy efficiency, FRS Co-Op is committed to harnessing the power of renewable energy throughout our business. Based on the findings of the SEAI energy audits and a thorough feasibility assessment, we have set a target to install solar panels at both our overall FRS Co-Op Head Office and the Turas Nua Head Office by 2026.

This investment in solar energy will significantly reduce the reliance on fossil fuels, mitigate greenhouse gas emissions, and contribute to our overall sustainability goals.

The focus on renewable energy will also be expanded through the review of current energy suppliers and green energy options.

Generating clean electricity on-site, is not only a sustainable energy source, it will also provide environmental and economic benefits.

Renewable Heating and Cooling

Inefficient heating and cooling systems lead to higher energy usage, costs and overall carbon emissions. Through the installation of a newly installed, highly efficient VRV IV+ (REYQ-U) heat pumps in our Benamore Turas Nua site, we aim to make significant reductions in our carbon emissions.

These state-of-the-art units, designed specifically for commercial applications, leverage Variable Refrigerant Temperature (VRT) technology, adjusting refrigerant temperatures based on building load and weather conditions, thereby maximising energy efficiency and comfort. This advanced feature results in high Seasonal Efficiency Performance (SEER) and Seasonal Coefficient of Performance (SCOP) ratings, significantly reducing energy consumption and operating costs.

The installation of these heat pumps offers significant environmental benefits. These systems reduce greenhouse gas emissions and increased energy efficiency, while also contributing to improved air quality by reducing reliance on fossil fuels.

Looking To The Future

These are just some of the practical examples of climate action we have taken in FRS Co-Op in recent times. This activity is just the start. We know there is room for further progress and many of the actions and processes we have already set in place should result in long term benefits that reduce our carbon footprint, lead to the greater, sustained use of renewable energy and ultimately help the environment.

Our Climate Action commitments can be summarised as follows:

Through the implementation of our Sustainability strategy we will make a significant contribution to the reduction of our overall carbon emissions and environmental impact.

We will focus on the impacts of our energy consumption and aim to drastically improve our energy efficiencies through the use of renewable energy sources.





Responsible Consumption and Production

FRS Co-Op's deep connection to the land drives our commitment to sustainable practices. It has been built into FRS from the moment we began operating in 1980.

It is that passion for agriculture that drives us to find innovative ways to use our resources more sustainably. Irish farming has always sought to protect the land it harnesses and to maximise the use of available materials.

By adopting a 'circular economy' approach, we're working to reduce waste, conserve resources, and promote a regenerative relationship with the land. We're constantly exploring ways to reuse and recycle materials, minimise our environmental footprint, and support local communities.

This commitment to sustainability helps protect the land for future generations, while also ensuring the long-term viability of our co-op and the livelihoods of our members.

In the following sections, we will highlight just what the principle of a 'circular economy' means for FRS Co-Op. Our initiatives focus on waste reduction, resource conservation, and promoting that sustainable relationship with the land.

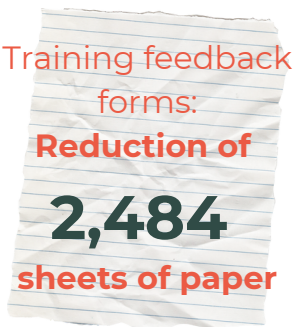
By implementing these strategies, we aim to create a more resilient and environmentally responsible business model.

Our approach to circular economy will be further enhanced by the implementation of a waste management strategy, whereby we minimise waste in our operations, offices and packaging.

We aim to reduce 50% of waste to landfill by 2030 and zero waste by 2050.

FRS Co-Op Enhances Sustainability Through Paper Reduction Initiatives

FRS Co-Op has taken significant measures in reducing its environmental footprint through various paper-saving initiatives. One such initiative involved the transition to digital payslips and statements for farm operators and customers across multiple offices in FRS Farm Services. This move resulted in a substantial reduction in paper consumption.

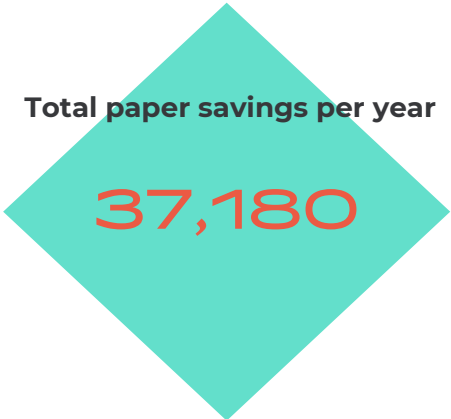


Additionally, Turas Nua has replaced paper-based customer feedback and training forms with digital online forms, further contributing to paper conservation. This transition has streamlined the feedback process and provided a more efficient experience for both customers and staff.

Another key initiative from FRS Co-Op has been the implementation of an automated accounts payable solution. This technology has drastically reduced the need for printed invoices, leading to significant cost savings and environmental benefits.



By embracing these digital solutions, FRS Co-Op has demonstrated its commitment to sustainability and environmental stewardship. These adjustments to our day to day operations not only contribute to a greener future but also align with FRS Co-Op's broader goals of operational efficiency and customer satisfaction.



These initiatives alone have resulted in significant environmental benefits, including the equivalent of 4.31 trees saved per year. By transitioning to digital solutions for payslips, statements, feedback forms, and invoices, FRS Co-Op has reduced its paper consumption and contributed to a greener future.

FRS Co-Op's Journey to Remove Single Use Waste

Throughout 2024, various internal campaigns and initiatives have been established as FRS Co-Op seeks to remove all single use packaging from offices and branches.

One of these campaigns has centred around coffee cups, whereby FRS Co-Op has provided all staff with re-usable coffee cups and educated staff on the impacts of switching to re-usable cups. This has made a substantial impact on reducing waste and promoting sustainable practices within the organisation. We estimate this will save **54,600 single use coffee cups per year**.

Reusable cups not only eliminate the need for single-use paper cups but also help minimise landfill waste and conserve valuable resources.

We have also begun a process of switching away from large plastic water containers to more environmentally friendly water infrastructure. We have already successfully installed water pipes and coolers in the FRS Co-Op Head Office and 20 of our Turas Nua offices, 10 more due to be completed before the end of the year and further progress ongoing across the wider Turas Nua operation.

We estimate this activity alone will eliminate the use of **1302 (19 litre) plastic water containers per year**, contributing to a substantial reduction in plastic waste.

In our efforts to eradicate the usage of single use plastic cups at water coolers across offices, we have also sought to put re-usable and/or biodegradable cup alternatives in place. The same outlook has been facilitated by the FRS Co-Op marketing team at company hosted events and conferences. For example the tea and coffee station at the FRS Co-Op stand at the National Ploughing Championships utilised compostable coffee cups to promote circular economy.

Practically, these initiatives have prevented the disposal of thousands of single cups and plastic bottles annually within FRS Co-Op, translating to a significant reduction in waste and creating a healthier work environment. These initiatives align seamlessly with the broader ESG goals of reducing waste, conserving resources, and promoting eco-friendly practices throughout business operations.

FRS Co-Op remains dedicated to monitoring and promoting the use of reusable coffee cups as part of ongoing staff education campaigns and carbon audits.



1,302

Plastic water cooler
(19 litre) containers
saved per year

Single use coffee
cups saved per
year

54,600



Waste and Recycling Signage Initiative

In our ongoing commitment to environmental sustainability, we have implemented a comprehensive waste management initiative at our FRS Co-Op head office. Clear signage has been strategically placed throughout the facility to guide employees in properly segregating recyclable materials from general waste. This effort not only facilitates responsible disposal practices but also significantly enhances our recycling rates, reducing the amount of waste sent to landfills.

By promoting an environmentally conscious workplace culture, we aim to minimise our ecological footprint and contribute to a more sustainable future. Through our internal communication platform, Workvivo, we are sharing best practices and guidelines to facilitate the implementation of these waste segregation measures across all locations.

Fencing Standards and Creosote Replacement

Since 1990 FRS Co-Op has served alongside others from the fencing industry on advisory committees of the NSAI to establish and keep under review Irish standards for fencing. Most recently FRS Co-Op worked closely with the NSAI and others to manage the replacement of creosote as a timber treatment for fencing.

FRS Fencing now have several environmentally friendly creosote alternatives that are supplied to customers, including 100% recycled plastic fencing products from Irish Recycled Products.





Waste and Water Management

In 2024, FRS Co-Op has implemented a waste and water management analysis across all our offices, to ascertain current practices and opportunities for improvement.

FRS Fencing has also been engaging with their suppliers, customers and employees to enhance processes and practices around water management, sustainable packaging and waste options for fencing products.

Some new innovations implemented include recycling of fencing and timber off cuts, recycling of pallets and recycling of packaging, reducing waste to landfill.

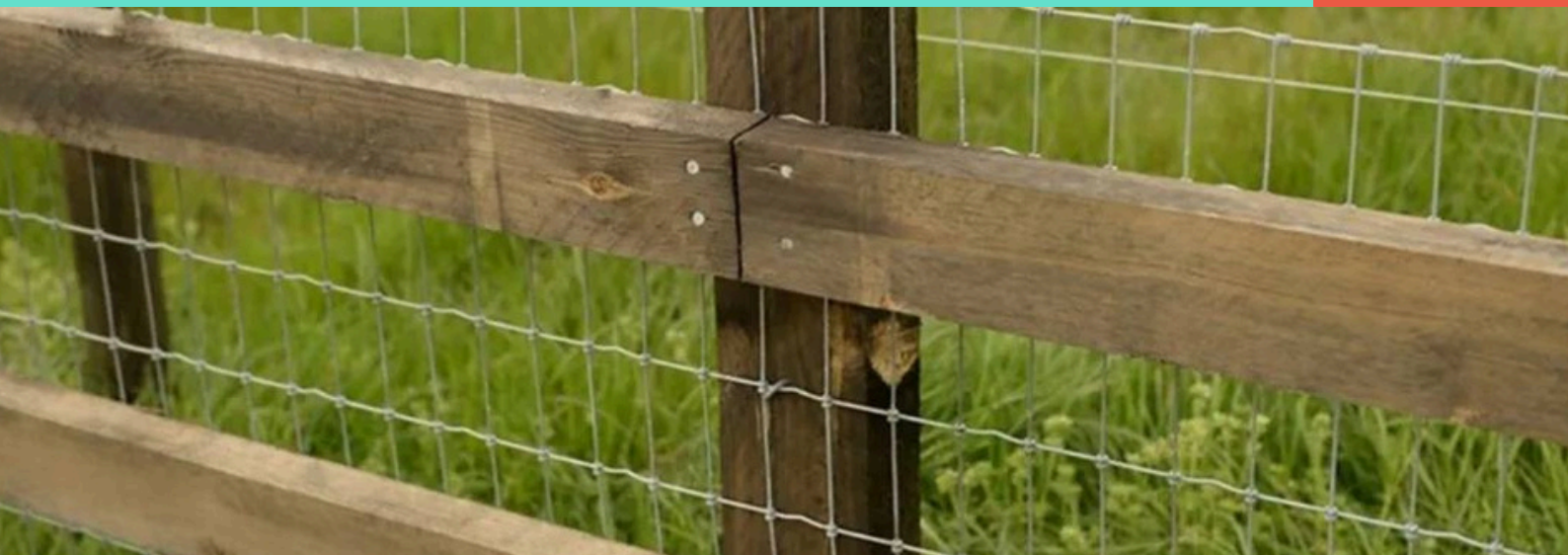
Digital Transformation

FRS Co-Op is currently embarking on a digital transformation strategy which will support more efficient and sustainable ways of working.

There are many environmental benefits from this programme. These include reducing the need for paper and printing, through the use of applications that support field, stock and job management, along with customer quotations and invoicing.

The digital transformation will also support the logistics and scheduling management within FRS Fencing, resulting in more streamlined and efficient job management, reducing unnecessary travel and associated impacts.

More efficient and user-friendly systems and tools being implemented will also make a positive impact on employee wellbeing and improve our customer and client experiences.



Responsible Supply Chain

FRS Fencing is proud to source all our timber products from suppliers with Forest Stewardship Council (FSC) certification. This means that the wood used in our timber products comes from responsibly managed forests, ensuring the preservation of biodiversity, protection of ecosystems, and support for local communities. By choosing our fencing, you're not only investing in a durable and high-quality product, but also contributing to a more sustainable future.

We are also committed to minimising packaging waste throughout our supply chain. To achieve this goal, we're actively engaging with our suppliers to implement strategies that reduce the amount of packaging materials used.

The Local Supply Chain

Making the most of resources also means focusing on working within our communities. We try to apply that outlook to the sourcing of supplies, working with local producers and suppliers whenever possible. This not only helps the localities in which we live, it also reduces the length of journeys made transporting these materials.

To further develop this policy, we have also begun implementing processes to use the same suppliers across the Co-Op, further reducing deliveries and leading to a more energy efficient transport supply chain.

LOOKING TO THE FUTURE

There are so many different ways where the 'circular economy' can and will play a key part in the corporate focus of FRS Co-Op. We know that the more responsible we are with our consumption and the more efficient we make our practices, it will have an impact that benefits the land, benefits the air and sustains the precious resources we rely upon.

Those are all the reasons we need to be taking these steps, but if anyone needs further convincing, many of these actions also make sense on an economic level, helping to reduce business costs while doing the right thing for the world around us.

Our Responsible Consumption & Production commitments can be summarised as:

Our approach to circular economy will be further enhanced by the implementation of a waste management strategy whereby we minimise waste in our operations, offices and packaging.

Our commitment to responsible sourcing and supply chain will involve increased engagement with suppliers around environmental, social and human rights impacts and the promotion of sustainable procurement practices.





8 DECENT WORK AND ECONOMIC GROWTH



Decent Work and Economic Growth

People helping people.

That was the foundation upon which FRS Co-Op was first formed in 1980. We were founded by farmers to support their communities, and as Ireland has grown, so have we.

We have always been a people focused organisation. It is people that we rely upon to deliver the many different facets of our operations and it is people who will always be the ultimate focus of the work we do.

We have always invested in our people; in their wellbeing, career progression, economic growth and their training and development. It is an investment that has paid our organisation and our customers back many, many times over.

It is something that will always be part of what we do in FRS Co-Op. In this section we go into the detail behind that outlook and the steps we have taken to deliver it for our staff and the people we work with.

Turas Nua's Social Impact



About Turas Nua

Turas Nua is proud to be at the forefront of Ireland's social recruitment and training landscape. We work closely with the Department of Social Protection (DSP) to deliver key services across Ireland, including the National Employment Service, Local Area Employment Services, and Employability Services.

Operating in thirteen counties, our National Employment Service (NES) provides personalised employment assistance, addressing individual barriers and equipping clients with essential skills to secure sustainable full-time employment or self-employment.

In Laois and Offaly, our Local Area Employment Service (LAES) delivers holistic support, including career advice, training, and financial assistance, to foster long-term employment outcomes and promote economic independence and social inclusion.

Additionally, our Employability programme supports clients with disabilities and health conditions in the Midlands, Kildare, and Waterford regions, offering tailored coaching, skills development, and employer engagement to ensure participants thrive in inclusive work environments.

Turas Nua Overall Social impact

2024 Stats



Turas Nua Personalised Development Plans

Our academically underpinned assessment, **Catalyst**, facilitates personalised employment plans, while our Employability service supports individuals by actively engaging with local employers to identify and create inclusive employment opportunities tailored to their abilities and needs.

In the last 10 years:

- We have supported an average of 20,000 clients annually, providing tailored guidance and personalised pathways to meaningful employment and further education.
- We have helped 62,000 people find meaningful employment across all sectors.
- We have largely supported the long-term unemployed, many of whom come from under-represented socio-economic groups.
- We have collaborated with over 20,000 employers in that time to match clients with job opportunities suited to their capabilities, giving vital access to individuals who might otherwise have been excluded.



Diversity & Inclusion

FRS Co-Op is committed to a workplace environment that promotes equality, diversity and inclusion and creates an open and inclusive culture where everyone feels valued.

FRS Co-Op believes that embracing equality and diversity in the workplace benefits not just the organisation but also individual employees, business units, departments and our customers. All our employees bring their own background, work style, distinct capabilities, experience and characteristics to their work.

We recognise that our talented and diverse workforce reflects the diversity of our customers and markets. We want to utilise the widest range of skills, knowledge and experience in our business and having an inclusive outlook allows us to foster that.

As well as treating people with dignity and respect, the organisation strives to create a supportive environment in which all employees can flourish and reach their full potential, regardless of differences, experience or education. Harnessing the wide range of perspectives this diversity brings innovation and helps make us more creative and competitive.

Irish Centre for Diversity Accreditation

FRS Co-Op has begun working with the Irish Centre for Diversity, where we are hoping to secure accreditation via their 'Investors in Diversity' programme. This will enable the further development and expansion of our diversity and inclusion practices, broadening our D&I policies, communication, leadership skills and training across the entire Co-Op



FRS Recruitment - Future of Talent

The theme for this year's FRS Recruitment Future of Talent, annual HR conference was Diversity and Inclusion, with keynote and panel discussions delivering actionable insights to attendees who were eager to build more resilient, inclusive, and future-ready workforces. Solat Chaudhry, one of the founders of the Irish and UK Centre for Diversity, delivered an impactful talk on the importance of equality, diversity, and inclusion (EDI) in the workplace.

Solat emphasised the role of organisational leaders in ensuring safe and inclusive work environments and that EDI should be deeply embedded within the organisational culture, not just as a compliance measure but as a driver for innovation and engagement.

Panellists then explored practical strategies for implementing inclusive HR practices, touching on everything from inclusive hiring to fostering a culture where every employee feels valued and supported.

The panellists demonstrated how a proactive approach to D&I not only improves organisational culture but also drives tangible business outcomes.



Literacy Awareness Training

These days, having effective literacy skills is more important than ever for people's career prospects, interpersonal relationships and day to day living. Yet the National Adult Literacy Agency (NALA)'s website states: "OECD Adult Skills Survey shows that 1 in 6, Irish adults are at or below level 1 on a five level literacy scale. At this level a person may be unable to understand basic written information."

Some of the long term unemployed can have issues with literacy. To help those people, Turas Nua staff have received comprehensive training so as to develop the skills to identify and support any individuals facing literacy challenges. We want our Turas Nua personnel equipped with the right tools to assist any individuals who face literacy barriers, helping these people to overcome any barriers to employment they may face and delivering effective, targeted support that takes account of these issues.

Increased Employee Engagement and Communication through implementation of Workvivo

With diverse business offerings and employees located over 60 branches and/or remotely, employee communication is vital. To enhance and streamline internal communication and encourage more cross organisation and employee engagement, FRS Co-Op implemented the employee engagement platform Workvivo in 2023.

FRS Co-Op, Workvivo provides a safe space for the workforce to communicate and connect. Employees are made aware of current initiatives and activities to get involved in, are kept updated on business unit news, products and services. It also enables them to recognise their peers and their achievements.

Workvivo has also been leveraged to share messages and collaborate on the FRS Co-Op Sustainability strategy and various internal campaigns around circular economy or our 'Give Back Month' initiative. With a monthly average of 80% usage on Workvivo since implementation, its positive impact on employee engagement and communication is clear.

FRS Co-Op Prioritises Employee Wellbeing with Enhanced EAP

FRS Co-Op is committed to providing comprehensive support for its employees. To further enhance employee wellbeing, the company has partnered with LAYA to offer an enhanced Employee Assistance Program (EAP).

The new EAP provides employees and their immediate families with unlimited 24/7 access to a dedicated call centre. Trained counsellors offer support for a wide range of personal and work-related issues, including stress, anxiety, financial concerns, and general advice.

This investment in employee wellbeing demonstrates FRS Co-Op's commitment to creating a supportive and healthy work environment. By providing access to confidential counselling services, FRS Co-Op is empowering employees to address challenges and maintain a positive work-life balance.

FRS Co-Op Improves Employee Satisfaction Through Wrky Surveys

Since 2024, we have begun measuring employee satisfaction and engagement across FRS Co-Op through the implementation of **Wrky** employee surveys. Based on the effective use of this approach in the Turas Nua and FRS Recruitment business units, these short and anonymous surveys provide a real-time snapshot of employee engagement and satisfaction.

The information gathered through Wrky surveys is instrumental in shaping a more positive and supportive work environment with many new initiatives established as a result of the feedback. Since implementing Wrky surveys, the company has seen a significant improvement in its employee satisfaction score, rising from a low of -25 to a positive 11.

Wellness Committee

To actively promote and support employee wellness, an FRS Co-Op wellness committee was formed in 2024, made up of representatives from all business units and shared services. The objective of the Wellness Committee is to gather insights on what wellness means to each individual and their entities and to help support and assist with promoting wellbeing in the workplace among employees. The committee seeks to enhance employee morale, reduce stress and improve overall productivity in the workplace. Some of the campaigns conducted by the wellness committee in 2024 included themes around women's health, Pride, financial wellness, mental health awareness and May Movement.

LOOKING TO THE FUTURE

Looking after our people will always be intrinsic to everything we do in FRS Co-Op. We don't know any other way.

For almost 45 years now, we have seen how by investing in our people, in promoting inclusion and diversity, in encouraging our teams to grow and develop, in giving our people the platform to flourish, we have all benefitted.

"We grow better together"

This outlook was built in FRS Co-Op from Day 1 and it will continue to be a core part of our corporate identity.

As we look to the future of the Co-Op, those ideals won't change. Rather, we are committed to seeing how we can push them even further in the years ahead.

Our Decent Work & Economic Growth commitment can be summarised as:

At FRS Co-Op we understand that our people are our most important asset and we are committed to continuing to attract, support and enable a diverse workforce.





Industry Innovation and Infrastructure

Innovation has always been at the core of the FRS Co-Op. We were founded in 1980 by farmers to solve challenges their communities were facing around farm labour shortages. Since then, FRS Co-Op has been finding ways to make Ireland work better for everyone.

While we still have farming in our DNA, it's only part of what we do. Today our business covers agriculture, employment, fencing, training, government and more.

While the work we do for each of our customers varies, the way we approach it is always the same. We believe in our people and know that by giving them the best technology and using our co-op structure to share resources and expertise, we can offer unbeatable solutions to help our customers grow better.

And we're growing internally too, to make sure we continue to support our customers into the future. We're constantly innovating, becoming more efficient, connected, and able to adapt to the ever changing needs of our customers, our members, and Ireland as a whole.

Our Product and Services Innovation Targets:

FRS Co-Op seeks to be key thought leaders and advisors within sustainability, empowering customers, suppliers, its people and communities. This will be delivered through the development of an innovation framework, which will support sustainability in our business and for our customers. Our business improvement team has recently implemented a business change and initiatives system to support and maximise on green efficiencies.

Membership of IRDG

In order to accelerate and further develop our innovation framework in 2024 we have become members of the IRDG, the Irish business-led innovation network, our leadership team has engaged in various site visits and networking events, collaborating with member organisations.



Safe Tractor Driving Course for Women

In early 2024, FRS Training partnered up with Irish farming influencer Sophie Bell, to launch a tailored safe tractor driving course specifically designed for women. The course provides a female focused learning environment and covers off all the main elements of tractor driving as well as the use of tractor attachments.

The idea for a women focused course originally came from Sophie, after many of her young, female social media followers reached out to her expressing their desire for such a programme. Sophie then contacted FRS Training, who were delighted to work with her on making this concept a reality.

The course was formally launched on International Women's Day and after a successful pilot in Sophie's local area of Virginia, Co. Cavan. FRS Training has since expanded the course nationwide with 90 women having completed the course by September 2024.

Additionally, FRS Training also conducted tractor safety courses for teenagers in July 2024, reinforcing our commitment to safety and education in the agricultural community, while innovating to adapt products and services to support the community.



LOOKING TO THE FUTURE

Innovation, by its very nature, should never stop. It is not a single step, but an ongoing process. As we already mentioned that outlook has been built into FRS Co-Op from the outset and we don't see a time when we will stop seeking out ways to make things better, new systems and technologies, better techniques and solutions.

Our Industry Innovation and Infrastructure commitment can be summarised as:

We will become key thought leaders and advisers within agriculture sustainability and empower our customers, suppliers, people and communities.





Sustainable Cities and Communities

Many will be familiar with the old Irish word of 'meitheal'. It's a simple word but one that conveys a lot. It means a 'collective effort for the greater good of the community'.

Well 'meitheal' is one of the defining principles underlying all our activity in FRS Co-Op, a cornerstone of our co-operative. It was part of the reason we were established in 1980. It is a value that drives our work and our commitment to ensure that work benefits not just our members and customers, but all our communities too.

If 'meitheal' has a modern, English language interpretation, then perhaps the closest fit is the term 'social purpose', which leads to 'sustainable cities and communities'.

At FRS Co-Op, our social purpose is to continually ensure that our businesses go beyond just doing 'business'. We want to be part of the fabric of our local communities, to make a positive impact on them, on our employees, on the country and the planet.

Here we outline some examples of how our social purpose has been built into our ways of working throughout FRS Co-Op, our various business units and how that in turn leads to more sustainable communities as well as cities, towns and villages.

Give Back Days become Give Back Month



FRS Co-Op and our various business units have been organising 'Give Back Days' since 2016. These provide us with a great opportunity to underline our community ethos, encouraging our people to make a meaningful difference in our towns and villages by working with local charities, community groups and other worthy causes.

In 2024, we decided to formalise this initiative further, with our **'Give Back Days'** becoming **'Give Back Month'**, allowing all our business units to participate on a more structured basis. It also ensured the importance of this contribution gained a concentrated focus throughout the wider group. As a result, multiple organisations, charities and causes were able to benefit from the support of our teams around the country. This helped these worthy groups to achieve objectives which they may previously have found challenging due to personnel or time constraints.

We 'give back' by becoming a resource that would not normally be available.



Collaborated with **21 charities**



1,830 amount of hours contributed

Some examples of how we have been able to help include:

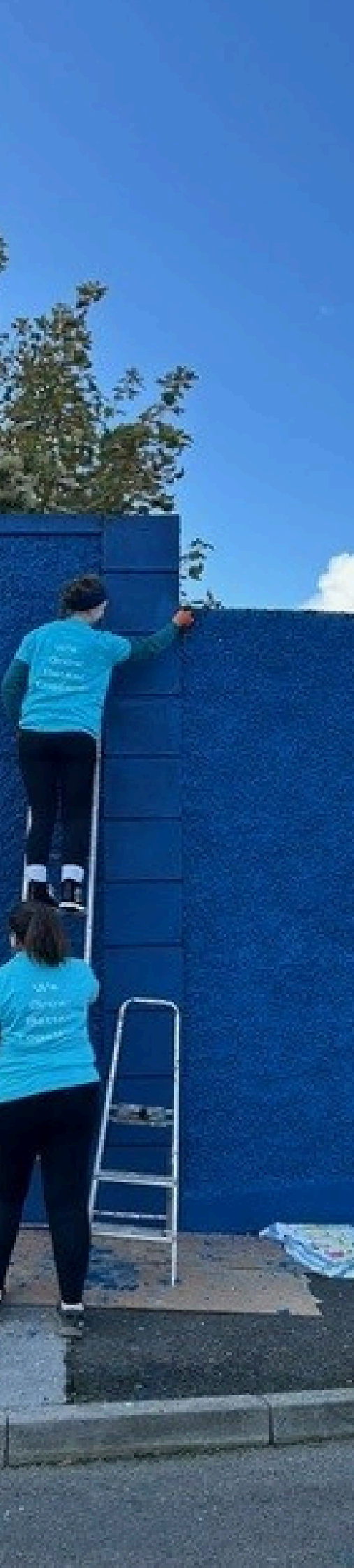
Vision Ireland Warehouse: We coordinated the donation of stock for their charity shop, actively supporting the sustainability of Vision Ireland's valuable initiatives. This collaboration not only advanced a meaningful cause but also reinforced our team's commitment to community engagement and social responsibility, while recognising the significant impact of Vision Ireland's work.

Limerick Animal Welfare Sanctuary: The sanctuary, known for its tireless efforts in providing a safe haven for animals in need, received a manpower boost when our team was able to provide some hands-on assistance. This included helping with the washing, walking and feeding of the animals, allowing the sanctuary's personnel to concentrate on other activities.

Cork Nature Network: Litter picking at Beaumont Quarry – collecting over 10 bags of litter, more than 150 plastic bottles and cans, and learning about the ecological importance of Beaumont Quarry.

Midleton Flood Recovery: We assisted the local community and businesses in Midleton with their flood recovery efforts, providing support to address many of the different problems and challenges that came about due to localised flooding.

Portlaoise Homeless Charity Support: Our 'Giving Back' on this occasion aimed at alleviating the challenges faced by the local homeless population, providing essential resources and spreading a message of care and compassion. We were deployed to assist with the creation of food hampers and sorting of stock and donations, saving the charity hours of effort.



FRS Memorial Scholarship Fosters Future Leaders in Agriculture

As befits an organisation that was originally established to provide support to farmers across the country, FRS Co-Op continues to promote the importance of farming in rural Ireland.

One of the ways we support that objective is through our annual FRS Co-Op Memorial Scholarship. It is named in honour of the many individuals who have contributed to FRS Co-Op over the years but who are sadly no longer with us.

The scholarship is awarded to a deserving student who demonstrates a strong commitment to agriculture and a passion for sustainable practices. The successful student is provided with a three-month internship opportunity with FRS Co-Op, valued at approximately €10,000. The internship, typically held from May to September, offers hands-on experience in various aspects of FRS Co-Op operations.



Computer Donation to Schools

As part of our corporate social responsibility activities, FRS Co-Op was able to donate 100 computers to 19 schools in need across Clare, Kerry, Laois, Offaly and Tipperary. These computers supported the school's educational capabilities, with teachers and students expressing their gratitude for the new technology that enabled the teaching of digital skills and further learning opportunities.

This action was also in line with our sustainability focus, ensuring these computers were refurbished and equipped with the necessary peripherals and accessories, enabling their reuse and extending the life span of this technology and the valuable resources that went into their production.

Youth Engagement

Our FRS Recruitment team actively and regularly engages with schools and community groups, facilitating education and career guidance information sessions with students. We try to help them prepare for the realities of the jobs' market, with workshops on CV writing and interview techniques, all aimed at equipping these students with the tools and techniques that will support their educational and professional journeys.

Training for Life and Work in Ireland

In 2023, Turas Nua formed the 'Training for Life and Work in Ireland' partnership, which is designed to support migrants in their transition to a new life in Ireland, facilitating their entry into employment, self-employment, social enterprise, or further education.

The programme particularly focuses on three key areas: Access to Education and Employment, Life Skills, as well as Health and Wellbeing.

It was developed through a collaboration with the Sláintecare Healthy Communities Programme, Waterford City and County Council, Adult Literacy for Life, and the Waterford and Wexford Education and Training Board (WWETB).

The initial pilot proved very successful, with 7 out of 15 participants quickly securing full and part-time employment. As a result the programme was successfully run again in 2024, both in Waterford and Cork and in collaboration with the ETB for English language support.

On a similar vein, within the migrant community in Waterford, Turas Nua has formed a strategic partnership with Csilla Czelvikker for the "Slice of Life" project. This initiative aims to foster and strengthen relationships among various organisations within the migrant community.



Employment Essentials Workshop

This project, called 'Employment Essentials' has been designed especially for transition year students. Working with Laois Partnership and Offaly Local Development Company, Turas Nua employees visited schools in Laois and Offaly and facilitated workshops for students on the realities of the jobs' market.

As part of this project, a guide booklet has also been developed and distributed to participants which serves as both a resource and interactive tool.

Identifying the Barriers to Employment Through our Catalyst Evaluation Tool

Turas Nua's 'Catalyst Assessment' is a comprehensive evaluation tool designed to identify a jobseeker's strengths and barriers to employment. Developed in partnership with **Sheffield Hallam University**, Catalyst provides a detailed assessment using 10 key themes, including basic skills, self-management, and adaptability.

The assessment process involves a personalized discussion between the client and a caseworker, allowing for open and honest communication. By understanding the jobseeker's unique challenges and aspirations, Catalyst helps to develop a customised support plan.

Using the assessment results, our Turas Nua team then offer a range of supports which are tailored to the jobseeker's specific needs.

These interventions may include job search training, skills development, and support for personal challenges. The resulting 12 month plan, provides a clear roadmap for the jobseeker's journey towards sustainable employment. By using Catalyst, Turas Nua is able to provide targeted and effective support, empowering jobseekers to overcome barriers and achieve their career goals.

Partnership with (Money Advice and Budgeting Service) MABS

When we focus on community, that doesn't just mean the localities around us. It also means helping our internal team. As part of that activity we are helping FRS Co-Op employees to gain a better understanding and awareness of their financial wellness through our collaboration with MABS.

Seminars and training sessions are provided to all employees as a key component of their continuous professional development. We hope this will not only benefit our team, but also help them in their interactions with our customers and stakeholders, helping to spread awareness of the many supports provided by MABS to communities all around the country.



FRS Farm Services Launches Farm Life Balance Support Initiative

A survey conducted by FRS Farm Services has revealed a significant increase in stress levels among Irish farmers. Nearly 9 out of 10 farmers reported experiencing higher stress levels in the past year, with many citing increased workloads, reduced income, and extreme weather conditions as contributing factors.

To address this growing concern, FRS Farm Services launched a dedicated initiative at the National Ploughing Championships to promote farm-life balance and provide support to farmers. The initiative featured talks on stress reduction, wellness workshops, and one-on-one consultations with a wellness expert.

The survey also highlighted the significant time commitment required by farmers, with many working over 12 hours per day. Despite these challenges, a majority of farmers expressed job satisfaction and would recommend a career in farming to others.

FRS Farm Services encouraged the farming community to be mindful of the pressures faced by their peers and to support those who may have been struggling. We also undertook the process of identifying a farmer in need of a well-deserved break as part of a special competition, which awarded them a week of relief milking on us.

Community Support and Charity Initiatives

Our commitment to community support and charity initiatives is demonstrated through our partnerships with various organisations that provide essential services and support to those in need.

Embrace Farm: We actively support Embrace Farm, which aids farmers and their families affected by farm accidents in Ireland, through emotional support, counselling, and practical assistance with insurance, financial, and legal matters. Embrace Farm also raises awareness about farm safety, organises memorial events, and advocates for better support policies.

Throughout the year, we collaborate with Embrace Farm at events such as our annual 'Farm Safety Live' at the Tullamore Show, where they join representatives from the HSA, FBD Insurance, FRS Co-Op, and the Minister of Agriculture to emphasise the importance of farm safety. Embrace Farm also have a stand in our marquee to engage with attendees. Additionally, we support their communication efforts by sharing their messages online and promoting their remembrance services.

In 2023, we hosted a Christmas Jumper Raffle, raising €2,000 through donations collected during a coffee morning held across multiple offices. The proceeds were divided equally between Embrace Farm and the Simon Community.

Roscrea RSPCA: Focused on animal welfare, Roscrea RSPCA rescues and rehabilitates injured or abandoned animals, finds permanent homes for them, educates the public on responsible pet ownership, investigates reports of animal cruelty, and advocates for better animal welfare laws. An annual donation drive for pet food and cash contributions is undertaken by staff with funds raised and food items donated.

Roscrea Hospice: Providing palliative care and support for patients with life-limiting illnesses and their families, Roscrea Hospice offers medical care, emotional and psychological support, respite care, bereavement support, and holistic care. We support Roscrea Hospice through regular coffee mornings held in our Derryvale canteen, where staff contribute home-baked goods and donations.

Additionally, Roscrea Hospice participates in the national ploughing championships each year with a stand in our marquee, offering refreshments in exchange for donations. In 2023, we raised €2,230 for the hospice through these efforts.

FRS Co-Op Commitment to Community: Support Team Hope's Christmas Shoebox Appeal.

In 2024, as part of our company rebrand, we found ourselves with a surplus of branded merchandise, including tote bags, notebooks, pens, t-shirts, and mugs. Rather than allowing these items to go unused or into landfill, we saw an opportunity to give back in a way that aligned with our values.

Recognising the potential for these materials to support education and community efforts, we partnered with Team Hope and their annual Christmas Shoebox Appeal.

This initiative provides essential supplies and small gifts to children across Africa and Eastern Europe, many of whom lack access to basic school materials. Our donation of pens and notebooks, in particular, was met with enthusiasm, as these items will be used by children in schools across Africa, helping to equip young students with the tools they need to learn and grow.



LOOKING TO THE FUTURE

These are just some of the examples of how we in FRS Co-Op have been able to contribute towards fostering social purpose and building sustainable cities and communities.

We will endeavour to maintain these initiatives and to expand further into new areas of opportunity where we can also make a contribution that benefits our communities and assists our neighbours.

We know we grow better together. We won't stop abiding by that principle.

Looking forward, our Sustainable Cities and Communities commitment can be summarised as follows:

- **We will continue to invest in our local communities through services, education and support initiatives with a focus on disadvantaged and minority groups.**
- **We aim to support Irish society and local communities to thrive.**



Life on Land

Anyone who comes from a farming background understands that they need to respect and cherish the land. The land is the source of all life in farming and it is the land that has helped sustain the development of our business from the outset.

That is why appreciation for protecting the land and biodiversity is at the heart of everything we do. Our ambitions are to further invest in the land, while also making improvements to our air and water quality through the implementation of a biodiversity strategy and the measurement and reduction of our impacts to nature.

Biodiversity Action Plan

We aim to support Ireland's 4th National Biodiversity Action plan through the implementation of our own Biodiversity Strategy in 2025. This will involve environmental impact assessments of our key sites and recommendations to support biodiversity restoration and staff education across our premises.

Meadow in Derryvale

Our biodiversity efforts have been enhanced with the commencement of a restoration project involving land in our head office which has been converted to a meadow. This project supports the local ecosystem through carbon sequestration, water regulation, provides habitats for wildlife, increases pollinators and more. We aim to replicate this in other branches and office locations, educating and engaging our staff and communities on the benefits of biodiversity and how to make their own individual impacts.



Biodiversity Focus - Give Back Month

Biodiversity activities and charities were a focus for the Give Back Month initiative in September, to ensure FRS Co-Op continues to make an impact in supporting biodiversity.

Specifically, the give back month activities with Killarney Mountain Meitheal in the Killarney National Park and the Cork Nature Network event in Beaumont Quarry involved biodiversity education sessions for the employees involved, enabling them to understand the importance of the work delivered by these organisations and the positive impact to nature they are making.

Additionally, many of the local tidy town activities involved the planting of native plants to support local biodiversity action plans, while enhancing local communities.



Plantable Merchandise

The FRS Co-Op 2024 marketing plan, recognised the importance and environmental impact of single use merchandise and products. In taking note of such an impact we have moved to sourcing sustainable merchandise options for our events.

At the 2024 FRS Recruitment **Future of Talent** conference, delegates received plantable cards instead of single use brochures which end in landfill. The plantable cards contain wildflower seeds, and not only provide a more environmentally friendly alternative, they also help to promote the benefits of wildflowers and pollinators to our attendees.

On a similar note, the annual Turas Nua staff conference also provided a focus on biodiversity with all staff receiving seeds instead of single use merchandise items.

LOOKING INTO THE FUTURE

The land has always been central to FRS Co-Op's identity. We're rooted in our communities, growing alongside them. And just like anything that takes root, growth depends on good land to sustain it

That is why we will continue to place great importance on looking after the land. Our commitment to Life on Land can be summarised as:

We will further invest in the land, and improvements to our air and water quality through the implementation of a biodiversity strategy and the measurement and reduction of our impacts to nature.

Governance



FRS Co-Op is committed to strong governance practices to ensure the effective oversight and management of our sustainability initiatives. Our governance framework includes:

Board-Level Oversight: Our Board of management actively oversees our sustainability strategy, ensuring its alignment with our overall business objectives and regulatory requirements.

Sustainability Team: We have established a sustainability team, which provides expert guidance and oversight, focusing on the development and implementation of our sustainability policies, initiatives, and reporting.

Management Responsibility: Our management team is responsible for the day-to-day implementation of our sustainability strategy, ensuring that it is integrated into our business operations.

Stakeholder Engagement: We actively engage with our stakeholders, including employees, customers, suppliers, and the local community, to gather feedback and ensure that our sustainability efforts are responsive to their needs and expectations.

CSRD

While the Corporate Sustainability Reporting Directive (CSRD) doesn't apply to FRS Co-Op currently as a co-operative, we are already committed to providing transparent and reliable sustainability information to our stakeholders.



Governance Cntd

ISO Certification

Turas Nua was awarded ISO 9001 certification in August 2022, reflecting our commitment to quality and continuous improvement. This achievement was made possible through the successful implementation of the ISO 9001:2015 – Quality Management System, which emphasises customer satisfaction, process efficiency, and a culture of excellence within our organisation.

By adhering to these internationally recognised standards, we ensure that our governance practices not only meet but exceed the expectations of our stakeholders, reinforcing our dedication to sustainable growth and responsible management. This certification is a testament to our ongoing efforts to enhance operational effectiveness and deliver high-quality services to our clients.

Gender Pay Gap Reporting

FRS Co-Op is committed to the principle of equal opportunities and equal treatment for all employees and is fully committed to promoting gender diversity in all areas of our workforce.

We are committed to promoting FRS Co-Op and all our business units as an attractive career prospect regardless of gender, and will continue to encourage females to apply for positions throughout all aspects of the Co-Op.

To assist with ensuring that principle of equality is fostered throughout FRS Co-Op, since 2022 we have begun undertaking and publishing an annual Gender Pay Gap Report.

The gender pay gap is the difference in the average hourly wage of men and women. It compares the pay of all working men and all working women; not just those in same jobs, with the same working patterns or the same competencies, qualifications or experience.

A gender pay gap which is positive indicates that, on average across the employed population, women are in a less favourable position than men. Where the gender pay gap is negative, this indicates the reverse - that, on average, men are in a less favourable position than women.

When it comes to our mean hourly pay gap, FRS Co-Op recorded a result of **-13%** in our most recent 2024 report*, while FRS Recruitment recorded a figure of **-27%** in their 2024 report, showcasing the positive levels of employment equality in FRS. However the report also highlighted that there are areas where further progress is still to be made in some aspects of our operations.

Going forward we will be conducting and publishing this analysis on an annual basis.

We will also continue to review and develop our people related policies to ensure that we create a positive, diverse and inclusive work environment for all our staff. In line with our recruitment practices, we work together with our female employees to showcase their success and experience across all elements of our operations, including the farming sector, while also looking at how we can attract more females to the organisation.

*<https://frscoop.ie/gender-pay-gap-report/>

Memberships and Associations

Some of our valued memberships and associations include the following organisations:

The Wheel is Ireland's national association of charities, community groups and social enterprises. As a social enterprise driven co-operative, FRS Co-Op is committed to supporting The Wheel's mission of "championing the role of Irish charities and community organisations in building a flourishing society and support them to do work that has a positive impact."



IRDG's mission is to foster a culture of innovation and drive sustainable value for their members, leading to growth, jobs and prosperity. These are all outcomes that strongly align with the objectives of FRS Co-Op and our member businesses.

Our membership of Agri Aware is another symbol of FRS Co-Op's proud commitment to the farming community. Their purpose is one we also fully cherish, creating national awareness of the value of modern agriculture and farming, the stewardship of the rural environment, animal welfare and the benefits of nutritious Irish food.



FRS Co-Op is a member of the Irish Co-operative Organisation Society (ICOS), which promotes the co-operative model as a means of enhancing the competitiveness, sustainability, and profitability of its members in the agri-food sector.

The Learning & Development Institute's purpose is to lead the learning and development profession in Ireland by inspiring excellence in practice to develop individuals and organisations to reach their full potential. Objectives which match with a lot of the work done by several of our business units in FRS Co-Op.



FRS Co-Op is also a member of IBEC, whose purpose is to help build a better, sustainable future by influencing, supporting and delivering for business success.

In keeping with our roots, FRS Co-Op is proud to be a member of Macra na Feirme, an organisation dedicated to advocating for young people from rural Ireland, enabling them to develop and to play an active role in their local communities, making rural Ireland an attractive place to live and work.



Membership and Associations summary

Some of our valued memberships include the following associations and organisations:





FRS Co-Op
National Office
Derryvale
Roscrea
Co. Tipperary
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