



SUSTAINABILITY STRATEGY 2025-2027

OVERVIEW

Galway United's social and environmental sustainability strategy has been drafted considering:

- The outcome of Galway United's double materiality assessment¹ to identify reporting topics considered to be material;
- The FAI Sustainability Strategy;
- The UEFA Football Sustainability Strategy 2030 and relevant UEFA guidelines; and
- The requirements for Clubs as articulated in the FAI Licencing Manuals.

We recognise that the activities of Galway United may have social and environmental impacts, while social and environmental issues may also impact our financial position, performance and cash-flows. These impacts may be over the short-, medium- or long-term. The first step in our strategy is to understand which social and environmental topics are considered material for Galway United, when applying this double materiality approach.

An understanding of these impacts is important to allow the club to thrive over the long-term. This can then be used to inform policies, action plans and targets to drive performance on these topics. To understand our performance, we must also identify suitable key performance indicators and establish data collection processes at the management level. Finally, we will publicly report on our sustainability performance. Once baseline performance is established, we will work to define formal targets where relevant, with reporting on the progress against these targets planned for subsequent years.

This approach is aligned with the guidance set out in UEFA's Football Social Responsibility Roadmap (Commitment, Issue Management, Stakeholder Consultation, Implementation, Monitoring and Evaluating, Reporting and Communication).

This document is available at: <https://galwayunitedfc.ie/sustainability>

SOCIAL

As a leader on and off the pitch, Galway United Football Club is aware of our impact on our community. Galway United promotes football for everyone and our social sustainability strategy links with the FAI Sustainability Strategy for all areas including Equality, Diversity and Inclusion. We aim to promote the health and well-being of all employees, spectators, volunteers and the general public, in addition to creating a safe environment for the Club and its employees, volunteers and supporters to operate in.

¹ Based on the approach taken in the voluntary sustainability reporting standard for non-listed micro, small and medium enterprises produced by EFRAG at the request of the EU.
<https://www.efrag.org/sites/default/files/sites/webpublishing/SiteAssets/VSME%20Standard.pdf>

ENVIRONMENTAL

Galway United will seek to promote the conservation and sustainable use of natural resources and to minimise environmental pollution in all its activities and, where possible, by its influence over others. We will strive for continual improvement in this area and take all reasonable measures to ensure our activities do not cause pollution.

It is the policy of Galway United, as a club and a business, to continually develop, review and improve our environmental objectives and work towards further sustainable and environmentally friendly projects, in the present and for the future of this club.

We are committed to treating all relevant legal and environmental legislation and guidelines as a minimum requirement and will seek to exceed them wherever possible. The Club will follow all legislative requirements as set out in the Waste Management (Amendment) Act, 2001 and European Communities (Environmental Noise) Regulations 2018. It will follow all EPA guidance as outlined. It will refer to the National Air Pollution Control Programme and the National Energy and Climate Plan as required for advice and guidance.



GOVERNANCE OF SOCIAL & ENVIRONMENTAL SUSTAINABILITY

The Sustainability Strategy and Sustainability Report is reviewed and approved by the Board of Management and published annually.

Galway United have appointed Alan Brett as Social and Environmental Sustainability Officer. Alan is responsible for the implementation of social and environmental sustainability policies and measures.

During 2025, Galway United and the Galway United Friends Co-op jointly established a Sustainability Advisory Committee. The role of this committee is to inform the development of our policies, targets and action plans and periodically reviewing our social and environmental sustainability strategy. The committee is drawn from members of Galway United staff, Galway United Co-op members, supporters, as well as individuals from the local community with expertise or experience in sustainability matters.

SUSTAINABILITY ADVISORY COMMITTEE

The members as of August 2025 are:

- Alan Brett: Previously served as a member of the EFRAG Working Group between 2020 and 2022 working on the draft of the EU's Corporate Sustainability Reporting Standards. Member and committee member of Galway United Friends Co-operative Society.
- John Byrne: Sustainability Manager at Thorntons Recycling and The City Bin Co. Expertise includes developing and implementing sustainability policies, leading projects on circular economy solutions, and supporting business in preparing for sustainability reporting.
- Sam O'Neill: Commercial Officer at Galway United with a wealth of commercial and marketing experience and working to embed the club in the community. Member and committee member of Galway United Friends Co-operative Society.
- Micheal Murphy: Member and committee member of Galway United Friends Co-operative Society with a history of involvement in community initiatives with Galway United.

Membership of the advisory committee is open to passionate and committed people who can support the work of the Club and the Co-op in this area. Interested persons should email sustainability@galwayunitedfc.ie

IMPLEMENTATION

All GUFC employees, volunteers, supporters, suppliers and the general public will be advised on this policy and strategy and its importance in mitigating and improving the Company's environmental performance. Training on the content of this document will be provided to all volunteers and employees to help embed the club's social and environmental policies and commitments in our club. External parties may be engaged to undertake or assist with the training as required. This document will also be made available to all employees and registered volunteers of the club. Records will be kept on all training provided.

In some areas, work is conducted in collaboration with or delegated to the Galway United Friends Co-operative.



SUSTAINABILITY REPORT 2025

BASIS FOR PREPARATION

Given the size and scale of our operations, we have considered the voluntary sustainability reporting standard for non-listed micro, small and medium enterprises (VSME) produced by EFRAG at the request of the European Commission. This document has been used as a guide in determining the content of our first Sustainability Report.

➡ DOUBLE MATERIALITY ASSESSMENT

During 2025, our efforts focused on undertaking a double materiality assessment to identify the material reporting topics for Galway United, to identify the sustainability issues that are believed to be material from:

- a financial perspective (i.e. how sustainability issues affect a company's financial performance); and/or
- an impact perspective (i.e. how the company impacts the environment and society).

The double materiality assessment was conducted considering the NACE code for the company (93.12 Activities of Sports Clubs). In addition to the sector-agnostic reporting topics, several sector-specific topics have been identified. In addition to the recommended (sector-agnostic) reporting topics, the double materiality assessment also identified certain other topics as material given the nature of the club's operations. To assist in completing our double materiality assessment, we referred to best practices at other clubs, in Ireland and abroad, publications from UEFA, the FAI and other parties.

The material topics form

PRACTICES, POLICIES AND FUTURE INITIATIVES FOR TRANSITIONING TOWARDS A MORE SUSTAINABLE ECONOMY

For each of these topics, we will review all existing policies, performance and targets, with a view to identifying gaps and to firmly embedded processes to measure progress on the relevant sustainability metrics.

Having identified the topics considered to be material from a sustainability reporting standpoint, in 2026 the club will work to review policies and key performance indicators for the relevant reporting topics.

As the club progresses its development of its training facilities at Mountain South, best sustainability practices will be embedded from the start across each of the material environmental topics identified. This includes biodiversity, optimising water withdrawal and consumption, applying circular economy principles including resource use, waste management and implementing circular processes.

ENVIRONMENTAL

The double materiality assessment identified Energy and Greenhouse Gas Emissions, Pollution of Air Water & Soil, Biodiversity, Circular Economy and Water as the environmental topics that are currently material or that are expected become material as we develop our training facilities at Mountain South. The relevant policies and associated commitments are being reviewed by the Sustainability Advisory Committee, with a view to updating these prior to the 2026 season.

During 2025 to date, the main environmental initiatives are set out below.

ENERGY AND GREENHOUSE GAS EMISSIONS

➤ ENERGY USE

- A floodlight upgrade has been installed in Eamonn Deacy Park during August 2025, with the new lights providing an enhanced viewing experience while lowering floodlight energy use.

➤ CARBON EMISSIONS REPORTING

- The Sustainability Advisory Committee is currently evaluating the data collection required to enable future reporting of carbon emissions. This evaluation extends to scope 1, scope 2 and scope 3 emissions. Based on the outcome of this evaluation, the committee will make recommendations as to the first steps to provide for carbon emissions reporting.

➤ SUSTAINABLE TRANSPORT

- The Galway United Friends Co-operative has run several supporter buses during the 2025 season, reducing the fan travel-related scope 3 carbon emissions for these games.
- Travel to away fixtures for senior squads is by coach minimising travel related emissions compared to the usage of cars.

POLLUTION OF AIR, WATER AND SOIL

- As the club designs the new club-owned training facilities at Mountain South, limiting all aspects of pollution forms an important element of the proposed designs.

RESOURCE USE, CIRCULAR ECONOMY AND WASTE MANAGEMENT

➤ CIRCULARITY AND WASTE MANAGEMENT

- A new club shop was installed at Eamonn Deacy Park in August 2025. Rather than acquiring a new shed-style building, an existing unit was identified that could be repurposed and reconditioned. This fitting out of this reused unit is expected to be completed later in 2025.
- We continued to work with our contracted waste management service, City Bin, to ensure segregation of waste to minimise landfill and maximise the percentage of waste sent for recycling or reuse.
- During 2025, the club partnered with students from the University of Galway in a project aiming to identify ways to increase recycling across all elements of the club.

➤ SINGLE USE PLASTIC REDUCTION

- Our Club Shop has started to phase out the use plastic bags during 2025.
- All Galway United teams (both senior and academy) have phased out single use water bottles at all our training locations during 2025.

BIODIVERSITY

➤ POLLINATOR-FRIENDLY

- As we develop our new training facilities at Mountain South, we will endeavour to follow the guidelines set out in the All Ireland Pollinator Plan² for the pollinator-friendly management of sports clubs, including:
 - Manage some off-pitch grass for pollinators;
 - Manage existing native hedgerows for biodiversity;
 - Plant biodiversity-friendly (native) trees, plants and flowers;
 - Minimise use of herbicides; and
 - Provide nesting places for wild bees.

WATER

➤ WATER USAGE

- As the club designs the new club-owned training facilities at Mountain South, limiting water usage forms an important element of the proposed designs.

SOCIAL

The double materiality assessment identified our players staff and volunteers, our supporters and our local community as the social topics that are currently considered to be material. The relevant policies and associated commitments are being reviewed by the Sustainability Advisory Committee, with a view to updating these prior to the 2026 season.

During 2025 to date, the main social initiatives are set out below.

OUR PLAYERS, STAFF & VOLUNTEERS

➤ EQUALITY, DIVERSITY AND INCLUSION

- GUFC promotes football for everyone, and our commitments can be read in our anti-racism, equality and inclusion policy. These policies extend to all people following and contributing to football activities. Training on these policies delivered annually to staff.

² <https://pollinators.ie/sports-clubs/>

➤ SAFEGUARDING OF CHILDREN

- Galway United FC is committed to safeguarding children and by working under the guidance of our Safeguarding Policies and procedures, our staff, both volunteers and employed working with our children and young people, throughout the Association, seek to create a safe and fun environment for children and young people to participate in their sport. Further details can be found in our Safeguarding policy.

OUR SUPPORTERS

➤ EQUALITY, DIVERSITY AND INCLUSION

- GUFC promotes football for everyone, and our commitments can be read in our anti-racism, equality and inclusion policy. These policies extent to all people following and contributing to football activities. Training on these policies delivered annually to event staff and volunteers.

➤ INCLUSIVE STADIUMS

- At Eamonn Deacy Park, work began in August 2025 on a new covered and elevated accessibility section, to provide an enhanced spectator experience for supporters with accessibility issues. This initiative was supported by the Galway United Friends Co-operative and Udaras na Gaeltachta.
- The Sustainability Advisory Committee is reviewing best practices for accessible and inclusive football stadia to identify potential future initiatives at Eamonn Deacy Park.

COMMUNITY AND SOCIAL IMPACT

➤ IRISH LANGUAGE

- Cumann Sacair na Gaillimhe Cuideachta Ghníomhaíochta Ainmnithe, which trades as Galway United, is so named recognising Galway's location as the gateway to the Connemara Gaeltacht. The club's mission statement includes a commitment to embrace and use Gaeilge in all club communications and celebrate the part it plays in the lives of our supporters in the West of Ireland.
- The club promotes the Irish language, including through its club crest, public address announcements, match programme content and signage. Several supporters' flags can be seen on matchday with Irish language inscription.

➤ SUPPORTING COMMUNITY SOCCER CLUBS

- Members of our Senior Men's & Senior Women's players ran training sessions with local clubs and visited schools throughout Galway City.
- Players hosted end-of-year award ceremonies, including Colm Horgan at Tuam Celtic & Conor McCormack at Bearna na Forbacha Aontaithe.
- Academy Manager Sean Kimberley worked closely with members of the Galway FA to host the 'Galway Football Forum' to inspire the next generation and, most recently, on the Emerging Talent / Centre of Excellence Programme.

➤ FOOTBALL FOR ALL

- Football for all is a key component of our social strategy. Our commitments to this can be read in our Football for All Abilities policy.
- During 2025, we hosted representatives from Ability West & the Brothers of Charity.
- The Galway Autism Partnership GAP were invited to a game at Eamonn Deacy Park where users of their services were matchday mascots.

➤ ENGAGEMENT

- Players visited the Paediatrics Unit at Galway University Hospitals to give out merchandise and Easter Eggs to children & staff in the unit.
- Helped the Bon Secours Hospital Galway & Henry Burrows with their bed push charity event in aid of Little Blue Heroes Foundation. Our mascot took part in the event, which has raised €28,000.
- Raised €2,556.68 for the Irish Professional Footballers Benevolent Association on a matchday.

Appendix A

Name of Appointee: Alan Brett

Title: Social and Environmental Sustainability Officer

Reporting To: GUFC Board of Directors

Primary Responsibilities:

- Ensure that the Club complies with its responsibilities under UEFA's Football Social Responsibility Licencing requirements.
- Communicate the Club's Equality, Diversity and Inclusion objectives and commitments.
- Communicate and implement the Club's commitment to the UEFA Football Sustainability Strategy – Football Through Unity to all required stakeholders.
- Ensure that the club's SES activities are as set out by the FAI in their FSR/Sustainability Strategy pertaining to EDI, Health, and Wellbeing.
- Development and management of social responsibility projects including the development of implementation strategies and management of program teams.
- Creating detailed action plans, risk registers and delivery management processes.
- Reporting on project performance.
- Managing and maintaining strong partnerships with key stakeholders and delivery partners and identifying opportunities to strengthen these.
- Supporting Social Responsibility activities within the GFA Member Associations when necessary.
- To keep records of all training received by club members, staff and volunteers.