



kemek
BLAST EXPERTISE

Sustainability Report 2024

Doing Business
Responsibly

At Kemek, we are committed to promoting workplace safety, reducing our environmental footprint, fostering community engagement, and ensuring ethical business practices.



These principles drive our adoption of sustainable practices, adherence to regulatory requirements, and promotion of employee welfare. Kemek is committed to responsible business ethics seeking to actively reduce our environmental impact through more sustainable operations and production efficiency, enabling us to minimise our carbon footprint.

Ensuring the health, safety and welfare of our employees and the communities in which we operate is a key driver for our business.

Through continuous training, education, and strict adherence to safety protocols, Kemek aims to maintain a safe and secure working environment. Ethical behaviours are fundamental to Kemek's governance framework. We uphold rigorous compliance standards and foster a culture of integrity across all aspects of our operations.

This document outlines our commitment and determination to pursue a more sustainable business model, where ethical, financial, and environmental considerations intersect to create value in harmony with our core principles.

01. OUR COMPANY & COMMITMENT 04

Business model	05
Kemek way and value proposition	06
Certifications and environmental policy	08
Pillars and sustainable development goals	10

02. OUR SAFETY 12

Operating safely	13
Behavioural safety	15

03. OUR PEOPLE 16

Personal development and training	17
Employees quality of life at work	18
Diversity and inclusion	19

04. ENVIRONMENT 21

Greenhouse gas emissions	22
Water management	23
Waste recovery	24
Respect for the environment	24

05. COMMUNITIES 25

Respecting local communities	26
Supporting communities	27

06. CONTINUOUS IMPROVEMENT 28

Creating value for customers	29
Lean practices	30
Digital transformation	31



01

Our Company & Commitment

Kemek's core activity is providing expertise in blasting operations, encompassing everything from the manufacturing of explosives to precise application.

The “Kemek Way” leverages the extensive knowledge of our blasting experts, quality products, and leading technologies. Kemek supplies explosive energy to fragment rock in quarries, mines and civil engineering projects, an approach that has a lower environmental impact in terms of greenhouse gas emissions compared to mechanical alternatives that rely on fossil fuel powered machinery, making Kemek a key enabler in the supply chain.

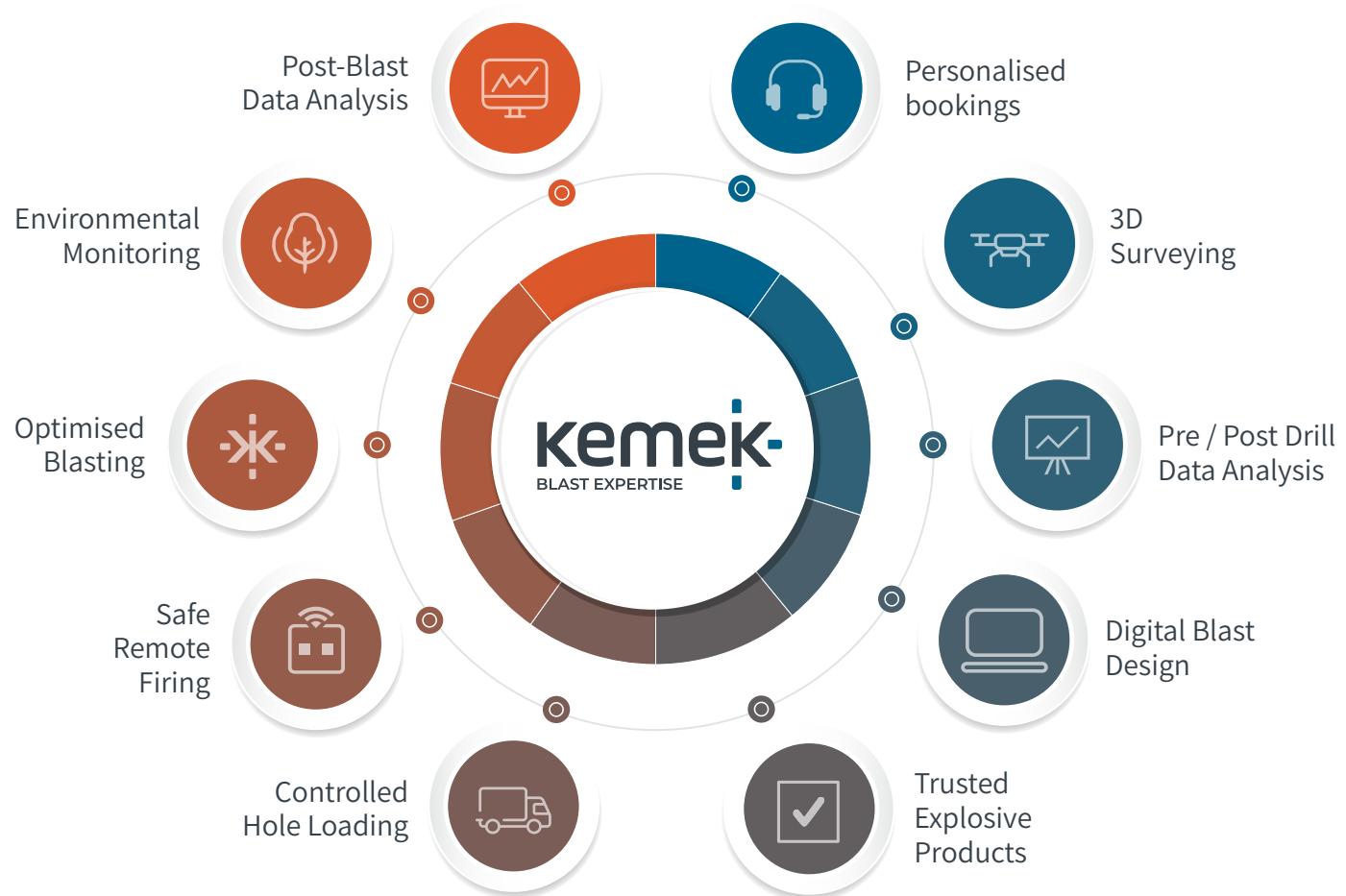
Kemek's aim is to play its part in helping provide the essential materials needed to build cities and

infrastructure capable of withstanding and adapting to climate change. Aggregates sourced from quarries are fundamental in constructing climate resilient and energy-efficient infrastructure.

As the world shifts towards a low-carbon economy, the demand for materials like rock and minerals is set to rise significantly. Kemek is committed to supporting this demand, ensuring that the transition to renewable and energy-efficient technologies happens responsibly.



THE KEMEK WAY



OUR VALUE PROPOSITION



EXPLOSIVES AND DRILLING & BLASTING

- | | |
|---|--|
| 1 Raw materials procurement | 7 Technical support and engineering |
| 2 Storage of hazardous materials | 8 Blasting design and optimisation |
| 3 Transport of hazardous materials | 9 On-site explosives manufacturing |
| 4 Research and development – products and processes | 10 Drilling(external) |
| 5 Explosives manufacturing | 11 Blasting |
| 6 Employee and external training | 12 Blasting data management |
| | 13 Extraction of primary raw materials |

OUR CERTIFICATIONS

WORKING TO THE HIGHEST STANDARDS



ISO 9001:2015 Quality Management

Kemek has been certified since 1993, reflecting the company's long term commitment to quality and excellence. It highlights our focus on delivering top-quality products and implementing sustainable practices across our manufacturing and logistics processes.

ISO 45001:2018 Health & Safety

Held since 2009, this certification highlights Kemek's dedication to maintaining rigorous Health, Safety, and Environment standards. It ensures a safe working environment for employees, customers, and subcontractors.

ISO 22301:2019 Business Continuity

Held since 2019, this certification showcases Kemek's commitment to resilience and operational integrity. It emphasizes our proactive strategies to maintain critical operations and reliable services even during disruptions, while also supporting sustainable practices.

ENVIRONMENTAL POLICY

It is Kemek's policy to ensure that products are manufactured, handled, and transported with due regard for the environment.

The Environmental Policy is issued on the authority of the Board of Directors and the implementation of this policy is mandatory for all employees.

This policy is reviewed annually and updated to ensure that Kemek is continually improving on its environmental performance.



ENVIRONMENTAL EFFECTS

Assessing the environmental effects of its activities and seeking to minimise or eliminate any potential negative impacts.



SUSTAINABLE CULTURE

Encouraging contractors and suppliers to use the same standards of environmental care Kemek advocates for.



ENERGY MANAGEMENT

Committing to responsible energy management by purchasing and using energy in the most efficient, cost effective and environmentally responsible manner possible.



LEGAL REQUIREMENTS

Ensuring that all relevant national, regional and EU legislation (where applicable), are complied with.



TRANSPARENT POLICY

Ensuring that this policy is available to our stakeholders and interested parties.



SUSTAINABILITY STANDARDS

Utilising suppliers that offer products, which are sustainable, recyclable, or environmentally sensitive wherever practical.



PILLARS & SUSTAINABLE DEVELOPMENT GOALS

While working towards climate change mitigation and adaptation, Kemek is choosing to do so responsibly.

Kemek has aligned with the United Nations Sustainable Development Goals (SDGs) to further guide its actions in combating climate change.

Kemek's commitment to these goals reflects a detailed approach, demonstrating how the company's core pillars translate into sustainable action.



Kemek supports growth with safe blasting solutions and fair, decent work conditions for all employees.



Kemek provides services for tomorrow's sustainable infrastructures.



Kemek is attentive to the welfare of its employees and prioritises their safety, health and wellbeing.



Kemek innovates for efficient practices from design to implementation.



Kemek reduces its consumption and develops the circular economy to limit its impact.



Kemek is committed to protecting biodiversity and natural habitats.



Kemek supports diversity and is committed to equality.



Kemek adopts responsible governance principles for ethical business practices.



02

Our Safety



OPERATING SAFELY

OCCUPATIONAL HEALTH & SAFETY

The dedicated professionals driving Kemek's development are its most valuable resource, with safety a core priority.



SAFE ENVIRONMENT

Workplace health and safety information is regularly communicated to stakeholders working on Kemek projects to ensure a safe environment for all.



THE "SAFETY DAY"

An annual "Safety Day" is held with employees from across the island. The focus is on further improving safety practices both at work and at home, as well as enhancing the overall wellbeing of employees.



SAFETY CULTURE

Kemek is committed to developing a robust safety culture, with regular safety contacts, awareness meetings, training, and discussions involving all employees.



"STOP WORK" POLICY

Kemek maintains a pro-active "Stop Work" policy for all employees, if a safety concern arises. Every employee has the authority to stop work with the assurance that this decision will not result in disciplinary action or hinder career progression within the company.

OUR SAFETY IN NUMBERS

0

LOST TIME
ACCIDENTS IN THE
LAST 3 YEARS

0
HSA/HSENI

DANGEROUS
OCCURRENCES IN THE
LAST 3 YEARS

100%

TRAINING COMPLETED
FOR PROCESS
PRODUCTION
OPERATORS

24

SAFETY
COMMUNICATIONS
PER EMPLOYEE
(23 IN 2023)

25

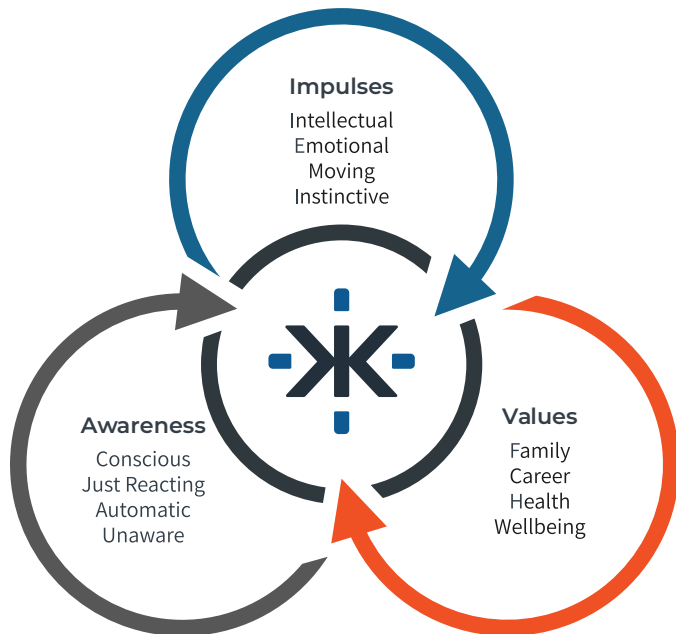
AVG. HOURS OF
SAFETY TRAINING
PER EMPLOYEE
(21 IN 2023)

18%

OF EMPLOYEES
ARE TRAINED IN
BEHAVIOURAL
SAFETY

BEHAVIOURAL SAFETY

It is stated that over 80% of all incidents have “behaviour” as a cause.



Incidents are almost always a chain of events during which the outcome can be changed (i.e. no injury, minor injury, serious consequences). Therefore, “Behaviour” can positively impact 80% of all incidents.

Since 2008, Kemek has operated a progressive Behavioural Safety Program, fully supported by Kemek’s Board. The company has a team of trained employees who actively communicate, assist, and encourage the entire workforce in understanding and implementing Kemek’s Behavioural Safety Program.

This safety-first approach, coupled with Kemek’s Behavioural Safety Model, is designed to continually enhance working behaviours and foster a safe working culture.

The model underscores that human behaviour results from a complex interplay of impulses, individual values, and awareness levels. By managing these elements, individuals are empowered to make safer, more considered choices that align with their values, leading to better outcomes in their family life, careers, health, and wellbeing.



03

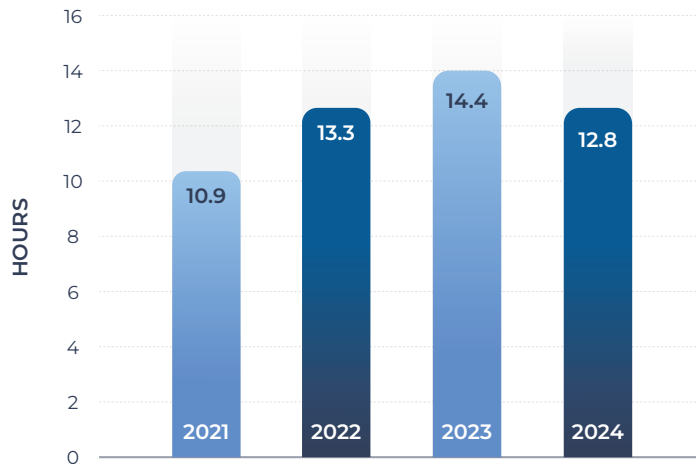
Our People



PERSONAL DEVELOPMENT

Kemek emphasises the importance of competence, which is a combination of training, skills, experience, and knowledge, enabling individuals to perform tasks safely and efficiently.

Training hours (non-safety) per employee



To ensure employees excel in their roles, Kemek provides professional training that equips them with the specialised skills essential for success in our industry.

This training, both internal and external, is delivered by experienced industry professionals. Our trainers, experts in fields like safety and blasting, bring a wealth of industry knowledge and offer a comprehensive educational approach that combines theoretical insights with practical applications.

Kemek is a member of the following industry organisations supporting knowledge transfer:



EMPLOYEES QUALITY OF LIFE AT WORK

Kemek prioritises employees' quality of life at work by fostering an environment that empowers growth, flexibility, initiative, and career development.



16%

—

OF EMPLOYEES HAVE
OPPORTUNITIES
FOR HYBRID
WORKING



30%

—

REMOTE
WORKERS



3.6%

—

OF EMPLOYEES ARE
MENTAL HEALTH
FIRST AIDERS



3.6%

—

TURNOVER RATE
(5.4% IN 2023)



0.5%

—

RATE OF
ABSENTEEISM
(0.4% IN 2023)

Kemek believes that a diverse range of profiles and career paths are essential to the company's creativity, performance and appeal.

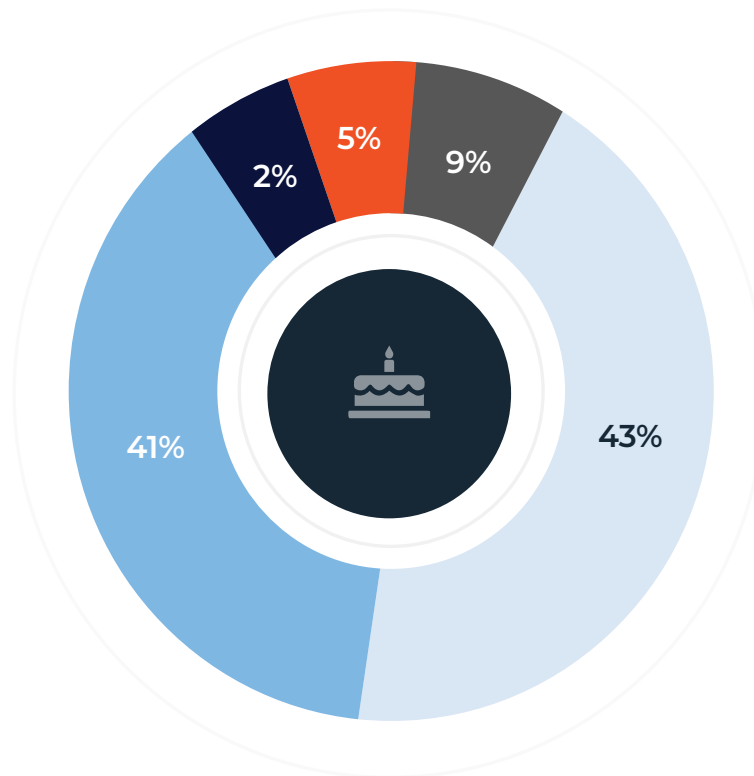
Specific initiatives are in place to cultivate a corporate culture that is open, inclusive, and respectful of the visible and invisible differences that make each individual unique.

Kemek's Commitment:

- Dedicated to treating all employees fairly and promoting diversity within the company.
- Strives to create a dynamic, committed, and contemporary organisation that respects individuals and core values of diversity, inclusion, and respect.
- Prioritises combatting discrimination in all forms, ensuring recruitment, promotion, retention, training, development, and pay decisions are based solely on the skills, abilities, and experience necessary for the job.
- Fully committed to providing and maintaining a healthy work environment that upholds the dignity of all employees.
- Prohibits harassment and discriminatory practices against employees, suppliers, consultants, customers, and other business associates under any circumstances.

DIVERSITY & INCLUSION

AGE STRUCTURE



20-30



30-40



40-50



50-60



60 +

18%

—
FEMALE
EMPLOYEES

20%

—
OF MANAGEMENT
TEAM ARE FEMALE

100%

—
OF EMPLOYEES HAVE
ACCESS TO WHISTLE
BLOWING SYSTEM



04

Environment



GREENHOUSE GAS EMISSIONS

Kemek's Carbon Footprint was calculated for the first time in 2022 for scopes 1, 2 and 3, for the baseline year 2021 using the GHG Protocol.

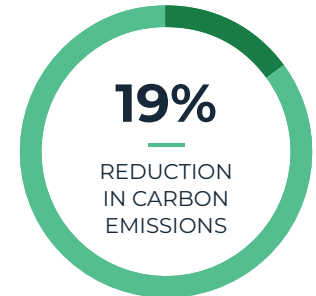
In 2023, energy audits were conducted across all our locations supporting the development of a list of energy efficiency projects.

These efforts led to the completion of a sustainability strategy and climate action plan inspired by the company pillars and the UN Sustainable Development Goals.

Emission reductions achieved between year 2021 and the end of year 2024 are as follows:

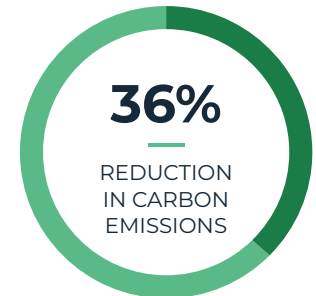
Scope 1

- Reductions are mainly attributed to efficiency projects that reduced our heating oil consumption, including better segmentation of heating areas and improvements in thermostatic control systems. Additionally, the introduction of two fully electric company vehicles has contributed to these reductions.



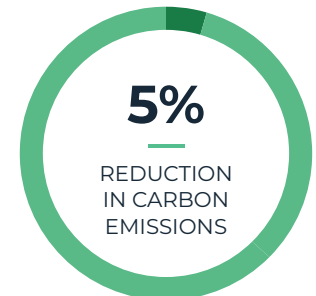
Scope 2

- Significant decrease is due to multiple efficiency projects across our locations, which have reduced electricity consumption. Key initiatives include prioritizing LED lighting, modifying production processes that require less cooling, implementing a new plant control system, reconfiguring our recycled water system, and replacing equipment with more eco-friendly alternatives.

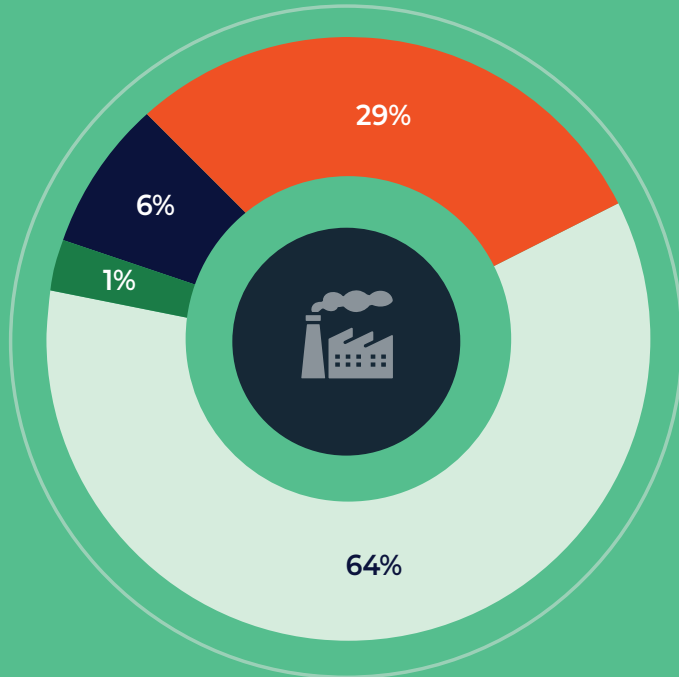


Scope 3

- No significant reductions due to challenges in obtaining accurate emission data from suppliers. Kemek actively works with and selects suppliers who provide emission coefficients and commit to reductions. Additionally, purchase and use of sold products are key Scope 3 drivers, heavily influenced by market demand and logistics beyond Kemek's control.



KEMEK CARBON EMISSIONS BREAKDOWN



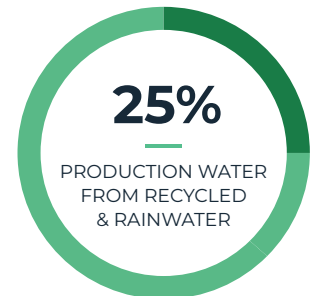
- SCOPE 1:**
Direct emissions from owned sources.
- SCOPE 2:**
Indirect emissions from energy use.
- SCOPE 3 UPSTREAM:**
Indirect emissions from the upstream value chain.
- SCOPE 3 DOWNSTREAM:**
Indirect emissions from the downstream value chain.

WATER MANAGEMENT

KEMEK PRIORITISES SUSTAINABLE WATER MANAGEMENT BY INTEGRATING RECYCLED WATER AND RAINWATER INTO ITS MANUFACTURING PROCESSES.

To help preserve water, Kemek is committed to continuously improving its water management practices. Our manufacturing facility features a comprehensive water management system that collects water from on-site wells, ponds, and rainwater harvested from rooftops. This water is stored in designated tanks and processed through a controlled pumping and monitoring system, ensuring its quality before used in the process.

Additionally, the integrity of the pumping and piping network is carefully maintained through regular inspections and monitoring to prevent leakages, ensuring efficiency and sustainability.



WASTE RECOVERY

Kemek is committed to the fight against pollution and strives to minimise its generated waste.

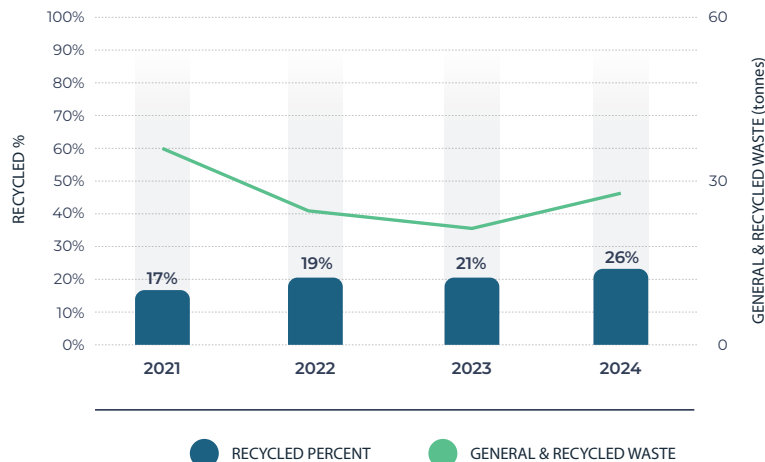
Reduction of Waste

The reduction of waste produced is accelerated through the prevention, reduction, recycling, and reuse practices.

A Lifecycle Analysis

With the help of a lifecycle analysis of products, a method used to assess the total greenhouse gas emissions associated with a product, Kemek aims for environmentally rational management from raw materials to manufactured products.

RECYCLED WASTE %



RESPECT FOR THE ENVIRONMENT

Kemek is committed to safeguarding ecosystems and enhancing biodiversity through proactive measures.



The land around Kemek's sites not only creates a protective buffer zone for safe operations but also serves as a reserve for wildlife.



To further support nature, a comprehensive Biodiversity Action Plan has been defined. This plan focuses on creating and maintaining safe, protected spaces that allow the natural world to thrive.



Kemek's team is actively engaged in tree planting initiatives with Reforest Nation, whose goal is to restore diverse native forests, helping to rebalance nature and reduce atmospheric carbon.

15,000

TREES
PLANTED

REPAK
Business funding recycling

VOLUNTARY
MEMBER SINCE
2011



05

Communities



RESPECTING LOCAL COMMUNITIES

Whilst ensuring compliance with applicable safety regulations and security rules, Kemek seeks to limit potential disturbances to neighbouring communities.

Rigorous environmental management practices are implemented to minimise air overpressure and vibration disturbances, adhering to statutory levels. Building strong, positive relationships with local communities is essential for securing social acceptability and ensuring the success of Kemek and its customers' operations.

**95%
OF BLASTS
MONITORED**

VIBRATION &
OVERPRESSURE



SUPPORTING COMMUNITIES

For over 60 years, Kemek has played a crucial role in developing transport infrastructure across the Island of Ireland.

These initiatives have forged vital connections between people and places, enhanced community access, and contributed to sustainable development. Kemek is integral to projects such as road construction, harbour access, wind farm development, and activity centres that foster job creation, well-being, and economic growth within communities.

Kemek is dedicated to employing people from the local community. Additionally, the company actively supports local projects through donations, promoting the well-being of the communities in which it operates.





06

Continuous Improvement

8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



CREATING VALUE FOR CUSTOMERS

Kemek's long-term success relies on satisfied customers.

To achieve this, the company prioritises innovation and delivers high-performance products and services tailored to specific customer needs.

Kemek's commitment to quality is supported by skilled and dedicated employees, ensuring safe operations and environmental respect.



Continuously monitoring and implementing innovative ideas that enhance techniques and software to reduce environmental impact.

Consistently producing high-quality products with reliable technical performance, suitable for various climate conditions.

Building resilient production infrastructure in response to climate change, making better use of resources and enhancing sustainability.

Maintaining and monitoring high-quality production and distribution facilities that meet customer needs and technical requirements.

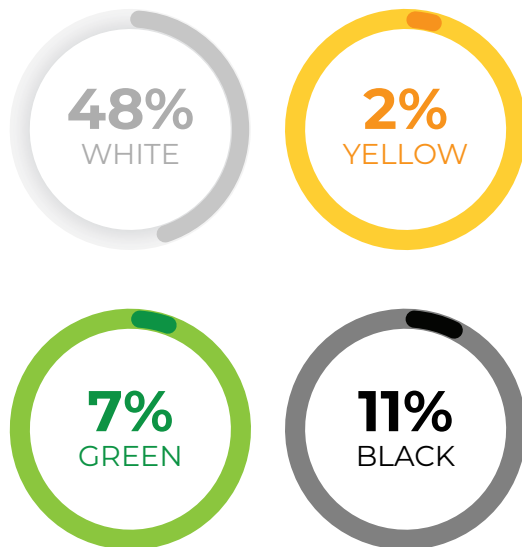
Our facilities undergo multiple audits each year conducted by regulatory bodies and shareholders. We also operate an internal audit program, completing an average of 20 audits annually.

Upholding the highest standards and ensuring full compliance with all applicable laws and regulations in dealings with stakeholders.

Offering quarry reserves estimation, stockpile volume calculations, tailored development and planning support to help customers optimise their operations.

LEAN PRACTICES

Percentage of employees at each Lean Belt Level of knowledge.



Since 2020, Kemek has been dedicated to Lean Six Sigma principles, leading to significant improvements across various facets of the business.

Over 30 successful projects have been completed, enhancing operations in several key areas.

Examples include: Weighbridge operations have been optimized to boost accuracy and efficiency. Climate control systems have been refined to improve performance and achieve energy savings. The process for customer bookings has been streamlined, resulting in faster and more reliable service. Water and fuel oil management practices have also been improved to enhance resource utilization. Manufacturing process and controls have been upgraded ensuring resilient operation for the future.

Additionally, a notable initiative has been the development of a three-year training program. This program focuses on innovation, sustainability, leadership, and digitalisation, aiming to equip employees with essential skills for driving future improvements.

Kemek's commitment to Lean principles is further demonstrated by the high rate of lean training among the workforce and through its quarterly meetings of the in-house Lean Steering Group. This group oversees progress and guides ongoing efforts to ensure the consistent delivery of efficient and high-quality services.

DIGITAL TRANSFORMATION

Kemek's digital transformation, as part of its continuous improvement initiatives, plays a pivotal role in achieving sustainability goals.

By harnessing advanced digital technologies, we improve operational efficiency and minimise environmental impact.

Ongoing investment in digital technologies positions the company to meet today's challenges and drive sustainable, responsible growth for the future.



Friendly Tools

Kemek recently upgraded its Enterprise Resource Planning (ERP) system, investing in cutting-edge cloud-based tools to manage and utilise resources while empowering employees.



Digital Strategy

A well-defined digital strategy, supported and revised by an external expert, is complemented by a comprehensive digitalisation action plan.



Focus on Digital Capabilities

People and competencies are central to the digital transformation, with a focus on enhancing employees' digital capabilities.



All Digital

Customer documentation, invoices and technical reports, are all digital.



LET'S BUILD THE
FUTURE TOGETHER

kemekltd.com

Kemek Office / Factory

Republic of Ireland
Clonagh, Enfield
Co. Kildare, A83DY62
Telephone: +353 (0) 46 954 1086

Kemek Office

Northern Ireland
P.O. Box 100, Carrickfergus
Co. Antrim, BT38 OBN
Telephone: +44 (0)28 9335 1444

Photo credits

Kemek: p.1, p.9, p.26-28.
D. Brennan: p.2, p.4-5, p.12.

F. Gavin: p.16.
Truehawk Media: p.25.