

# SUSTAINABILITY

# REPORT

# 2025

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# Message from our Managing Director

*Pat Phibbs*



ALS Identify is pleased to present its Sustainability Report for 2025. This report represents an important first step in formally documenting how the organisation understands, manages, and communicates its environmental, social, and governance (ESG) impacts.

As sustainability expectations continue to increase across supply chains, customers, and financial partners, we recognise the importance of transparency and proportionate reporting. While the company is not currently subject to mandatory sustainability reporting obligations, this report has been prepared voluntarily to respond to stakeholder expectations and to strengthen internal governance.

By applying the EFRAG Voluntary Sustainability Reporting Standard for SMEs (VSME), we have adopted a practical and scalable framework aligned with the size and nature of our operations. This report establishes a baseline against which future progress will be measured.

As our sustainability reporting matures, we will continue to review our practices and disclosures to ensure they remain relevant, proportionate and aligned with stakeholder expectations.



# Introduction & Scope

This Sustainability Report has been prepared in accordance with the EFRAG Voluntary Sustainability Reporting Standard (VSME) and applies the Basic Module disclosures B1–B11.

The report covers the reporting period from 1 January 2025 to 31 December 2025 and has been prepared on an individual basis for ALS Identify. The company does not have subsidiaries and therefore no consolidation has been applied.

The primary purpose of this report is to provide relevant and proportionate sustainability information to customers, business partners, and other stakeholders, particularly where ESG related information is requested as part of supply chain assessments, tenders, or commercial relationships.





# Basis for Preparation

## Module selection:

ALS Identify has applied Option A under the VSME Standard and has prepared this report using the Basic Module only.

## Preparation basis:

This sustainability report has been prepared on an individual basis and reflects the activities and operations of Identify during the reporting period.

## Omissions and applicability:

Certain disclosures within the VSME Basic Module are only applicable to specific circumstances. Where disclosures are not applicable to the nature of the company's operations, this is clearly stated within the relevant sections in accordance with the VSME Standard.





# Practices for transitioning towards a more sustainable economy

ALS Identify recognises that sustainability is increasingly relevant to customers, regulators and supply-chain partners. While the company operates as a small enterprise, it seeks to apply proportionate and practical measures that reduce negative impacts and support positive environmental and social outcomes.

Sustainability considerations are embedded primarily through operational controls, responsible procurement and workforce practices appropriate to the scale and nature of the business. At this stage, the company does not operate a standalone sustainability strategy, however, relevant practices and policies are integrated into day to day operations.

Environmental practices focus on the efficient use of resources, minimising waste and complying with applicable environmental legislation. Social practices prioritise employee wellbeing, safe working conditions and fair treatment. Governance practices are centred on ethical conduct, regulatory compliance and responsible business behaviour.

Where formal sustainability targets have not yet been defined, the company intends to use this first sustainability report as a baseline from which future objectives and performance indicators may be developed.

ALS Identify's sustainability contribution also extends beyond its own operations through the equipment and solutions it provides to manufacturing customers. By supporting efficient, controlled and reliable production processes, these products can help customers reduce rework, minimise material waste and improve overall operational efficiency.

Although downstream sustainability impacts are not currently quantified, the company considers this enabling role an important part of its contribution to broader environmental and resource-efficiency objectives across the manufacturing sector.

## Future initiatives

Given that significant energy efficiency measures have already been implemented, including the installation of on site solar panels in 2024 and the upgrade of building lighting to energy efficient LED systems with motion sensors in 2025, the company does not currently anticipate material short term reductions in absolute energy consumption. The focus for the near term is on maintaining these efficiency gains, monitoring energy use over time, and identifying further improvement opportunities where feasible and proportionate to the scale of the business.



# Environmental Metrics

The environmental metrics disclosed in this report reflect the operational footprint of ALS Identify. Due to the nature of the company's activities, environmental impacts are primarily associated with energy use, indirect greenhouse gas emissions, and waste generation.

Detailed quantitative metrics for energy consumption, greenhouse gas emissions, water use, biodiversity, and waste management are presented in the following sections. Where a disclosure is not applicable to the company's operations, this is clearly stated in line with the VSME Standard.



**B3**

# Energy & Greenhouse Gas Emissions

ALS Identify's energy use and greenhouse gas (GHG) emissions are primarily associated with electricity consumption and fuel use related to operations. The company reports energy and emissions data in accordance with the VSME Basic Module.

Table 1 presents total energy consumption for the reporting year, including purchased electricity, self-generated renewable electricity consumed on site, and fuel consumption. A breakdown between renewable and non-renewable energy sources is provided where information is available.

**Table 1 – Total Energy Consumption (2025)**

Energy source	Renewable (MWh)	Non-renewable (MWh)	Total (MWh)
Electricity – purchased	47.44	0	47.44
Electricity – self-generated	15.36	0	15.36
Fuels	0	350.24	350.24
<b>Total energy consumption</b>	<b>62.8</b>	<b>350.24</b>	<b>413.04</b>

**Note:** Self-generated solar electricity reflects electricity generated and consumed on site during the reporting year.



## Scope 1 Emissions

Scope 1 emissions relate to direct greenhouse gas emissions from fuel combustion under the company's operational control, including fuel used by company-owned vehicles and on-site natural gas consumption.

**Table 2 – Scope 1 Greenhouse Gas Emissions (2025)**

Scope 1 source	Emissions (tCO <sub>2</sub> e)
Diesel	93.62
Natural gas	3.56
<b>Total Scope 1 emissions</b>	<b>97.18</b>



## Scope 2 Emissions

Scope 2 emissions relate to indirect emissions associated with purchased electricity consumed in company facilities and are reported on a location-based basis in line with the GHG Protocol and VSME requirements.

**Table 3 – Scope 2 Greenhouse Gas Emissions (Location-based, 2025)**

Scope 2 source	Emissions (tCO <sub>2</sub> e)
Purchased electricity (utility bills)	10.74
<b>Total Scope 2 emissions (location-based)</b>	<b>10.74</b>





# Total Greenhouse Gas Emissions

Total gross greenhouse gas emissions (Scope 1 and Scope 2): 107.92 tCO<sub>2</sub>e

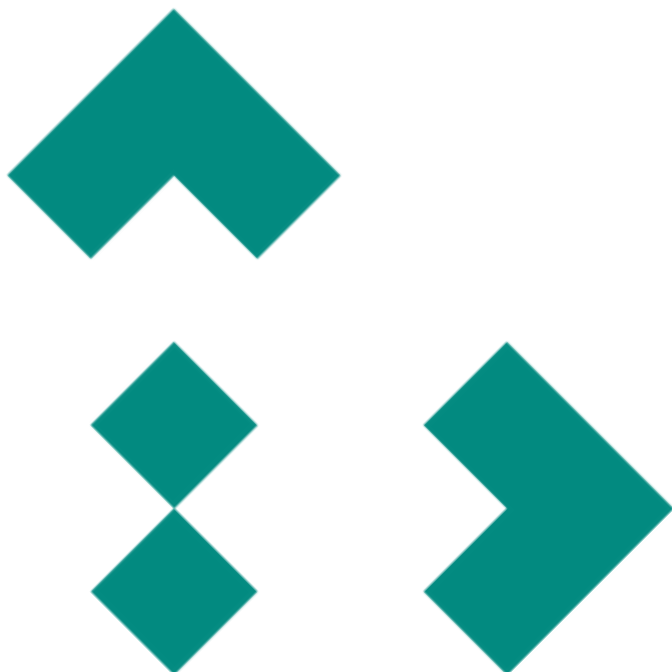
Emissions are reported for the 2025 reporting year under the company's operational control boundary, in line with the VSME Basic Module.

Scope 1 emissions relate to direct fuel combustion from company owned vehicles and on site natural gas use.

Scope 2 emissions are reported on a location based basis and reflect emissions from purchased electricity consumed in the building, calculated using SEAI electricity consumption emission factors.

Electricity consumption includes purchased electricity (47.44 MWh) and self-generated solar electricity used on site (15.36 MWh). Self-generated electricity is included in energy consumption reporting but does not form part of Scope 2 emissions, in line with the VSME and GHG Protocol.

Scope 3 emissions were not quantified for this reporting period. In line with the VSME Basic Module, the company's current focus is on establishing a robust baseline for Scope 1 and Scope 2 emissions.





## Pollution of Air, Water & Soil

ALS Identify recognises the importance of preventing pollution and minimising environmental harm arising from its operations.

The company operates from a single facility comprising office space and a workshop, which accounts for approximately 30% of the total floor area. Workshop activities include fabrication and assembly work.

These activities are not pollution intensive and do not involve industrial scale manufacturing processes. Pollution related impacts are primarily limited to indirect emissions from energy use and vehicle fuel consumption, which are addressed in Section B3, and to limited waste arising from workshop activities.

The company does not discharge industrial effluents, and any waste generated is managed through appropriate waste handling and disposal arrangements.

The company complies with applicable environmental, waste management and occupational safety regulations and seeks to minimise pollution risks through responsible operational practices.





# Biodiversity

ALS Identify's operations are conducted within a single, existing developed building comprising office and workshop space.

The company does not operate in or near protected areas or areas of high biodiversity value and does not undertake activities that are likely to cause direct harm to biodiversity or ecosystems.

Given the nature and location of operations, biodiversity-related impacts are not considered material to the company's business model at this time.

Nevertheless, the company recognises the importance of protecting natural ecosystems and commits to avoiding unnecessary environmental harm.

Potential biodiversity impacts will be reviewed should the nature, scale or location of operations change in the future.





## Water & Marine Resource

ALS Identify does not withdraw or consume water for production or process related activities and is not reliant on water intensive operations.

Water use within the business is limited to general office and workshop facilities and is primarily associated with domestic and sanitation purposes.

Total estimated water withdrawal for the 2025 financial year was 20.3 cubic metres, based on water rates billing. The company does not abstract water directly from natural sources and does not discharge wastewater other than standard sanitation.

To support its assessment of water related risk, the company has reviewed publicly available water risk mapping tools, including the WRI Aqueduct Water Risk Atlas, which indicates that the location of its operations is not situated in an area of high or extremely high baseline water stress.

Given the limited scale of water use and the local water risk context, water and marine resource impacts are not considered material to the company's business model at this time.





# Resource use, Circular economy, & Waste Management

Waste management focuses on segregation and responsible disposal. The company does not operate in a sector with significant material flows.

The company does not generate significant hazardous waste.

Table 4 summarises waste generated during the reporting year by type and treatment method, based on data provided by the company’s waste collection contractor.

Table 4 – Waste Generated

Type of Waste	Unit of Measure	Waste diverted to recycle or reuse	Waste directed to disposal	Total waste recycled, reused & diposed
150101 - Non hazardous paper & cardboard	metric tonnes (t)	1.27	0	1.27
200301 - Non hazardous mixed municipal	metric tonnes (t)	2.82	0.08	2.90



# Workforce - General Characteristics

ALS Identify recognises that its employees are central to the effective operation and long term success of the business. The company is committed to providing fair working conditions, a safe and respectful working environment, and opportunities for development appropriate to the scale and nature of its operations.

During the 2025 reporting year, ALS Identify employed 26 employees, all of whom were permanently employed.

The workforce comprises a mix of office based and workshop based roles, reflecting the company's operational activities.

Please see table 5 for workforce characteristics.

**Table 5 – Workforce Characteristics**

Type of contract	Number of employees
Permanent contract	26
Temporary contract	0
<b>Total employees</b>	<b>26</b>
Gender	Number of employees
Male	21
Female	5
Other	0
Not Reported	0
<b>Total employees</b>	<b>26</b>
Country of Employment	Number of employees
Ireland	26
<b>Total employees</b>	<b>26</b>



## Workforce - Health & Safety

Health and safety is a key priority, particularly given the presence of workshop activities.

The company maintains a Health & Safety Policy and implements appropriate controls and training to manage occupational risks.

During 2025, two lost time work related incidents were recorded.  
No serious or fatal incidents occurred.

Table 6 details Health & Safety incidents in the reporting period.

**Table 6 – Workforce Characteristics - Health & Safety**

Work related incidents	
Number of lost time incidents	2
Rate of lost time incidents in	7.69%



## Workforce - Remuneration, Collective Bargaining & Training

ALS Identify is committed to providing fair and transparent remuneration practices. Employee pay and progression are based on role requirements, experience and performance, and are applied consistently across the organisation. The company complies with applicable employment and wage legislation.

There is no trade union or formal collective bargaining arrangement in place.  
No requests for collective representation were made by employees during the reporting period.

Training and skills development are supported through a combination of formal and informal training initiatives appropriate to the roles and responsibilities of employees. This includes on the job training, role specific upskilling and the employment of apprentices.

The company employs two apprentices, reflecting its commitment to skills development and the long term sustainability of its workforce.



# Convictions & Fines for Corruption & Bribery

ALS Identify is committed to conducting its business with integrity and in compliance with applicable laws and regulations.

The company maintains a Code of Conduct and ethical business practices aimed at preventing bribery, corruption and other forms of misconduct.

During the reporting period, ALS Identify was not subject to any convictions, fines, penalties or sanctions related to corruption or bribery. There were no pending investigations, legal proceedings or charges of this nature during the reporting year.

The company continues to promote ethical conduct and compliance through its governance policies and management oversight.





# Thank You



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