



# Lisney

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# ESG Policy

Building a Better Future Together

# Welcome

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At Lisney, we believe in building a better future, one that’s sustainable, inclusive, and responsible.

As a leader in property advisory and real estate sector, we understand the vital role our industry plays in shaping more sustainable, inclusive, and resilient communities.

This ESG policy outlines not just our intentions, but our measurable actions in support of the UN Sustainable Development Goals (SDGs). It demonstrates how we embed ESG into every part of our business from property management to development consultancy, and across our partnerships with clients, investors, and tenants.

Together, we can create lasting impact.

**Aoife Brennan**  
CEO

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Part 1:

# Objective



**SOCIAL  
SUSTAINABILITY**



**ECONOMIC  
SUSTAINABILITY**



**LOCAL LEVEL  
SUSTAINABILITY**

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As a leader in Irish real estate, Lisney is committed to driving sustainable practices within our industry. Our mission is to actively reduce our environmental impact, support responsible growth, and empower our clients and communities to embrace sustainability. We achieve this by continuously enhancing our own operations, promoting sustainable solutions across our value chain, and collaborating with stakeholders to foster a more sustainable future.

# Objectives

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Develop policies to minimise and/or eliminate any adverse impact on the environment stemming from any business operations.

In order to achieve our objectives and put them into practice, we are committed to continually monitoring and improving our sustainability performance, while collaborating with our stakeholders to promote environmental sustainability.

Lisney will act on this commitment through the following initiatives:



A row of blue bicycles parked on a sidewalk in an urban setting. The bicycles are parked in a neat line, and the background shows a city street with trees and buildings. The scene is bright and sunny, suggesting a clear day.

Part 2:

# Initatives

Sustainable  
Development Goals



## Transport Pathway


### Priority Goal and Targets #1:

Lisney is working to reduce carbon emissions.

We commit to transitioning 50% of our car fleet to electric vehicles (EVs) by the end of 2027. We will improve the EV charging facilities in our HQ and pledge to have a minimum of two dedicated charging stations by the end of 2026. We encourage our staff to utilise public and active transport modes for both business travel and work commutes.

#### Strategic Objectives:

- Electrify vehicle fleets
- Minimize the carbon impact of business travel
- Encourage employees to reduce the carbon impact of their commute



## Energy Pathway

### Priority Goal and Targets #2

Lisney aims to minimise energy use throughout all business operations.

To achieve this, we monitor energy use on a regular basis. However, we pledge to improve internal systems to real time data by the end of 2025 to improve the energy efficiency of our business activities.

#### Strategic Objectives:

- Reduce energy use by 10% by end-2026
- Improve energy data collection and accuracy in our offices through smart meters



## Water Use

### Priority Goal and Targets #3

Lisney aims to reduce water use throughout all business operations.

We aim to reduce water usage by installing water meters and then monitoring and assessing our consumption. Simultaneously, we will continue to promoting responsible water practices among staff and stakeholders.

#### Strategic Objectives:

- Reduce water use by 10% within 12 months of installing metres
- Educate staff and stakeholders on sustainable water practices



## Recycling Materials

### Priority Goal and Targets #4

Lisney will continue to reduce its environmental impact through circularity and limiting virgin material consumption.

We will continue to implement a segregated waste system across all our offices by 2026. Where possible, we will seek to break away from 'take – make – use – dispose' and focus on the reuse, repair, refurbish and recycle.

#### Strategic Objectives:

- Implementing a monitored segregated waste system by 2026
- Recycle and repair IT and other equipment when possible



Rating

## Priority Goal and Targets #5

Lisney will continue to improve its independently assessed, EcoVadis scorecard.

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### Strategic Objectives:

- Implementing updated policies and procedures in relation to identified improvement areas
- Key focus on 'Environment' and 'Sustainable Procurement'



CSR

## Priority Goal and Targets #6

Lisney will make a greater positive impact within the communities it serves.

Through the implementation of strategic and targeted actions, we will seek to improve our overall scorecard to a minimum of 75 by 2026.

### Strategic Objectives:

- Implementing updated policies and procedures in relation to identified improvement areas
- Key focus on 'Environment' and 'Sustainable Procurement'



# Employee Well-being

## Priority Goal and Targets #7

### Lisney will continue to put staff wellbeing at its core

Lisney has a suite of measures in place to ensure staff wellbeing is central to our operations and culture, most notably our Employee Assistance Programme. These measures will continue to evolve in the years ahead to meet changing needs.

#### Strategic Objectives:

- Continued focus on measures that address physical and mental health, work-life balance, financial wellbeing, psychological safety and inclusion, and career development



## Purpose

### Priority Goal and Targets #8

In the Irish Real Estate world, Lisney's purpose is to enable clients and staff to progress and achieve their ambitions and dreams.

Ensure Lisney's strategic direction (purpose, ambition and vision) is lived by all within the company daily.

#### Strategic Objectives:

- Implementing updated policies and procedures in relation to identified improvement areas
- Key focus on 'Environment' and 'Sustainable Procurement'

# Part 3: Measurement

Sustainable  
Development Goals





## Training & Education

## Training & Education

Lisney will promote sustainability awareness, knowledge, and best practices internally by providing training to ensure all staff have a strong understanding of sustainability. Additionally, encourage and promote sustainable practices among external stakeholders to foster a broader commitment to environmental responsibility.

### Strategic Objectives:

- Provide sustainability training to all staff, ensuring they understand best practices and the importance of sustainability.
- Foster sustainability awareness internally through regular workshops, resources, and updates.
- Encourage sustainable practices among external stakeholders, promoting broader environmental responsibility.

# Accountability

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Lisney's ESG Committee along with the company's Shareholders and Board of Directors are committed to overseeing the environmental performance of the organisation, monitoring the key aspects of this policy and continually improving and setting updated targets. Additionally, all Lisney employees are empowered to hold the company to account, ensuring that activities are in line with this policy and the stated aim is lived daily.

The Board of Directors will ensure that the necessary resources are put in place to enable Lisney to meet its compliance obligations and minimise the environmental impacts of the organisation as far as reasonably practicable.



# ESG Team

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**Jennifer Gaffney**

Property Manager,  
Cork Commercial



**Tom McCarthy**

Director, Property  
Management, Health &  
Safety



**Stephen Barr**

Senior Property  
Manager, Property  
Management



**Aoife Brennan**

Senior Director,  
Head of Research



**Karen O'Reilly**

Divisional Director,  
Head of HR



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