

SUSTAINABILITY PROGRESS REPORT 2024/5

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1.1 MESSAGE FROM OUR MANAGING DIRECTOR

Sustainability isn't a side project. It's how we think, how we work, and how we grow.

This year has been one of growth, resilience, and meaningful progress. Our team has grown - not just in numbers, but in diversity too. We're now proud to have people from 11 different nationalities working with us. It's a richer, more dynamic place because of it.

We've also seen real improvements in the financial health of the business. That strength allows us to keep investing in what matters - our people, our processes, and our planet. We're continuing our journey toward Lean manufacturing and in doing so, making sure every employee has a voice. We're building a culture where health, safety, and sustainability all go hand-in-hand.

A major milestone this year was the completion of our new joinery. It stands on the same ground as the one we lost to fire - stronger, smarter, and built with sustainability in mind. We've added PV panels and a biomass burner. Every chance we had to build better, we took it.

Sustainability also guides the work we do every day. Around one third of our projects involve refurbishing existing windows rather than making new ones. This approach uses minimal new materials and follows the circular model of repair and re-use. It's not only better for the environment, it also keeps history alive for future generations and honours the craftsmanship of those who came before us.

Sustainability is no longer something we talk about - it's something we live. It's in our choices, our culture, and our future. It is one of the core values of our business.

With warm regards,



Barry Callaghan

We preserve history, elevate comfort, and inspire pride in every home and building we touch

1.2 INTRODUCTION

At Timeless Sash Windows, we believe that sustainability is not only a responsibility but also a strategic advantage.

This 2025 Sustainability Report reflects the 4th year of environmental data tracking and our most comprehensive effort to date, to communicate our progress, challenges, and commitments.

We recognise that the transition to a sustainable low-carbon economy is essential, not only to reduce our impact, but also to enable resilience and responsibility in the larger systems that we are part of, and to provide a safe and healthy working environment for our team. We aim to demonstrate our progress, reflect on our alignment with science-based targets, and present a balanced view of potential risks and opportunities.

1.3 STRATEGY DEVELOPMENT

From the outset, we recognised that sustainability needed to be more than an ambition, it had to be part of our business strategy. We began by creating and publishing an Environmental Policy on our website to ensure accountability and transparency. This policy was developed with expert guidance to make sure it reflects best practice and tackles the most pressing environmental and social challenges facing our industry.

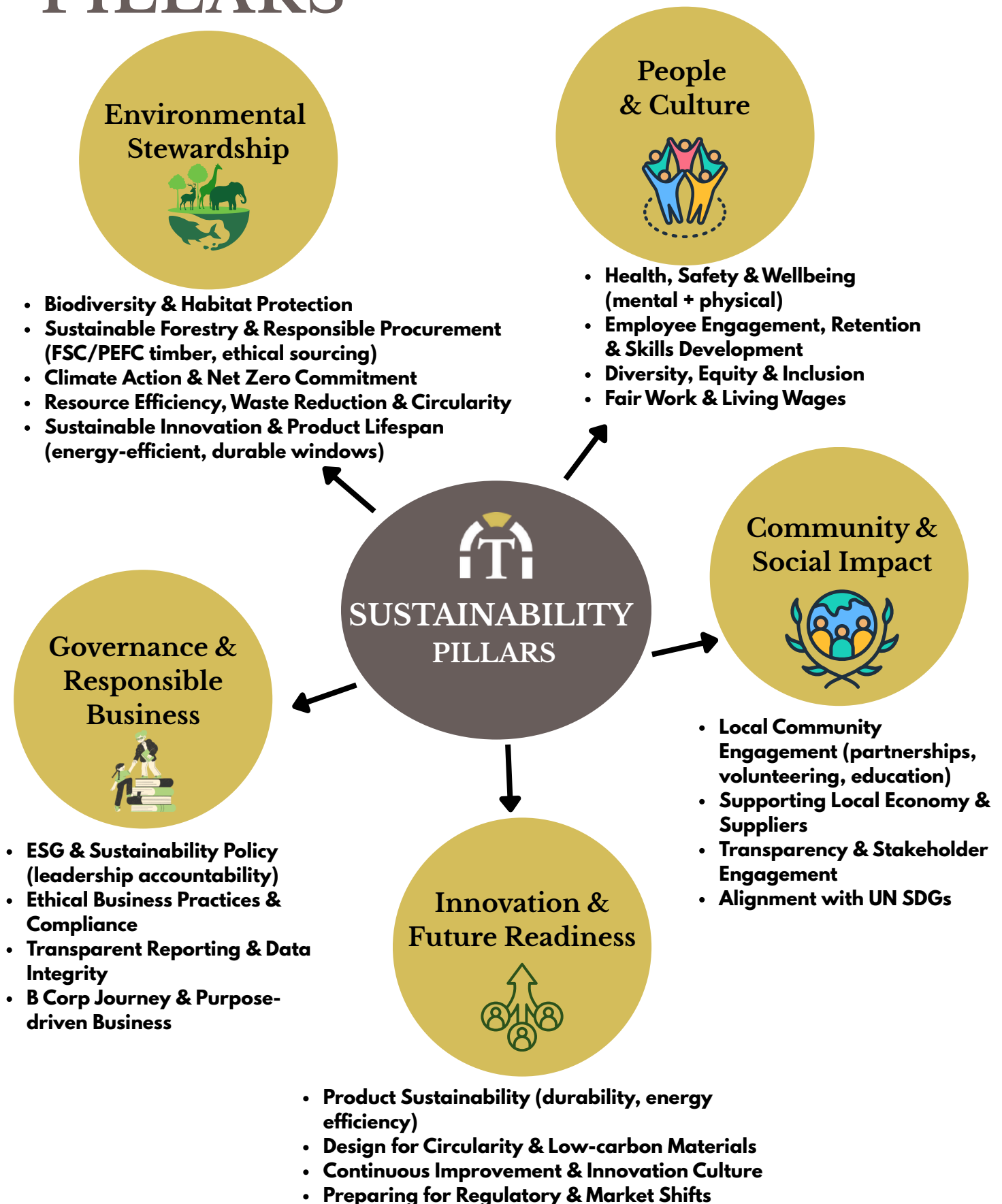
To lead this work, we appointed Jennifer Ritchie as our Sustainability Officer, supported by a dedicated Sustainability Team. Together, they set an annual overarching goal, which is broken down into quarterly targets and key objectives. Senior management actively supports and reviews progress, ensuring sustainability remains a central part of decision-making.

We are grateful for the ongoing support of the SEAI, Skillnet Academy, and Enterprise Ireland, whose training, funding, and guidance have been invaluable in helping us develop our strategy and build capacity across the business.

Sustainability is also embedded in our culture. In our main production facility, we have created a visual “sustainability wall” to track progress and celebrate achievements, making our journey visible to all employees. We also share regular updates through our company-wide newsletter, ensuring that every member of our team understands the importance of this work and the role they play in it.

Looking ahead, our strategy will continue to evolve. We are committed to aligning with net zero targets, strengthening our governance, and preparing for B Corp certification, ensuring that sustainability is not just a policy, but a defining value of Timeless Sash Windows.

1.4 OUR SUSTAINABILITY PILLARS



1.5 ESG COMMITMENT

Our approach to sustainability is built on the belief that a successful business should benefit more than just its shareholders. It should leave a positive and lasting legacy for the environment, our people, and the communities we serve. We measure our progress through three interconnected pillars of Environmental, Social and Governance responsibility, ensuring that every decision we make balances performance with purpose.

1.6 ALIGNMENT WITH DIRECTIVES

Governments across Ireland, the UK, the EU and worldwide are setting clear roadmaps to reach net zero emissions by 2050 (or sooner). These laws and targets are shaping how buildings are designed, how materials like timber are sourced, and what larger companies must report. While we are not currently subject to mandatory reporting obligations under these frameworks, we recognise the increasing expectations from investors, regulators, and value chain partners. Below gives a snapshot of the key commitments and rules that affect our business and our customers.

Global & International

- **Paris Agreement** countries (including Ireland and the UK) agreed to keep global warming “well below 2°C” and aim for 1.5°C. Every five years, countries update their climate targets. The next update is due in September 2025.
- **The Climate Pledge** a voluntary promise by companies (Amazon is a founder) to hit net zero by 2040, ten years ahead of the Paris goal. Some big buyers may ask their suppliers to sign up or show progress.

European Union

- **Net Zero Law** the EU as a whole is legally committed to being climate neutral by 2050.
- **New Building Rules (EPBD)** from 2030, all new buildings must be “zero emission” (public buildings from 2028).
- **Sustainability Reporting (CSRD)** large companies must now report on their environmental and social impacts. From 1 January 2026, companies with 1000 employees or more.
- **Supply Chain Due Diligence (CSDDD)** large companies will have to check that their suppliers (including SMEs) meet environmental and human rights standards.
- **Deforestation Law (EUDR)** from Dec 2025 (and Jun 2026 for SMEs), all timber sold in the EU must come with strict proof of origin, legality, and location of harvest.
- **Carbon Border Tax (CBAM)** from 2026, imports of steel, aluminium, cement, and similar materials will be taxed if they come from high-carbon countries. This will impact construction supply chains.
- **Product Standards (ESPR)** over the coming years, EU rules will require more durable, repairable, and recyclable products, with “digital product passports” to show sustainability credentials.

Ireland

- **Climate Act 2021** Ireland is legally bound to cut emissions by 51% by 2030 (vs 2018 levels) and to reach net zero by 2050. Each sector gets its own carbon budget.

UK

- **Net Zero Law** the UK is legally bound to hit net zero by 2050. By 2035, emissions must fall 78% compared to 1990 levels.

2.1 ABOUT US

OUR PURPOSE

We preserve history, elevate comfort, and inspire pride in every home and building we touch

OUR VALUES

INTEGRITY

What we commit to, we do.
What we do, we stand by.

SUSTAINABILITY

We respect the planet, nothing wasted, everything with purpose.

EXCEPTIONAL CUSTOMER CARE

Central to every action - we earn trust through promises kept.

CREATIVITY

Relentlessly in pursuit of excellence, we challenge ourselves to think innovatively.

52 years in business

33% increase in employee number in the past 4 years

85 staff employed in June 2025

11 different nationalities represented

♀ Women are represented in every team

25,000 sq. foot new workshop

28 vehicles in the fleet

2795 number of products delivered last year

2.2 WHAT WE DO



New windows and doors



Refurbished/conservation windows and doors



Steel windows and doors



Secondary glazing



Historical replicas



Rooflights and extensions

2.3 2024 AT A GLANCE

Embedding sustainability into the fabric of our company culture has sparked growth, driving forward innovation and fresh thinking. We've made a conscious commitment to uphold the pillars of social responsibility, community engagement, environmental stewardship, and strong governance. These are just some of the highlights that we can be proud of.

ENVIRONMENTAL

This factor evaluates our impact on the environment. It considers carbon emissions, waste management, pollution, and climate change.

Built a new joinery head office in Trim with 113 kW of PV panels and a biomass burner



We planted 2500 trees on ¼ acre of our own land



Procured 100% green electricity



10% reduction in Scope 1 and 2 emissions from previous reporting year



Implemented new Waste Management Policy



PV Panels producing 43% of our electricity requirement to our main joinery facility.



SOCIAL

This factor evaluates how we contribute to people - employees, community and society at large. It considers labour practices, human rights, community involvement, diversity, and customer satisfaction.

First Aiders from each department competed up-to-date training



CPD accredited with the RLAI "Historic Windows and their Conservation"



Meditation introduced at morning meetings



Donated full refurbishment to the Julian Benson Foundation "Tranquility House"



Held an open Joinery Tour as part of National Heritage Week



Became a patron of Dublin Civic Trust



All employees trained in Lean - White belt



Diversity & Inclusion Policy implemented



GOVERNANCE

This factor evaluates how we manage strategy, leadership, innovation, transparency, and ethical decision making.

New digital link set up to give all employees a voice towards innovation



ESG integrated as a fixed topic in quarterly management meetings



Code of Conduct shared with 100% of new employees



Updated our Company Vision and Values to align with our growing business



Carbon footprint audited by an external agency in line with PPN 06



Sustainability team expanded to include sustainability champions from different departments in the company



2.4 HEALTH & SAFETY INITIATIVES

As part of our commitment to fostering a safe and supportive work environment, we have implemented several health and safety initiatives aimed at enhancing the well-being of our employees.



To address the physical demands of our work, we have installed rubber mats around the workstations in our joinery. This initiative is designed to protect our employees from the discomfort associated with standing on concrete for extended periods, ultimately promoting better posture and reducing fatigue.

Recognizing the importance of preparedness, we have trained staff from each department in first aid, fostering a culture of safety and care throughout our workplace.



We have taken steps to reduce toxins in our working environment. In the refurbishment joinery, we have 2 extraction walls to minimise any lead paint inhalation, in addition to providing full protective clothing. All paint on historic joinery is treated as if it contains toxins. We have a complete ventilation system across the joinery to minimise dust in the atmosphere. The denibbing table has an extraction system built into it that removes sanding dust. We are constantly reviewing the health and safety processes to ensure the best working environment for our team.

To maintain a positive atmosphere, we introduced motivational signs throughout the factory. These visual cues serve to inspire our teams, encouraging them to adopt a positive mindset and remain focused on their health and safety responsibilities.



We also implemented a rewards system for our fitting and manufacturing teams, recognising those who demonstrate the greatest commitment to health and safety practices, promoting accountability and motivating teams to prioritise safety.

To ensure that every team member has a voice in our improvement process, we launched a new digital link that allows employees to share their thoughts and suggestions on company-wide enhancements. Every input received is actioned and discussed, fostering an inclusive approach to workplace improvements.



Additionally, we have purchased a new range of high-visibility jackets to ensure that our employees are comfortable and easily visible while working on-site. This investment in appropriate workwear enhances safety and promotes a professional image.

Finally, we have established daily online team meetings with our site crews to check in on project progress and address any concerns. These meetings facilitate open communication and ensure that everyone is aligned on health and safety protocols.



2.5 MATERIALITY

With so many possible topics in the ESG space, it's important to focus on the ones that matter most to our company, our people, our customers, and the communities we serve. This is what we mean by "materiality." Material issues are the areas where we have the biggest impact on people and the planet, and where we also see the greatest opportunity for long-term success. For us, materiality is about being honest: what do we need to prioritise today to build a business that lasts tomorrow?

HOW WE IDENTIFIED WHAT MATTERS

- **Employee input** In 2022, we asked our team what sustainability means to them. Their feedback continues to guide our focus on wellbeing, safety, and retention.
- **Supplier conversations** We engaged with HVO, timber, glass and paint suppliers to better understand the challenges of responsible sourcing.
- **Internal assessment** Our Sustainability Officer, senior management, and sustainability team reviewed our impacts and opportunities, drawing on guidance from SEAI, Enterprise Ireland, the UN SDGs, and B Corp principles.
- **Industry context** We considered upcoming EU and Irish legislation (e.g. timber traceability, net zero targets, building energy standards) that directly affects our sector.

ENVIRONMENTAL	SOCIAL	GOVERNANCE
Reducing carbon emissions and working towards net zero	Employee health, safety, and wellbeing as a foundation for our culture	Strong governance policies to ensure accountability and transparency
Sustainable timber sourcing and FSC/EUDR compliance	Retention, training, and skills development for our 85 employees	Progress towards B Corp certification
Designing energy-efficient windows that support low-carbon buildings	Diversity, equality, and inclusion to build a fair workplace	Responsible procurement practices across our supply chain
Reducing waste and supporting circular economy through repair and refurbishment	Community involvement and contribution to local projects	Clear sustainability reporting and communication to stakeholders
Protecting biodiversity by sourcing responsibly and minimising environmental impact	Building employee engagement through sustainability culture and communication	Ethical business conduct and compliance with EU/Irish/UK standards

LOOKING AHEAD

Materiality is not a one-off exercise. As we grow, plan to export more, and move towards B Corp certification, we will continue to review our material issues and re-engage with employees, suppliers, and customers to ensure our strategy reflects what matters most.

3.1 ENVIRONMENTAL RESPONSIBILITY

Environment

“Energy, Nature, and Responsibility in Action”



**Biodiversity &
Habitat Protection**



**Resource Efficiency
& Waste Reduction**



**Responsible
Procurement**



**Climate action & Net
Zero Commitment**



**Sustainable Product
Design**



Circular Economy



3.1 ENVIRONMENTAL RESPONSIBILITY

In 2024, we made strong progress in reducing our environmental impact. We invested in renewable energy, cut our carbon emissions, improved waste management, and planted thousands of trees to support biodiversity. These steps reflect our commitment to protecting the planet while building a more sustainable future.

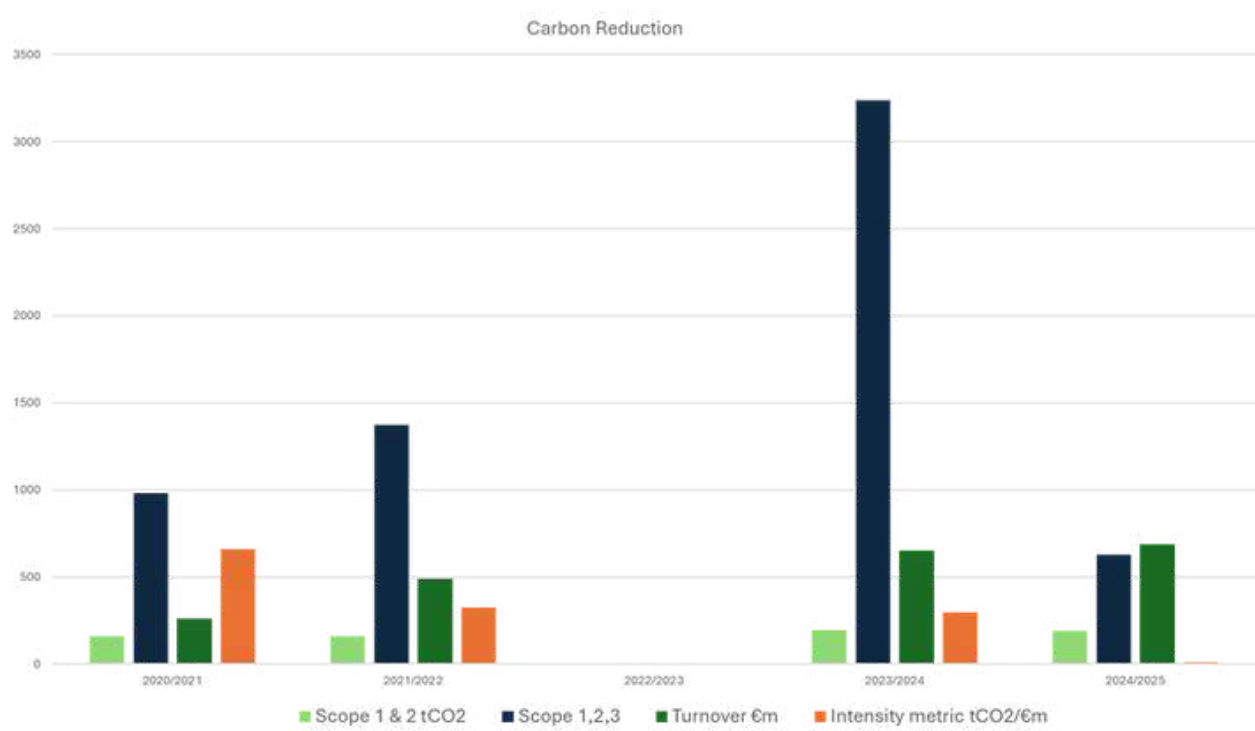
ENERGY & CARBON

1.HIGHLIGHTS OF THE PAST YEAR

- Built a new joinery and head office featuring 113 kW of solar PV panels and a biomass burner.
- Procured 100% green electricity for all remaining energy needs.
- PV panels now supply 43% of our total electricity demand.
- Achieved a 10% reduction in Scope 1 & 2 emissions compared to the previous year.
- Set ambitious carbon reduction targets aligned with our sustainability strategy.
- Expanded our dedicated Sustainability Team.
- Employed Carbonfit as our carbon plan auditors, to align with PPN 06-21.

2. LOOKING AHEAD

- Continue reducing Scope 1, 2, and 3 emissions year-on-year.
- Explore diesel alternatives and electrification of company vehicles.
- Develop a detailed roadmap to achieve net zero in Scope 1 & 2 by 2030 and Net Zero by 2040



CERTIFIED CARBON FOOTPRINT

		BASELINE FY 2020-2021 (tCO2)	FY 2021- 2022 (tCO2)	FY 2022- 2023 (tCO2)	FY 2023- 2024 (tCO2)	FY 2024- 2025 (tCO2)
SCOPE 1	Primary Fuel Combustion (on-site)	11.98	22.02		15.86	12.7
	Road Transport	71.41	80.92		161.33	179.34
	Total	83.39	102.93		177.2	192.04
SCOPE 2	Electricity consumed (location based)	74.86	55.39		28.89	31.12
	Electricity consumed (market/on site/renewable)	74.86	55.39		44.91	31.12
	PV Export					
	Total	74.86	55.39		16.03	0
SCOPE 3	Category 1 Purchased Goods & Services					
	Category 2 Emissions from Production					
	Category 3 Fuel & energy related activities	47.67	43.7		46.25	83.14
	Category 4 Upstream transportation & distribution	775.91	1099.65		1448.38	198.68
	Category 5 Waste		0		0	0
	Category 6 Business Travel	0.72	3.59		6.64	25.88
	Category 7 Employee Commuting	n/a	68.28		87.95	128.78
	Total	824.29	1215.22		2991.35	436.48
	Total Scope 1,2, 3 carbon emmission	982.54	1374.01		3235.07	628.522
	Intensity metric tCO2 per €m turnover	375.15	280.41		49.77	9.1447

3.1 ENVIRONMENTAL RESPONSIBILITY

WASTE & CIRCULAR ECONOMY

1. EXAMPLES & EVIDENCE

- Implemented a formal Waste Management Policy.
- Improved monitoring of waste streams and recycling rates. We began segregating glass, timber, and general waste.
- Timber waste from our main production facility is used to create heat through our own biomass burner.
- Sustainability team leader completed the SEAI Waste & Circular Economy Leaders programme.

2. LOOKING AHEAD

- Cardboard shredder operational for re-use of cardboard waste.
- Publish transparent waste performance data annually.
- Consider alternative uses for disposal of waste windows from sites.
- Consider partnerships with charities, schools, and local groups for material reuse.
- Continue to ensure alignment across all production facilities.



3.1 ENVIRONMENTAL RESPONSIBILITY

BIODIVERSITY & ENVIRONMENTAL STEWARDSHIP

1. HIGHLIGHTS OF THE PAST YEAR

- Planted 2,500 native Irish trees on a quarter acre of company land, supporting carbon sequestration and biodiversity. 2,500 native trees will extract on average 14kgs of carbon per annum each or a total of 35 tonnes of carbon per annum over the life time of the trees (estimated at 80 years).
- Continued participation in heritage and community environmental initiatives.

2. LOOKING AHEAD

- Develop a Biodiversity Action Plan for all company-owned land.
- Expand tree-planting initiatives and pollinator-friendly landscaping in line with the All Ireland Pollinator Plan.
- Host a webinar for staff in a “Lunch & Learn” format with LeaveNoTraceIreland on “The Future of Peatlands” or “Biodiversity on the Brink” to educate and create awareness.
- Discuss with the team how to support biodiversity in a meaningful way.
- Consider supporting Plasticbank.com to reduce plastic bottle waste.
- Collaborate with local conservation groups to protect and enhance ecosystems.
- Participate in the SEAI Biodiversity Leaders programme.



4.1 SOCIAL RESPONSIBILITY

Social

“Skills, Respect and Opportunity in Action”



**Health, Safety
& Wellbeing**



**Employee Engagement
& Retention**



**Community
Involvement
& Local Impact**



**Diversity, Equity
& Inclusion**

4.1 SOCIAL RESPONSIBILITY

At our core, we recognise that a truly sustainable business is one that invests not only in environmental stewardship but also in the well-being of communities, culture, and heritage. Social responsibility is an integral part of our sustainability strategy, ensuring that our growth benefits people, place, and planet. By actively supporting environmental regeneration, preserving cultural heritage, and engaging with our community, we create lasting value that extends far beyond our operations.

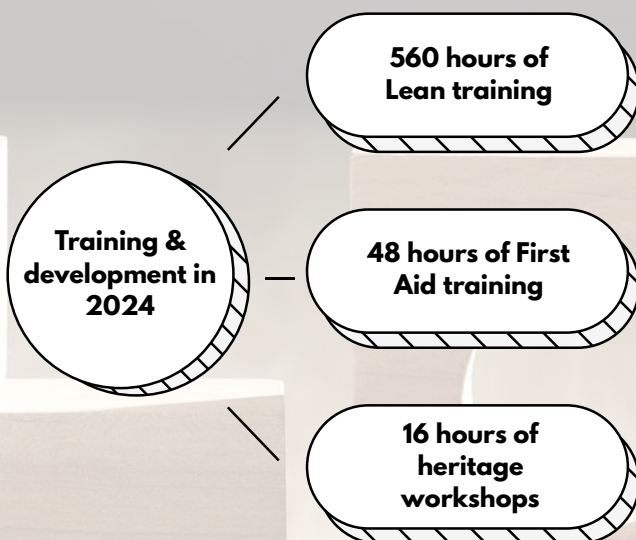
CASE STUDY: LISTENING TO OUR PEOPLE

In 2022, we carried out our first staff-wide sustainability survey. The results confirmed that sustainability is not just a management priority, but something our people truly value.

This feedback has guided many of our Lean projects and our sustainability focus since then.



CASE STUDY: INVESTING IN SKILLS & RETENTION



We believe that when our people grow, the company grows.

With employees who have been with us for over 30 years, and 12 people serving more than a decade, staff retention remains one of our greatest strengths.

CASE STUDY: WELLBEING ON THE WORKSHOP FLOOR

Health and wellbeing is part of daily life in our business:

- 100% of staff appreciate new rubber floor mats that ease joint strain from long hours on concrete.
- 100% of staff welcome improved first aid support.
- 100% of staff reported being inspired by Lean improvements, especially the culture of listening to their ideas and continuous improvement.

100%

4.1 SOCIAL RESPONSIBILITY

HEALTH, SAFETY & WELLBEING

1. HIGHLIGHTS OF THE PAST YEAR

- First aiders are now trained in 100% of departments, ensuring that safety support is available across the business at all times.
- Strengthened proactive safety culture.

2. LOOKING AHEAD

- Mental health awareness sessions & wellbeing workshops.
- Ergonomic and safety checks across all workstations.
- Quarterly “Safety Champion” recognition programme.
- Partner with Lighthouse charity focusing on mental health in the construction environment.

EMPLOYEE ENGAGEMENT & RETENTION

1. HIGHLIGHTS OF THE PAST YEAR

- Achieved 100% Lean White Belt certification across our workforce, building efficiency and problem-solving capability
- Annual company social event.
- Biannual employee newsletter.
- Welcome onboarding pack created for all new employees.
- Guided meditation introduced into morning meetings, & meetings are now part of over 90% of working days, with positive feedback in staff surveys.
- Proud local area employer, with a growing workforce.

2. LOOKING AHEAD

- Create two new apprenticeships in joinery and heritage window restoration.
- Create a clear pathway for apprentices.

DIVERSITY, EQUITY & INCLUSION

1. HIGHLIGHTS OF THE PAST YEAR

- Formal Diversity & Inclusion policy introduced.
- Our team now includes eleven different nationalities.

2. LOOKING AHEAD

- Culture day at our Summer BBQ to introduce different ideas to our community

COMMUNITY INVOLVEMENT & LOCAL IMPACT

1. HIGHLIGHTS OF THE PAST YEAR

- 16 RIAI accredited CPDs delivered
- Became a patron of the Dublin Civic Trust, helping protect and restore historic buildings across the city.
- Donated a full package window refurbishment to the Julian Benson Cystic Fibrosis Trust’s “Tranquility House” project, benefiting patients and their families.
- Hosted an open day at our joinery for National Heritage Week. 20 members of the public attended this free event, including the Meath County Council Heritage Officer and the director of the CIF Register for Heritage Contractors, with 100% positive feedback.

2. LOOKING AHEAD

- Volunteer days for employees.
- Education partnerships with schools & colleges.
- Long-term charity partnerships aligned to our values.

5.1 GOVERNANCE

Building Accountability



Barry Callaghan
Managing
Director



Jennie Ritchie
Sustainability
Lead



Ollie Conway
Sustainability
Champion



Amanda Prezotto
Sustainability
Champion

Governance

“Transparency, Integrity and Accountability in Action”



**Purpose driven
business**



**Alignment with
UN SDGs**



**Ethical & responsible
business practises**



B Corp journey



**Sustainability Policy
& ESG Governance**

5.1 GOVERNANCE

Good governance is the foundation of how we operate. We are committed to transparency, accountability, and ethical decision-making in everything we do. In 2024, we strengthened our governance practices, enhanced compliance, and set clearer standards to ensure we grow responsibly and with integrity.

CASE STUDY: BUILDING GOVERNANCE FOR THE FUTURE

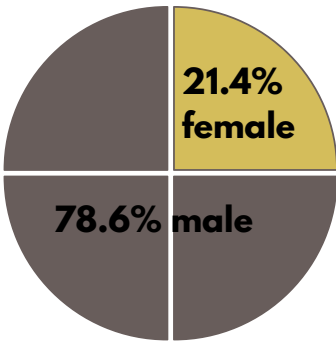
In 2023, we aligned our carbon footprint reporting with PPN 06/21 standards, ensuring our calculations meet recognised best practice.

This is the foundation for our Net Zero pathway.



CASE STUDY: DIVERSITY SNAPSHOT

Gender balance (70 male, 15 female).



CASE STUDY: TRAINING FOR ACCOUNTABILITY



Governance is also about building knowledge within the team:

- 2 staff trained in GDPR.
- 1 staff member completed 3 SEAI sustainability awareness courses.

This ensures compliance and spreads sustainability awareness throughout the business.



5.1 GOVERNANCE

PURPOSE-DRIVEN BUSINESS

We are guided by a clear vision and values that reflect our responsibilities to employees, customers, and the wider community.

In 2024, we updated our company vision and values to align with our growing business.

These are communicated weekly through senior management video updates and reinforced with signage across our facilities.

LOOKING AHEAD

- Embed purpose-driven decision-making into procurement and supplier selection.

ALIGNMENT WITH UN SDGS

Our strategy is shaped by the UN Sustainable Development Goals, ensuring our growth contributes positively to global sustainability priorities. We report progress against key SDGs, including responsible consumption (SDG 12), sustainable cities (SDG 11), and life on land (SDG 15).

LOOKING AHEAD

- Expand our SDG mapping to cover all operations and supply chain activities.
- Set measurable SDG-linked targets with annual progress reporting.
- Collaborate with industry partners to advance shared SDG priorities in Ireland.

ETHICAL & RESPONSIBLE BUSINESS PRACTISES

Integrity and responsibility underpin everything we do. In 2024, we ensured our Code of Conduct was shared with 100% of new employees, and we strengthened transparency by having our carbon footprint externally audited in line with PPN 06-21.

LOOKING AHEAD

- Conduct regular audits of supply chain partners against environmental and social standards.

B CORP JOURNEY

We are actively preparing for B Corp certification, embedding social and environmental accountability into governance.

GOALS

- Complete a formal B Impact Assessment to identify gaps against B Corp standards.
- Develop a roadmap to achieve certification by 2027.
- Share progress transparently with stakeholders through B Corp-aligned reporting.

SUSTAINABILITY POLICY & ESG GOVERNANCE

1. HIGHLIGHTS FROM THE PAST YEAR

- Sustainability is firmly embedded into our governance structures.
- In 2025, ESG was integrated as a fixed agenda item at quarterly management meetings.
- We also launched a digital link for employees to highlight improvement ideas and innovations, with 100% of suggestions reviewed by a dedicated team.
- We are proud that our board of directors is 50% female, reflecting our commitment to diverse and inclusive leadership.

2. LOOKING AHEAD

Develop ESG-linked KPIs for management performance and reporting through the OKR group.

6.1 PRIORITY SDGS

There are 17 UN SDGs and 169 targets in total. While they are all important and interrelated, some are more relevant to our business than others. We have analysed and identified specific Sustainable Development Goals and their underlying targets that align with our own internal strategy and goals.

Our analysis includes:

- opportunities to positively contribute to the SDGs
- potential risks of our business hindering their achievement.

Timeless Sash Windows have chosen these 4 goals that focus on how our small business can make a maximum effective change:



11. SUSTAINABLE CITIES & COMMUNITIES

“Make cities and human settlements inclusive, safe, resilient and sustainable”

We focus on the well-being of our employees and our role within the community. We promote sustainable transport through carpooling and the Bike to Work scheme, foster inclusion through our Diversity & Inclusion policy, and bring people together through company-wide events. As proud local employers, we provide apprenticeships and long-term career opportunities, building strong connections within our community.



12. RESPONSIBLE CONSUMPTION & PRODUCTION

“Ensure sustainable consumption and production patterns”

We prioritise responsible consumption by recommending the refurbishment of historic windows where possible, reducing reliance on new raw materials. Where new products are required, we carefully source timber and glazing with strong environmental credentials, balancing durability, thermal efficiency, and sustainability. These considered choices reduce waste, improve building performance, and support a more circular use of resources. It is a delicate balance and one that we do not take lightly. To improve the U-value of a window will decrease the eventual heating requirements of the property which is a positive impact.



13. CLIMATE ACTION

“Take urgent action to combat climate change and its impacts”

We have examined our current company-wide carbon footprint and are constantly striving to reduce it following a road map on science based targets.



15. LIFE ON LAND

“Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss”

We are committed to protecting and restoring biodiversity by responsibly sourcing materials, minimising resource use through the refurbishment of historic windows, expanding tree planting, creating pollinator-friendly habitats, and supporting conservation partnerships,

6.2 CIRCULAR ECONOMY

In financial year 23/24, 41% of the work sold was in refurbishment of historic windows.
In financial year 24/25, 37% of the work sold is refurbishment of historic windows.

Many of the buildings that we work in are protected structures or in areas of conservation. Under the Planning and Development Act Part IV, owners are obliged to preserve as much historic fabric as possible, including the windows and glass, if original. This is a core part of our business and we have a dedicated refurbishment facility to carry out the restoration work. We regularly share information with stakeholders as to the guidelines that we follow to ensure best conservation practise and as such have been awarded contracts on some of the most prestigious buildings in Ireland, including many heritage award winning buildings.



BENEFITS

- This prevents these products going to waste.
- Benefits the architectural heritage of the country.
- Allows the footprint of forestry to grow.
- The embodied carbon remains sequestered in the windows and doors.
- It ensures the circular economy model of repair - reuse - recycle.



QUANTIFICATION

With the assistance of an Enterprise Ireland “Climate Action Voucher” we worked with Peter Seymour of Ecoreview to do a simple life cycle analysis fo a new versus refurbished window. The following is a summary of the results:

	Components	kg CO2	TOTAL kg CO2
NEW	Mahogany 0.11m3	9.9	
	Slim double glaze 0.7m3	22.7	
	Glue	0.5	38.38 kg CO2
REFURB	Accoya 0.01m3	11.4	
	Glass 0m3	0	
	Glue	0.12	17.56 kg CO2



FURTHER REFERENCE

In 2013 Dr. Gillian Menzies of Herriott Watt University published a study on the life cycle analysiis of a timber window versus uPVC, Aluclad or modified timber. A brief summary of the results is: *“This report considers the Service Life Planning (SLP), Whole Life Cost (WLC) and Life Cycle Assessment (LCA) of four window frame materials: timber, modified timber, aluminium-clad timber and PVC-U, under three exposure scenarios: mild, moderate and severe. Applying a factor analysis, as set out in ISO 15686:8, predicts an expected service life for timber windows of between 56 and 65 years; for modified timber windows between 68 and 80 years; and for aluminium-clad timber windows 71 and 83 years. These are set against a base case for PVC-U of between 25 and 35 years.”*

The report is availabe to read here:

https://pure.hw.ac.uk/ws/files/4378394/Final_report_SLP_WLC_and_LCA.pdf

8.1 CONCLUSION

Our sustainability strategy involves the integration of environmental considerations into our decision-making processes. This reflects our commitment to responsible business practises and our dedication to creating a positive impact on the environment and society.

01

ENERGY

Optimising energy efficiency, encouraging recycling and minimising waste

02

CONTINUOUS IMPROVEMENT

Setting, monitoring and improving on our environmental goals.

03

PROCUREMENT

Choosing suppliers and products with best environmental practises.

04

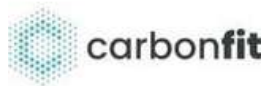
AWARENESS

Transparency and motivating for all our stakeholders, employees and the community.

By implementing this strategy, we aim to contribute to a more sustainable future while ensuring the long-term success of our business.



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