

Building a  
**Better**  
Habitat



WELCOME

# We build for everyone

## About Glenveagh

Supported by innovation and supply chain integration, Glenveagh is committed to opening up access to sustainable high-quality homes to as many people as possible in flourishing communities across Ireland.



## About this Document

This is our first Biodiversity strategy. The aim of this document is to provide our stakeholders with an understanding of how we are going to take action to address the challenge of biodiversity loss across our value chain. In the absence of established Irish standards this plan will be iterative in nature and will be updated over time as we further measure and assess our impacts and dependencies on nature's assets and services. Feedback is welcome. Please get in touch by emailing [sustainability@glenveagh.ie](mailto:sustainability@glenveagh.ie)

## Our Vision

At Glenveagh, our vision is that everyone should have the opportunity to access great-value, high-quality homes in flourishing communities across Ireland.

## Our Mission

Our mission is to innovate how new homes are planned, designed, built and marketed in Ireland, and to make the journey for customers transparent, easy and joyful.

## Our Culture

At Glenveagh, we foster a culture of fresh thinking, teamwork and trust to challenge the status quo in our industry. We believe that building homes and communities will positively impact Irish society. We want to forge a new path, relentlessly innovating every stage of the homebuilding process.

## Our Values

Our company values of **Safety first**, **Innovative**, **Can-do**, **Collaborative** and **Customer-centred** inform everything we do and how we do it. These values are integral to building an inclusive Glenveagh that we are all proud to be part of.

### Safety first

Before everything else, safety comes first.

### Collaborative

We believe in the power of teamwork to create new possibilities.

### Innovative

Each day we work to bring new ideas home.

### Customer-centred

Customers are at the heart of every decision we make.

### Can-do

With the right attitude we can achieve anything.

## INTRODUCTION



# Introducing our Biodiversity Strategy

Immediate action to address biodiversity loss is imperative. Recognising the global urgency as highlighted by the United Nations' environmental assessments, we acknowledge that while the challenges are daunting, proactive measures can still make a significant impact in reversing biodiversity decline.

**“Our Biodiversity Strategy outlines our pragmatic and forward-looking approach.”**

At Glenveagh, we are integrating biodiversity conservation into the core of our 'Building Better' strategy. This integration signifies our commitment to harmonising our business operations with the natural world. Our strategy aligns biodiversity considerations with our five strategic priorities, ensuring that our commitment to biodiversity is reflected in our innovation, the environments we cultivate, and the professional growth we foster in our team.

In the absence of established Irish metrics for measuring biodiversity loss/gain and as global frameworks begin to emerge, our Biodiversity Strategy outlines our pragmatic and forward-looking approach. This strategy focuses on understanding and mitigating our impact on local ecosystems and enhancing biodiversity through our value chain.

Navigating the path towards effective biodiversity management is complex. This strategy lays out the initial steps we are taking, based on our current understanding and commitments. We have already dedicated considerable effort to improving our baseline knowledge of our environmental impact and will continue to refine this understanding with more accurate data. We are committed to exploring sustainable practices and technologies and will engage in collaborative efforts with industry partners, suppliers, subcontractors, and other relevant stakeholders to enhance our biodiversity initiatives.

**Stephen Garvey**  
Chief Executive Officer

## SETTING THE SCENE

# What is biodiversity?

Biodiversity is the term used to describe the biological variety of life on earth, which includes diversity in plants, animals and microorganisms across ecosystems, species, and habitats. Biodiversity delivers ecosystem services, such as food, pollination, climate regulation, flood protection, fuel, fibre, medicines and recreational amenities, that support and sustain our economies and societies.

## Biodiversity loss

Nature is mankind's lifeline, with 55% of global GDP (approximately \$58 trillion) depending on the natural environment and its resources (PWC, 2023). And yet, it is human activities, like urbanisation, food production, forestry and material production and consumption, that are driving the degradation of nature and biodiversity at alarming rates never witnessed before at any other time in human history.

Biodiversity loss is a threat to food security, air quality, water quality and ultimately human health and the root cause of biodiversity loss is the unsustainable use of land and resources (UNEP, 2018<sup>2</sup>). At a local level, intensive agricultural and forestry practices, invasive species and changes in land use are the main drivers of biodiversity loss in Ireland. Ongoing declines in nature and biodiversity compromise the security of our societies and increase the risks to business and investors, including our ability to mitigate and adapt to climate change (TNFD, 2023<sup>3</sup>).

**“For far too long humanity has paved over, fragmented, over-extracted and destroyed the natural world on which we all depend, now is our chance to shore up and strengthen the web of life, so it can carry the full weight of generations to come.”**

**UNEP Executive director, Inger Andersen at COP 15**

1. *Managing nature risks: From understanding to action* | PwC

2. *SDG\_Brief\_003\_Biodiversity\_201805.pdf* (unep.org)

3. *Recommendations\_of\_the\_Taskforce\_on\_Nature-related\_Financial\_Disclosures\_September\_2023.pdf* (tnfd.global)

## 60bn tons

of renewable and non-renewable resources are being extracted from the earth, marking a peak in human resource extraction

## 10-15%

of global timber originates from illegal forestry

## 75%

of the total land cover has been severely altered

## +2,500

conflicts over fossil fuels, water, and land are presently ongoing

## 1 million

species are facing extinction

Source: IPBES, 2019



## 2019

saw Ireland declaring a biodiversity and climate emergency

## 85%

of key habitats have unfavourable conservation status with 1 in every 5 species threatened with extinction

Source: National Biodiversity Data Centre

SETTING THE SCENE CONTINUED

**Taking positive action**

The biodiversity crisis needs to be addressed at a global, regional, and local level for effective change to occur. Companies must play a crucial role in tackling the challenges of biodiversity loss and nature recovery. Transformative action is required through a multifaceted and collaborative approach that involves governments, businesses, NGOs and individuals.

In 2022, the global call to action to address the biodiversity crisis came through the development of the Kunming-Montreal Global Biodiversity Framework, which sets out an ambitious pathway to reach a global vision of a world living in harmony with nature by 2050. The framework includes 23 action-oriented targets which focus on halting the loss of biodiversity by 2030, along with four long-term goals for the recovery and enhancement of biodiversity by 2050.

In response to this and to mobilise the corporate world, legislation and framework initiatives with a particular focus on nature and biodiversity, are being developed in this space at a global, regional and local level. They include:



**Corporate Sustainability Reporting Directive (CSRD)**

This new directive modernises and strengthens the rules concerning the social and environmental information that EU companies must report. Companies subject to the CSRD will have to report according to European Sustainability Reporting Standards, meaning there is a whole topical standard on biodiversity.



**Taskforce on Nature-related Financial Disclosures**

The **Taskforce on Nature-related Financial Disclosures (TNFD)** has developed a set of disclosure recommendations and guidance for organisations to get started with the identification, assessment, management and disclosure of their material nature-related issues.

When companies apply the TNFD recommendations to set targets, the TNFD recommends they use methods developed by the Science Based Targets Network (SBTN) to set science-based targets (SBTs) for nature, which demonstrates the interoperability between the two frameworks.



**Science Based Targets for Nature**

Science Based Targets Network (SBTN) has released the first science-based targets for nature.

**Measurable action**

Targets will enable companies to start taking ambitious and measurable action on both climate and nature, beginning with freshwater and land.

**Nature Positive Business Strategies**

Provides companies with the initial methods, tools and guidance to equip them to holistically assess and prioritise their environmental impacts, and accordingly prepare to set targets.

These key developments encourage companies to take a holistic approach across the value chain and across broader issues related to climate change, land use and water and prepare them for regulatory compliance and risk resilience.

In addition, these key developments are consistent with the goals and targets of the Kunming-Montreal Global Biodiversity Framework of no net loss by 2030 and net gain from 2030, and full recovery by 2050.

**Action/Commitment**

- > Glenveagh will thoroughly examine these and other key developments as they start to embed and will use them to inform further iterations of this strategy.

OUR BIODIVERSITY JOURNEY

**Colour key:**  
**Glenveagh**  
 Regulatory and framework initiatives milestones

**2017**

- > Company founded.
- > Governance framework implemented.

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- > Ireland's third Biodiversity Action Plan for 2017-2021 launched.

**2018**

- > Capitol deployed in line with Group vision.



**2019**

- > Sustainability approach agreed by the Board.

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- > Publication of Global Assessment Report on Biodiversity and Ecosystem Services.

**2021**

- > Achieved ISO 14001 accreditation (Environmental Management System).
- > Sustainability governance structures set up.
- > Increased the biodiversity recommendations we incorporate into the design and layout of our development proposals.

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- > EU Biodiversity Strategy for 2030 published.
- > Ireland's Climate Action and Low Carbon Development (Amendment) Act 2021 approved.
- > The UN Decade on Ecosystem Restoration.

**2020**

- > First Sustainability Report published.
- > Began our biodiversity engagement with new communities.
- > Introduced landscaping techniques that promote biodiversity and support natural habitat.

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- > European Green Deal approved.
- > Fifth biodiversity outlook report published by UN.



**2022**

- > Launched the Nature Hero Awards, a national campaign to support schools with biodiversity initiatives.
- > Appointed ecological experts to advise on biodiversity opportunities and future regulatory requirements.

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- > Kunming-Montreal Global Biodiversity Framework adopted at UN summit COP15.
- > Ireland's fourth National Biodiversity Action Plan for 2023-2027 began development.



**2023**

- > Building Better Strategy published with sustainability embedded throughout.
- > Joined Business for Biodiversity Community of Practice (COP).
- > Joined Irish Green Building Council (IGBC) COP on biodiversity.
- > Initiated the review of biodiversity measurement options for Glenveagh development sites.

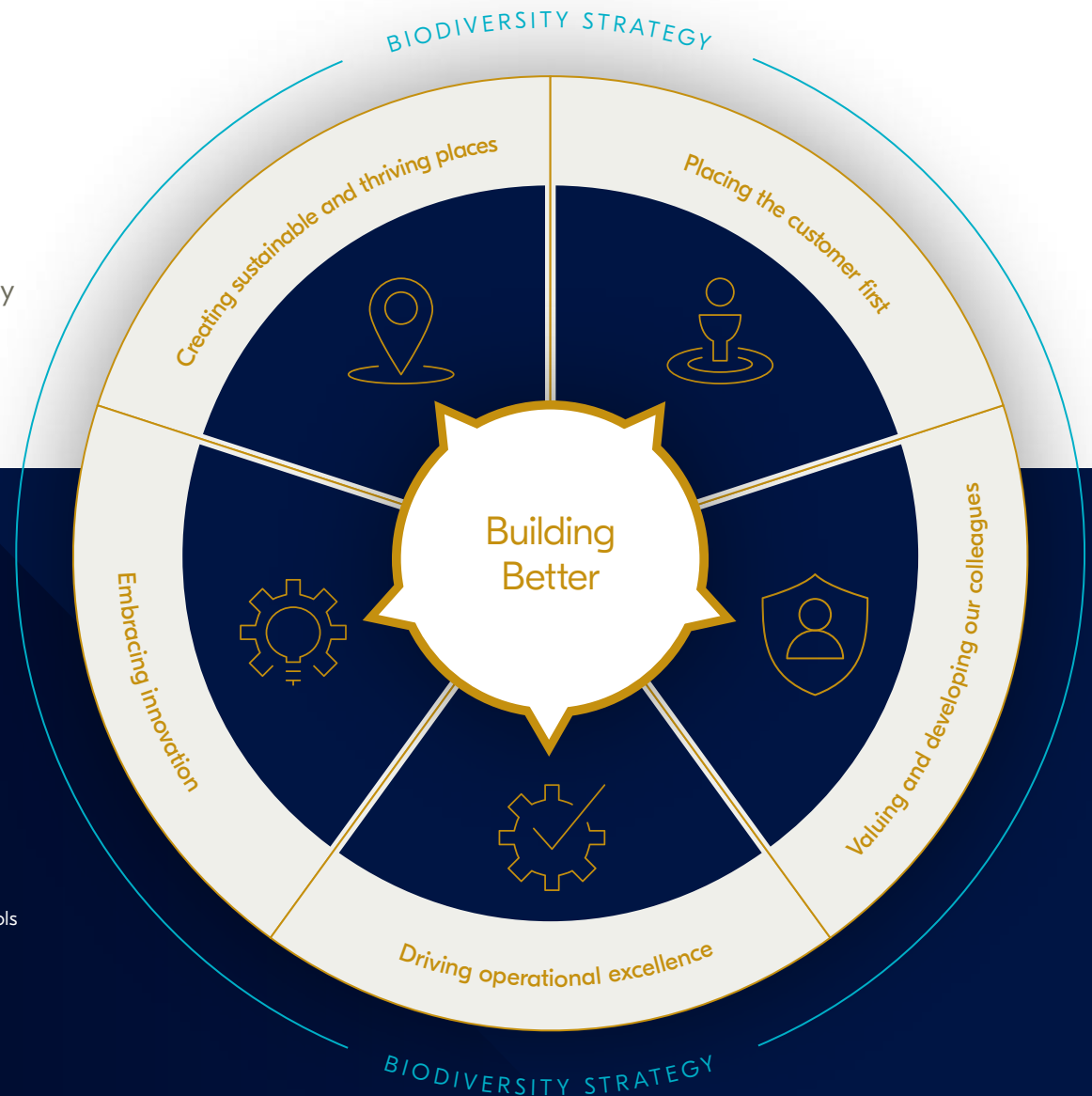
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- > EU Council reaches agreement on Nature Restoration Law.
- > Taskforce on Nature-related Financial Disclosures (TNFD) recommendations finalised.
- > Final report of Ireland's Citizens' Assembly on Biodiversity Loss is launched.

OUR APPROACH

# Embedding biodiversity into our business strategy

In 2022 we began an extensive process to evolve the Glenveagh strategy. Building on our strategic and sustainability priorities, we have positioned ourselves optimally to address the needs of stakeholders and to manage for future opportunities and challenges. In evolving our strategy, we placed environmental and social issues at the heart of it and have integrated our sustainability and business priorities together. Our biodiversity strategy supports this with key actions embedded throughout our strategic priorities.



## Placing the customer first

- > Providing high quality houses and developments that enhance and protect biodiversity for the wellbeing of all.
- > Giving the customer guidance on the things they can do to further enhance biodiversity in their home and reduce their environmental impact.

## Embracing innovation

- > Driving innovation in design, materials used, offsite manufacturing etc. to reduce our impact on biodiversity.
- > Engagement with suppliers to drive innovation in supply chain in support of reduced impact on biodiversity.

## Valuing and developing our colleagues

- > Developing sustainability skills across the business to embed biodiversity considerations within all relevant departments.

## Creating sustainable and thriving places

- > Building communities that support environmental and social sustainability.
- > Educating communities, including schools about biodiversity.

## Driving operational excellence

- > Driving efficiency in terms of resource use to reduce our impact on biodiversity.
- > Planning and designing our sites to best enhance and protect biodiversity.

## MATERIAL BIODIVERSITY MATTERS

# Understanding our impacts and dependencies

To transition to a nature positive future, we must first understand our impacts and dependencies on biodiversity across our value chain.

Our impacts could potentially undermine the provision of ecosystem services (climate regulation, recreation, flood control, water, pollination) on which Glenveagh might depend in the future and could create both physical and transition risks to the company. According to the TNFD (2023<sup>4</sup>) today's impacts can shape tomorrow's dependencies and the future ability of the company to produce its goods and services. By making these impacts and dependencies more explicit, the business case for action becomes easier to implement.

In 2023, Glenveagh began identifying its material impacts and dependencies on biodiversity. We employed the double materiality assessment methodology, in line with the requirements of the Corporate Sustainability Reporting Requirement (CSRD). In the context of biodiversity, this means that we assessed the impact that Glenveagh could have on biodiversity right throughout its value chain (impact materiality) as well as the financial risks and opportunities associated with these impacts and our dependencies on biodiversity (financial materiality).

This assessment was informed by an evidence-based approach through extensive desk research on biodiversity issues relevant to the construction industry, applicable legislation, peer-analysis and engagement with industry partners drawing on expertise in ecology.

Through the lens of the double materiality assessment, the preliminary macro-analysis indicates that throughout Glenveagh's value chain, its business relationships and operations interact with biodiversity in many ways, but most of our material biodiversity impacts occur in our upstream activities and direct operations:

## Upstream activities

The scope of our material biodiversity impacts in our upstream activities is related to the extraction, processing, manufacturing and transportation of our construction raw materials. Land use change associated with mining and extraction of raw materials for concrete and aggregates as well as demand from timber has the potential to cause either habitat destruction and/or habitat degradation. Water use within this part of our value chain can have a detrimental impact on water basins, water scarcity, and deplete the availability and quality of water in areas of high stress. Furthermore, greenhouse gas (GHG) emissions, soil, water, air and noise pollutants in our upstream activities can lead to biodiversity loss and a decline in quality of nature.



## Operations

Within the operations part of our value chain, our material biodiversity impacts are associated, primarily, with our on-site construction activities. Land clearing and conversion can lead to habitat loss and soil degradation. Furthermore, water pollution could arise if poor site practices exist such as pollutant discharges from washed concrete and fuels into local water courses, so it is critical that controls are in place to avoid this scenario.



## Downstream activities

In our downstream activities, the number of material biodiversity impacts are less compared to other parts of our value chain and they include the reduction of species diversity that could arise due to intensive mowing regimes and use of pesticides in green areas as well as increased fragmentation of habitats and dispersal routes if interconnectivity is not considered as part of the design.



## Dependencies

Consideration was given to the dependency of Glenveagh's business model and strategy on natural resources such as water, timber, sand and stone across the value chain. These types of dependencies can present financial risks and opportunities where Glenveagh is dependent on the continued availability of such resources at appropriate prices and quality, or on relationships needed in its business processes. In addition, we have also analysed dependencies on ecosystem services, such as climate regulation: if we do not have this, impacts like extreme climate events like storms (wind and rain) can disrupt construction operations for periods of time.

It is important to note that as we implement this strategy, engage with our supply chain partners, and move towards CSRD compliance, our knowledge and understanding of biodiversity impacts and dependencies will improve as we start to gather more granular level biodiversity data and our double materiality assessment will be updated accordingly.

## Action/Commitment:

- > Glenveagh will evolve and improve our approach to biodiversity impacts and dependencies with input from our supply chain.

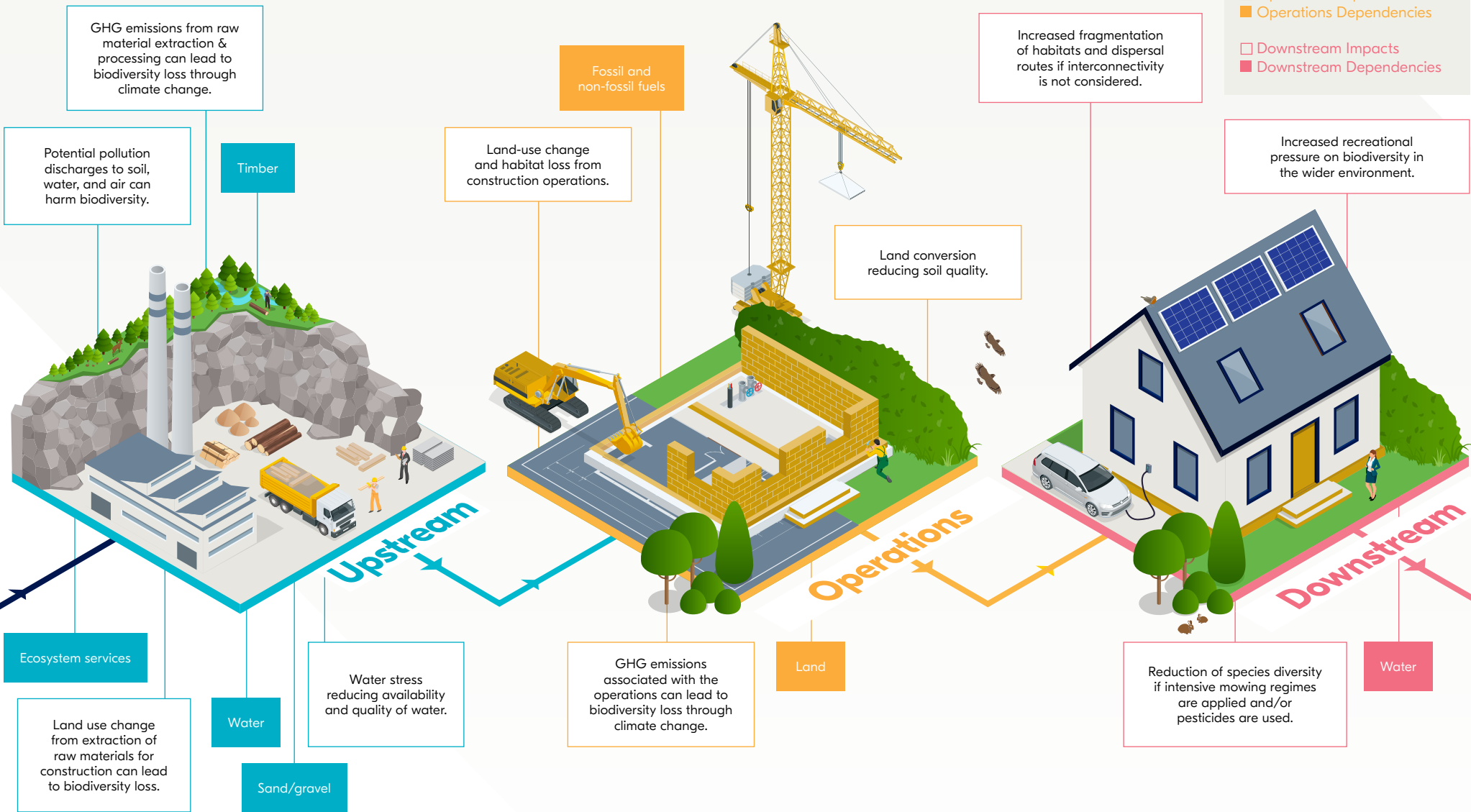
4. Recommendations\_of\_the\_Taskforce\_on\_Nature-related\_Financial\_Disclosures\_September\_2023.pdf (tnfd.global)

MATERIAL BIODIVERSITY MATTERS CONTINUED

# Understanding our impacts and dependencies (continued)

**Key**

- Upstream Impacts
- Upstream Dependencies
- Operations Impacts
- Operations Dependencies
- Downstream Impacts
- Downstream Dependencies



## OUR BIODIVERSITY FRAMEWORK

Glenveagh recognises the importance of taking action to protect and enhance biodiversity and nature. To do this, we have developed a biodiversity framework that will allow us to manage our impacts, risks, and opportunities across our value chain. To highlight our commitment to embedding biodiversity and habitat considerations into our business practices, our biodiversity strategic framework is based on four guiding principles:



### Stewardship

Responsibly use, protect, and enhance the environment around us through increased investment, sustainable practices, and conservation efforts.



### Connection

Design for interconnectivity between habitats, and between the built environment and nature, but also provide for connection between people and planet.



### Transition

Work with and influence partners in our value chain to better understand the biodiversity impacts of their operations and activities to ultimately encourage meaningful action to protect and restore biodiversity and ecosystems.



### Transparency

Work with suppliers, NGOs, communities and other stakeholders to better understand biodiversity impacts, risks, and opportunities (IROs) across our value chain to address the key environmental and social concerns related to these IROs.

We have developed our framework under three key pillars with an additional overarching commitment to embed biodiversity throughout our organisation. This is supported by robust governance and transparent reporting.



## DETAILED ACTIONS

## Protect and enhance biodiversity on our sites

The widely accepted direction of travel in terms of biodiversity and habitat preservation and management within the development context is to work towards a Biodiversity Net Gain (BNG) or, at a minimum, No Net Loss of biodiversity by 2030.

The legislative or policy framework in the Irish context does not facilitate the establishment of BNG targets in the short term. Nevertheless, we understand that there is a need for businesses to pave the way in the application of BNG principles, setting and establishing best practice and delivering schemes which exceed policy compliance.

We are committed to integrating the principles of Biodiversity Net Gain into our development site activities in the long term. This means ensuring we appreciate the baseline biodiversity richness in our sites, and designing schemes that enable habitats, species and biodiversity connections to flourish.

In the absence of a national framework around BNG calculation and reporting, we are committing to developing a baseline understanding of our inter-relationship with biodiversity throughout our development sites. We have developed a series of templates for use at each stage of the site development process, from pre-acquisition to post-completion, which will help us to assess the biodiversity of a site.

**In Ireland, the first steps towards requiring a biodiversity measurement and demonstrating net gain are being taken in some Local Authority Development Plans. Local authorities and government departments are considering how best to create and apply appropriate metrics at a national level. We will actively participate and support this process with a view to arriving at guidance that is practical to apply and suitable for an Irish context.**



DETAILED ACTIONS CONTINUED

## Protect and enhance biodiversity on our sites (continued)

The following actions and commitments apply to all new acquisitions.



We aim to design each development scheme to enable us to minimise biodiversity loss and deliver enhancements within the site.

**Actions/Commitments:**

- > Develop/adopt a biodiversity design guidance manual in 2024 to be used by all design teams.
- > Apply the biodiversity design stage report template, which we have developed, to planning project commencements which have completed due diligence at acquisition stage.
- > Complete a comprehensive ecological mapping exercise and baseline report at this stage of the project.
- > Develop a mitigation and enhancement strategy for the project.



At the end of each project, we want to ensure that what we committed to has been carried out and that the biodiversity created and retained will be protected into the future.

**Actions/Commitments:**

- > Carry out a biodiversity audit at the end of each project which has completed the prior steps to evaluate and compare the condition of the habitats across the life cycle of the project.
- > Update our management and monitoring plan following the audit and hand this over to the relevant body (i.e., local authority, management company etc.) who will be responsible for management of biodiversity on completion of sale.

### Land acquisition

### Master planning & design

### Pre-construction & construction

### Operation & handover

We will determine the biodiversity value of sites at the pre-acquisition phase. Before we can begin to enhance the ecological value of a site through design, we must evaluate its baseline condition. To do this, we will conduct an assessment of the site in question. This will be done prior to acquisition of a site.

**Actions/Commitments:**

- > Carry out biodiversity due diligence (by suitably qualified ecologist) on new acquisitions to assess a site's existing biodiversity value.
- > Conduct a biodiversity traffic light assessment which will inform the feasibility stage scheme design.



At construction stage, we will deliver on our commitments by retaining, protecting and developing our habitats.

**Actions/Commitments:**

- > Develop and deliver a biodiversity handover pack for our construction teams outlining the biodiversity commitments from planning and design stage.
- > Apply our operational management and monitoring plan template to projects that have completed the prior steps.
- > Implement good management practices to ensure protection of biodiversity and effective follow-through on commitments during construction.



### Our manufacturing sites

**Action/Commitment:**

Carry out a baseline survey at our manufacturing sites to better understand the biodiversity value and opportunities present at these sites and will subsequently develop a plan to protect and enhance it.

DETAILED ACTIONS CONTINUED

# Protect and enhance biodiversity in our supply chain

As many of our impacts on biodiversity happen in the supply chain through the extraction, processing and transport of materials used in the construction and manufacturing of our houses, it is now our responsibility to foster change within our supply chain to ensure our suppliers and partners begin to understand their biodiversity impacts and dependencies to tackle the existing biodiversity crisis. Engaging with our supply chain also forms part of our commitments under our Net Zero Transition Plan and our Equity, Diversity and Inclusion strategy. It will also support our approach to circular economy and resource use, human rights and our double materiality assessment. Therefore, our approach to supply chain engagement will be an integrated one across a range of environmental and social issues. We have already commenced our supply chain engagement programme which consists of the following key areas.



**Action/Commitment:**

- > We will engage with 50% of our suppliers (by spend) on biodiversity by 2025.

## DETAILED ACTIONS CONTINUED

# Collaborate and engage for biodiversity

We recognise the importance of collaborating and engaging with a variety of stakeholders to really effect change and drive forward action on biodiversity. We will use our position to engage with our customers, our communities, businesses both within and outside our industry, as well as with decision makers within government.

## Homeowners and Communities

To promote connection between people and planet, we engage with our homeowners as well as the wider community on a wide variety of issues through our customer care team and our community engagement team. Biodiversity forms an important part of this work through the following initiatives in particular:

### 01 Homeowners guide

As part of our homeowners' guide, we provide information on sustainability and specifically on how to create a garden to support pollinators.

### 02 Biodiversity in Schools and Nature Heroes Award

We partner with the education organisation Biodiversity in Schools to provide fully supported biodiversity workshops in the vicinity of our developments to help improve nature on school grounds. As part of this partnership, we launched the Nature Hero Awards in 2022, a national campaign to support schools with their biodiversity goals and provide a mark of excellence to schools that create an educational space that nurtures a love of nature, develops a knowledge of biodiversity, and encourages action to support this.



### 03 Residents Planting Days

From Spring 2024, we will run resident planting days in our new communities. This will include gardening experts facilitating planting workshops for residents with a focus on using outdoor spaces to promote and enhance biodiversity in the area.

#### Action/Commitment

- > We will continuously review our customer and community activities to evolve our approach to biodiversity as our overall approach develops.

## Industry and Biodiversity Experts

We already engage with a number of industry bodies and expert groups relevant to biodiversity through memberships, working groups and committees, which facilitates us keeping up to date with this ever-evolving agenda and allows us to exchange ideas, knowledge and approaches with relevant stakeholders. We will continue to review the organisations and groups with which we engage. We also engage with government (both national and local) on a variety of issues and through this plan, we will assess the areas where we can best advocate for change. Below are some of the bodies with which we engage on the topic of biodiversity.



### Business for Biodiversity

Business for Biodiversity Ireland is a platform to encourage and incentivise Irish businesses to assess their impacts and dependencies on biodiversity. Glenveagh is a member of the Business for Biodiversity Community of Practice (COP) since January 2023.



### Irish Green Building Council (IGBC)

IGBC is a non-profit organisation with membership from across the value chain of the built environment with a common goal to accelerate the transformation of the built environment to one that is sustainable. Glenveagh is a member of IGBC since January 2022 and joined the Community of Practice on biodiversity when it was set up in 2023.



### Business in the Community Ireland (BITCI)

Business in the Community Ireland is a movement inspiring and enabling business in Ireland to move towards a low carbon, socially inclusive, nature positive future where everyone thrives. Glenveagh is a member of BITCI since January 2022.

#### Action/Commitment

- > We will participate actively with industry and expert groups to grow our knowledge and understanding of biodiversity.

## DETAILED ACTIONS CONTINUED



## Embed biodiversity throughout the organisation

To support the roll out of the three key pillars set out in the previous sections, we are committed to embedding biodiversity right throughout the organisation. The way we address biodiversity is underpinned by both the actions and decisions we make as well as the importance we attribute to biodiversity right across our value chain.

This commitment will require us putting in place support mechanisms such as training, communications as well as relevant policies and procedures. Our aim is to ensure that everyone knows and understands how their role can have an impact (either positive or negative) on biodiversity and foster the skills and create the tools for positive action. We must also develop a baseline understanding of our inter-relationship with biodiversity to ensure meaningful change can occur on how we perceive and manage biodiversity right across our organisation.

By embedding biodiversity as a priority throughout our business, we can develop a credible and comprehensive biodiversity approach which aligns with our stated goals, complies with national and international policies, and delivers positive real-world impacts for ecosystems and communities.

### Action/Commitment

- > Publish our biodiversity policy (2024).
- > Roll out biodiversity training for all Glenveagh staff (2024).
- > Identify roles/teams where more in-depth/specific training is required and develop plan to address (2024).

**GOVERNANCE AND REPORTING**

**Governance**

In line with our governance of the overall sustainability agenda, Glenveagh’s board has ultimate responsibility and oversight of our biodiversity strategy.

It is supported in this by two board committees namely the environmental and social responsibility committee (ESR), which is responsible for developing and monitoring our approach to sustainability (including biodiversity) and the audit and risk committee (ARC) which has responsibility with respect to impacts, risks and opportunities. The executive committee, led by the CEO, oversees sustainability at an executive level including the biodiversity strategy while the environmental sustainability working group, comprising colleagues from across the senior leadership team (SLT) is charged with ensuring its implementation. The sustainability team is responsible for day-to-day management of sustainability including the biodiversity strategy and supporting colleagues throughout the organisation to achieve our sustainability ambitions.

**Governance structure**



**Reporting**

Glenveagh is committed to transparently reporting our biodiversity impacts, risks and opportunities as well as our progress in addressing these. We will continue to disclose and evolve our biodiversity disclosures through our annual report and we are actively preparing for the forthcoming European Sustainability Reporting Standards (ESRS) under the EU’s Corporate Sustainability Reporting Directive (CSRD) which will see further requirements in the area of biodiversity and ecosystems.

[Our annual report can be found here.](#)





Home of the new.

BIODIVERSITY STRATEGY 2024