

8 West Consulting

Building 1, UTC
Curraheen Road
Cork, Ireland
T12 AY18

+353 21 4925100

info@8west.ie
www.8west.ie



Sustainability & ESG Report

People. Planet. Progress.

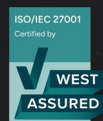


Reporting Year

2025

Version

1.0



CONTENTS

Statement from Leadership 3

About 8 West 4

ESG Overview & Key Performance Indicators 5

Environmental Responsibility 6

Social Impact 8

Governance & Transparency 10

Community & Charitable Giving 13

Looking Ahead: 2026 Commitments 14

1 Statement from Leadership

8 West was founded with Cork at its heart. Over the years, this city and the wider Irish community have given us immense support, our clients, our talent, our culture, and our ambition have all been shaped by the place we call home. As we have grown, we have carried that sense of belonging with us, and this ESG Report reflects our conviction that the best way to honour that trust is to give back: to the community, to our people, and to the planet. Today, 8 West is 50% owned by Washington Dental Services (WDS), a US dental organisation whose own mission: *“to remove barriers to healthcare, improve overall health, and ensure that everyone can enjoy good oral health, leaving no one behind”* reflects a social purpose that resonates deeply with our own values. We are proud to be part of an ownership group that takes its responsibilities to people and communities as seriously as we do.

We recognise that we also operate as part of a global economy, and that our responsibilities do not end at the edge of Cork or Ireland. Over the past decade, we have grown our presence with offices in Cluj, Romania and Cagliari, Sardinia, Italy, two cities we chose in large part because of the strong cultural affinity they share with Cork: a pride in place, a close-knit technology community, and a deep sense of local identity. We carry the same responsibilities to those communities as we do to our own. Climate change, social inequality, and corporate governance are challenges that transcend borders. We take them seriously, not because regulation demands it, but because it is simply the right thing to do.

Central to our ESG philosophy is the wellbeing of our people. Technology companies are built by human beings, and the mental, physical, and emotional health of every member of our team is a genuine business priority, and not just a footnote. In 2025, fifteen members of our team completed accredited Mental Health First Responder training, a milestone we are enormously proud of. We are committed to fostering a workplace where people feel safe, valued, and supported.

Equality is not a target for 8 West, it is a baseline. We are committed to equal opportunities across every dimension: gender, background, age, and ability. We believe that diverse teams build better products and serve clients more effectively.

This report marks a point on a journey, not a destination. We are proud of what we have achieved in 2025, and we are clear-eyed about how much further we can go. We look forward to sharing that journey with you.

Leadership Team, 8 West

2 About 8 West

8 West is a software development company with its roots in Cork, Ireland, delivering technology solutions across Ireland and internationally. With deep roots in the Cork technology community, we provide software engineering, digital transformation, and consultancy services to clients in a range of sectors. Over the past decade, we have grown our footprint with offices in Cluj, Romania and Cagliari, Sardinia. These locations were chosen not only for their strong technical talent pools, but because of the cultural values they share with Cork, like a strong sense of community, pride in local identity, and a collaborative, people-first approach to work. We bring the same commitment to our responsibilities in Cluj and Cagliari as we do at home: to our teams, to the local communities around us, and to the environment we all share.

- **Industry:** Information Technology — Software Development & Consultancy
- **Offices:** Cork, Ireland (HQ) | Cluj, Romania | Cagliari, Sardinia Italy
- **Reporting Period:** 1 January 2025 – 31 December 2025

3 ESG Overview & Key Performance Indicators

The following KPIs summarise 8 West's ESG performance during the 2025 reporting year. Our ESG strategy is built around three pillars: Environmental Responsibility, Social Impact, and Governance & Transparency.

Metric	2025
Total ESG Initiatives	11
Initiatives Completed	6
Initiatives In Progress	1
Policy Updates / Governance Actions	3
Pending External Assessment	1
Staff with Mental Health First Responder Certification	15
Remote / Hybrid Working Policy	Active
Sustainable Procurement Policy	Adopted 2025
Carbon Footprint Baseline Assessment	Audit Report from SSEA received

4 Environmental Responsibility

Our environmental strategy in 2025 focused on understanding and reducing our operational carbon footprint, improving the energy efficiency of our cloud and IT infrastructure, and embedding sustainable procurement practices across the business. As a primarily digital business, the majority of our environmental impact arises from energy use in offices, remote working, cloud computing, and business travel.

CARBON EMISSIONS

In 2025, 8 West submitted our baseline energy and carbon footprint assessment, with the results pending formal response at the time of publication. The table below will be updated in our 2026 report with verified figures. We are committed to transparent year-on-year disclosure of Scope 1, 2, and 3 emissions.

		2025 (tCO ₂ e)				Notes
Scope	Description	Cork, Ireland	Cluj, Romania	Cagliari, Sardinia	Group Total	
Scope 1	Direct emissions (gas, fuel)	1.77	0	0	1.77	Baseline submitted 2025
Scope 2	Purchased electricity (offices)	11.61	4.06	6.0	21.67	Baseline submitted 2025
Scope 3	Business travel, cloud computing, supply chain	46.00	3.55	3.55	53.1	Baseline submitted 2025
Total (Scopes 1–3)	Combined emissions, all scopes	59.38	7.61	9.55	76.54	Baseline submitted 2025
Per Employee (tCO ₂ e)	Total emissions ÷ headcount at each location (220/17/17)	0.27	0.44	0.56	0.30	Baseline submitted 2025

CLOUD & IT INFRASTRUCTURE

Our engineering team completed a review and optimisation of our cloud and IT infrastructure with a focus on energy efficiency. The majority of our cloud operations are hosted on major platforms with strong net-zero commitments, including Google Cloud Platform (net-zero target) and AWS (100% renewable energy goal for 2025). By selecting energy-efficient regions and right-sizing workloads, we reduced unnecessary compute consumption during the year.

OFFICE OPERATIONS & PROCUREMENT

8 West transitioned all office supplies to recycled or FSC-certified alternatives during 2025. Our facilities team also completed an overhaul of office recycling and waste management practices, increasing the volume of materials diverted from landfill. Our sustainable procurement policy — adopted formally in 2025 — now requires sustainability criteria to be considered in all significant purchasing decisions.

ENVIRONMENTAL INITIATIVES SUMMARY

Initiative	Owner	Status
Baseline energy and carbon footprint assessment	Facilities	Completed
Cloud & IT infrastructure energy optimisation	CTO / Engineering	Completed
Switch to recycled / FSC-certified office supplies	Facilities	Completed
Office recycling and waste management improvement	Facilities	Completed

5 Social Impact

Our people are our business. The social pillar of our ESG strategy reflects our commitment to the health, equality, development, and sense of belonging of every person at 8 West

MENTAL HEALTH & WELLBEING

In 2025, 8 West made a significant investment in mental health support for our team. Fifteen members of staff completed accredited Mental Health First Responder training, equipping them with the skills to identify mental health challenges in colleagues and provide first-line support. This initiative reflects our conviction that mental health deserves the same attention and resources as physical health.

Our approach to employee wellbeing extends beyond training. We provide flexible and remote-first working arrangements that reduce commuting stress and improve work-life balance, as well as a culture that actively encourages open conversation about mental health. We continue to expand our wellbeing resources and will report on further initiatives in our 2026 report.

Mental Health Highlight	2025
Staff with Mental Health First Responder Certification	15

EQUALITY, DIVERSITY & INCLUSION

At 8 West, equality is embedded in how we hire, develop, and lead. We are committed to creating a workplace that is inclusive for people of all genders, backgrounds, nationalities, ages, and abilities. Our equal opportunities policy applies across every stage of the employment lifecycle — from recruitment to promotion — and our leadership team is accountable for maintaining that standard.

We actively monitor representation across levels of the organisation and are committed to increasing diversity at all levels, including leadership. We publish our gender pay gap data internally and commit to publishing this externally in subsequent reports as our measurement maturity develops.

Our equality commitments include:

- Equal pay for equal work, irrespective of gender, background, or any other personal characteristic.
- Inclusive recruitment practices and diverse hiring panels.
- Zero tolerance for discrimination, harassment, or workplace bullying.
- A formal speak-up mechanism for raising concerns confidentially.
- Ongoing internal campaigns recognising diversity milestones throughout the year.

EMPLOYEE TRAINING & DEVELOPMENT

In 2025 we completed a company-wide sustainability training programme, ensuring all staff have a baseline understanding of our ESG commitments and the role they play in them. We also launched a sustainability innovation suggestion scheme, giving employees a direct channel to propose ideas that improve our environmental and social performance.

Beyond sustainability, we continue to invest in technical and professional development across the team. We believe that a growing, learning team is the single greatest source of competitive advantage for a software company — and the foundation of a healthy, engaged workplace.

REMOTE & HYBRID WORKING

8 West operates a remote-first and hybrid working policy, which reduces commuting emissions, improves work-life balance, and opens our hiring process to talent across Ireland and beyond. This policy directly contributes to both our environmental goals (reduced Scope 3 emissions from commuting) and our social goals (employee wellbeing and access to opportunity).

SOCIAL INITIATIVES SUMMARY

Initiative	Owner	Status
Mental Health First Responder Training (15 certified)	HR / Leadership	Completed
Employee sustainability training programme	HR	Completed
Sustainability innovation suggestion scheme	Innovation Lead	Policy Adopted
Remote-first / hybrid work policy	HR / IT	Active
Green Team / Sustainability Champion Network	HR	In Progress

6 Governance & Transparency

Good governance is the foundation of credible sustainability reporting. At 8 West, our ESG governance ensures that our commitments are embedded in business operations and that accountability sits at leadership level.

ESG OWNERSHIP & OVERSIGHT

Responsibility for our ESG strategy and performance monitoring is assigned to our Sustainability Lead, who reports directly to executive leadership. ESG goals are embedded within the objectives of HR, Facilities, IT Engineering, Innovation, and Communications teams — ensuring that sustainability is a cross-functional responsibility rather than an isolated function.

DATA PROTECTION & INFORMATION SECURITY

As a software development company, data security and the protection of personal information are central to our operations and our governance obligations. Our clients trust us with sensitive data, and we take that responsibility seriously across all three of our locations and throughout our supply chain.

REGULATORY COMPLIANCE

8 West operates in compliance with all applicable data protection legislation. In Ireland and across our EU offices in Cluj and Cagliari, this includes the EU General Data Protection Regulation (GDPR) and the Irish Data Protection Acts. As a company with a US-based ownership partner in Washington Dental Services, we are also cognisant of US healthcare data obligations, including the Health Insurance Portability and Accountability Act (HIPAA), and we apply equivalent standards of care to any engagement involving health-related or sensitive personal data.

Our Information Security Management System (ISMS) is maintained in accordance with ISO/IEC 27001 standards, providing a systematic and auditable framework for managing information security risks across the organisation.

CYBERSECURITY PROGRAMME

Cybersecurity is an active and ongoing programme at 8 West, not a one-time compliance exercise. We maintain comprehensive policies covering Access Control, Asset Management, Incident Detection and Response, Vulnerability Management, Remote Working Security, Risk Management, and Secure Development Practices. These policies are reviewed annually and updated in response to evolving threats and changes in the regulatory landscape. We operate across three jurisdictions and apply consistent security controls at each location.

All staff complete mandatory information security awareness training as part of onboarding and on an annual basis. Security responsibilities are embedded in role descriptions across technical and non-technical functions. Our engineering team applies secure-by-design principles to all client-facing software development, including threat modelling, code review, and dependency management practices.

SECURITY METRICS 2025

Security Metric	2025 Figure	Notes
Staff completing annual security awareness training	98%	Target: 100% annually
Staff completing phishing awareness / simulated phishing exercises	100%	Target: 100%
Confirmed security incidents [data breaches or significant events]	0	Reportable under GDPR / HIPAA where applicable
Data Subject Access Requests (DSARs) received and resolved	0	Within statutory 30-day window
Penetration tests / third-party security assessments conducted	6	Annual minimum requirement under ISO 27001
ISO 27001 certification status	Certified [maintained]	Annually audited

CODE OF CONDUCT & ETHICS

All 8 West employees and contractors are required to operate in accordance with our Code of Conduct, which sets out expected standards of ethical behaviour in client relationships, internal interactions, and external business dealings. Our ethics review process ensures that all client engagements are assessed for alignment with our values. We have declined to proceed with engagements assessed as misaligned with our ethical standards.

HUMAN RIGHTS

8 West is committed to the principles of the UN Global Compact and the Universal Declaration of Human Rights. We do not tolerate forced, coerced, or child labour within our business or among our partners. All staff work under formal contracts with clear terms, and our Modern Slavery statement will be published on our website as part of our 2026 reporting cycle.

GOVERNANCE INITIATIVES SUMMARY

Initiative	Owner	Status
Sustainable procurement policy	Facilities / IT	Adopted 2025
Annual ESG progress report	Sustainability Lead	This document
Publish sustainability policy on company website	Communications	In Progress
Information Security Management System (ISO 27001)	IT / Engineering	Active

7 Community & Charitable Giving

Cork is where 8 West began, and it remains the community that has shaped us most deeply. But our sense of community has grown. With our expansion into Cluj and Cagliari, we now have roots in three cities — and we approach each of them with the same commitment: to be a good neighbour, a responsible employer, and an active participant in the local community. We are committed to giving back in meaningful, practical ways: through donations, volunteer time, and technology skills applied for social good.

CASH & IN-KIND DONATIONS

In 2025, 8 West provided financial and in-kind support to a number of charitable and community organisations.

Organisation	Type of Support	Value
Fred Hutchinson Cancer Foundation	Donation	€2,000
Ballincollig Basketball Club	Sponsorship	€2,500
Waterford Food Festival	Sponsorship	€4,655
Dublin Frontrunners	Sponsorship	€2,500
Dungarvan United FC	Sponsorship	€5,000
Special Olympics New Jersey	Sponsorship	€13,282
Total		€29,937

LOCAL COMMUNITY ENGAGEMENT

We actively participate in the technology communities of all three of our locations — supporting local events, contributing to education initiatives, and engaging with programs that promote careers in technology for underrepresented groups. In Cork, this is a long-standing commitment. In Cluj and Cagliari, we are at the beginning of that journey — and we are committed to building the same depth of local engagement that has always been part of who we are.

8 Looking Ahead: 2026 Commitments

Building on the foundations laid in 2025, our key ESG priorities for the year ahead include:

- Publish verified carbon emissions data (Scopes 1, 2, and 3) following completion of our baseline assessment.
- Formally align our reporting with the EU Voluntary Sustainability Reporting Standard for SMEs (VSME).
- Expand our Mental Health First Responder network and launch a structured employee wellbeing programme.
- Launch the 8 West Green Team to drive grassroots sustainability initiatives across the business.
- Publish our Sustainability Policy and ESG Statement publicly on the company website.
- Set formal emissions reduction targets in line with Science Based Targets initiative (SBTi) guidance
- Enhance gender pay gap reporting and publish data externally
- Deepen community and charitable giving, with a formal annual giving target

We are proud of the progress made in 2025 and clear-eyed about the work ahead.

Sustainability is a journey — and we are committed to travelling it with honesty, ambition, and care for the people and planet we share.

For queries about this report, please contact:

8 West | Cork, Ireland | Cluj, Romania | Cagliari, Sardinia Italy

sustainability@8west.ie

www.8west.ie