

# Sustainability at Sherry FitzGerald

The logo for Sherry FitzGerald, featuring the company name in white text on a dark blue square background with a thin white border.

Sherry  
FitzGerald

# UN SUSTAINABLE DEVELOPMENT GOALS



# Our Focus

**4** QUALITY  
EDUCATION



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

**5** GENDER  
EQUALITY



Achieve gender equality and empower all women and girls.

**8** DECENT WORK AND  
ECONOMIC GROWTH



Promote sustained, inclusive & sustainable economic growth, full and productive employment and decent work for all.

**11** SUSTAINABLE CITIES  
AND COMMUNITIES



Make cities and human settlements inclusive, safe, resilient and sustainable.

**12** RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



Ensure sustainable consumption and production patterns.

**In 2015, the United Nations launched 17 Sustainable Development Goals (SDGs) to end poverty, fight inequality and tackle climate change by 2030.**

At Sherry FitzGerald we believe we can have the greatest influence over these 5 SDGs. Through our network, our people, and our services we are committed to doing what we can to contribute to these global goals.





Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

4.3. By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.

4.4. By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

4.5. By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.

4.6. By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy.

## Empowering Through Education

At Sherry FitzGerald, we believe in the power of people to make change for the better, and we know that access to education is one of the strongest building blocks to help people realise their goals. Working with An Cosán, the Tallaght based educational support network, we are pleased to support a Scholarship Awards Programme in memory of Garret and Joan FitzGerald. The awards are instrumental in enabling students to overcome obstacles to education, and to enter third level education, no matter what barriers they may face.

### Sherry Fitz Academy

We believe that through providing opportunities to our employees for them to update their professional knowledge and acquire professional qualifications we will better achieve company success while supporting individual personal & career goals.

Employees can apply for educational development assistance (full or partial sponsorship) if they have been hired directly onto our graduate program or have worked continuously for the company for the last 6 months and have successfully completed their probation period.

The Sherry Fitz Academy is how we engage our employees around their own development and career progression within the company. The Academy focuses on developing capabilities at all levels to grow performance and build careers in Sherry FitzGerald.



## 5 GENDER EQUALITY



**Achieve gender equality and empower all women and girls.**

5.5. Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

# Better Balance

## Supporting Gender Diversity in the Workplace

From the start, Sherry FitzGerald has had a strong gender balance philosophy, a philosophy we have continued to practice to this day. Currently over 60% of management positions are held by women.

Maternity benefits, paternity benefits and flexible working policies are designed to support not only the women employed by Sherry FitzGerald but our male colleagues too.

We believe in a balanced approach to ensure a fair and supportive working environment for all..

## The Sherry FitzGerald Gender Equality Scholarship

This TU Dublin scholarship is dedicated to the memory of one of Sherry FitzGerald's founding Directors Gerelyn Byrne who led by example trail-blazing a way for women in the property industry. This scholarship which is open to final (3rd) Auctioneering, Valuation and Estate Agent Students from any of the less represented genders recognises excellence and promotes inclusion in the property profession. The highest performing student over the academic year who meets the criteria will be awarded a 2-year scholarship to complete their level 8 degree part time, while working with Sherry FitzGerald.





## 8 DECENT WORK AND ECONOMIC GROWTH



**Promote sustained, inclusive & sustainable economic growth, full and productive employment and decent work for all.**

8.2. Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.

8.3. Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial service.

8.5. By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

8.6. By 2030, substantially reduce the proportion of youth not in employment, education or training.

# Investing in People

## Apprenticeship Program

The Auctioneering and Property Services apprenticeship program is a two-year program that is designed to support school leavers and mature students in a property services career. It is a combination of on the job learning for four days a week and one day a week in college. On completion of the two-year program, the apprentice is eligible to apply for a Property Services Regulatory Authority (PSRA) license.

The program was developed due to the shortage of skilled trained personnel in the property sector. In 2015 a consortium steering group of employers was set up to support the development and roll out of the program. Sherry FitzGerald along with Ballsbridge College and other leading property firms were instrumental in the development and roll out of the program in 2018.

Sherry FitzGerald continue as strong advocates for the program and to date, since 2018 we have had 24 people complete the apprenticeship program.

Our aim is to continue to work in conjunction with the college to support a sustainable blended model of on the job and off the job learning.



## Our EAP Program

Our Employee Assistance Program (EAP) is available 24/7 365 days per year and offers support to our employees and their dependent children over the age of 16. The EAP, which is delivered in partnership with Spectrum Life is more than just a counselling support service. It provides help with a wide range of practical, day to day issues including access to Legal Assistance, Financial Assistance, Career Guidance, Life Coaching, Consumer Assistance, Mediation Information, Support for Non-Nationals & their families, help with practical day to day issues and services and Health Advice.





Make cities and human settlements inclusive, safe, resilient and sustainable.

11.a Support positive economic, social and environmental links between urban, peri-urban and rural areas by strengthening national and regional development planning.

11.b By 2020, substantially increase the number of cities and human settlements adopting and implementing integrated policies and plans towards inclusion, resource efficiency, mitigation and adaptation to climate change, resilience to disasters, and develop and implement, in line with the Sendai Framework for Disaster Risk Reduction 2015-2030, holistic disaster risk management at all levels.

# Building a Better Ireland

## Building a Better Future

In association with The Construction Industry Federation, in 2021 Sherry FitzGerald launched a national competition for senior cycle students - CIF Build the Future Schools Challenge.

Transition Year students were invited to come together as teams to design residential housing developments that can address sustainability, climate change and showcase innovation.

**“Every generation in Ireland will benefit from your creativity and your ideas, Getting the built environment right is the biggest challenge of the 21st century. You don’t just need accommodation, you need really interesting jobs and careers. This is your country, this is your society. We owe it to your generation to give you the opportunity to make a difference.”**

*Steven McKenna, CEO, Sherry FitzGerald Group speaking at the CIF Build the Future Schools Challenge final in 2022.*

## Sowing the Seeds for Tomorrow’s World

The Bugs, Bees & Native Trees is an all-Island climate action organisation that aims to address issues of the environment, biodiversity and climate change through tree planting and environmental community initiatives.

With all of our 100+ offices taking part, we’re giving funds to each office to partner with a local school and donate to fund the planting of ten native trees or saplings on their grounds. An imaginative initiative, Bugs, Bees and Native Trees encourages children to get involved in thinking about the environment, and quite literally watching a more hopeful future grow.

## Irish Green Building Council (IGBC)

IGBC members are united in one common goal to accelerate the transformation of the built environment, related industry and supply chain to one that is sustainable through leadership, research, education, and providing policy input to national and local government.





**12** RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



Ensure sustainable consumption and production patterns.

12.2 By 2030, achieve the sustainable management and efficient use of natural resources.

12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

## Day to Day Sustainability

### Going to a Good Home

We work in partnership with AMI and in turn Camara Education which is an international educational organisation dedicated to using technology to empower disadvantaged students. Camara provides IT hardware, training and support solutions to educational establishments and youth outreach centres in both Africa and Ireland. AMI securely collects and processes the equipment from Sherry FitzGerald ensuring that all data is eradicated. Many of the items suitable for repurposing are sold through various channels to provide a substantial revenue for Camara which helps fund its operation in both Ireland and Africa.

### Our Buildings

At Sherry FitzGerald, we have undertaken a large retro fit project throughout our branch network over the past 5 years. Our focus has been to introduce more energy efficient and sustainable offices.



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