

Gerco Sustainability Roadmap

February 2026



Foreword

As Gerco embarks on a journey to build on its success of the last decade, we are now entering a renewed period of growth.

With an ambitious strategy, we remain steadfast in our goal to achieve strategic alignment throughout the organisation and ensure sustainable growth in our target markets.

I am delighted launch the Gerco Sustainability Roadmap in support of our Strategic Objectives and look forward to working in collaboration with the Gerco team in building a more robust and sustainable organisation.

Michael Anderson
Managing Director



SUSTAINABILITY ROADMAP

Ideation

Identify Sustainability wish list and potential long-term goals.



Market Research

Analyse trends of systematic growth and change implementation.
What's feasible for us?



Refinement

Implement financial and manpower strategies to see the project through.



Firm Grounding

Decide upon the foundations of Sustainability. Adopt core pillars.



Setting Out

Identify periodic and long-term targets for each core pillar of Sustainability.



Launch

Strategies are launched and adopted within the business as a long-term strategic development plan.



THE PILLARS OF SUSTAINABILITY

Business Analysis

Analyse our business and industry sector to determine how we can create the greatest sustainable impact.



Identify Pillars

Environmental Impact Social Impact
Business and People Growth



Targets

Define short, medium and long-term targets for each Pillar.



Implementation

Launch the campaign through nominated stakeholders within the Focus Committee and Dept. Heads.



Monitor, Evaluate & Review

Periodic reviews to measure success, analyse feedback and develop continual improvements.



ENVIRONMENTAL IMPACT



Environmental Target

Define the goals & budget to achieve **Net Zero** by 2035.



Execute the Goals

Reduce and recycle.
Product development.
Carbon reduction and offset.



Completion

Complete all deliverables and conduct project evaluation.



Team Allocation

Allocate a Champion for each goal.



Monitoring

Regularly track project progress to ensure goals are met.



SOCIAL IMPACT

Start Small
2025: Sponsor
Community Projects,
Youth Sports Teams and
Educational Training
Schemes.



Get Big
Engage with preferred
partners. Raise funds for
worthy causes within our
industry & geographic
region of projects.



Get Bigger
Become a major
stakeholder and
principal contributor to
community projects.



A Formidable Force
2035: Hold our own
major sports charity
event.



PEOPLE GROWTH

First Day Orientation

Introduce new employees to the team and company culture.



Team Integration

Encourage collaboration and relationship building in the team.



Role Assignment

Clarify job responsibilities and expectations.



Training & Development

Train employees with a structured development program.



Tool & Access Preparation

Ensure employees have access to necessary tools and systems.



Feedback & Evaluation

Provide initial feedback and performance evaluation.



BUSINESS GROWTH THE “20 YEAR” PLAN

2030 Target

- Integrate our 1st Apprentice into a full-time role.
- Achieve £50m T/O whilst maintaining 10% OM.
- Consolidate European Businesses to HQ in Ireland.

2040 Target

- Develop Gerco HQ - Offices, Storage, OS Manufacturing, R&D & Training Facilities.
- Become a specified Specialist Contractor.

2035 Target

- Robust training & Apprentice Scheme.
- Achieve £100m T/O whilst maintaining 10% OM.
- Purchase land to develop Gerco HQ.

2045 Target

- Undertake the General Contractors' role on a major European project.



Thank you!

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