

US Business in Ireland 2021

Friday, February 12, 2021

Industry insights on how the mutually beneficial US-Irish business and cultural relationships continue to evolve





**Building
today**



Established 1859

**Caring for
tomorrow**

**Our 2030 Sustainability
Roadmap shows what we have
achieved so far and the steps we
will take in the decade ahead**

For more please visit
www.johnsiskandson.com

John Sisk & Son celebrates 160 years of excellence

John Sisk & Son was established over 160 years ago in Cork; this fifth-generation family owned business has been at the forefront of innovative Life Sciences and ICT Information for decades, constructing over €3 billion in Biopharma facilities in Ireland alone since 2000 for key blue chip US multinational clients looking to establish in Ireland or working with those already here.

Recognising the need to retain specialist skills in this unique area, Sisk have dedicated teams who work in the Life Sciences sector. Together, they bring their experience of projects in Pharmachem, Biotechnology, Gene Therapy, Medical Devices, R&D, QC Laboratories and Associated Facilities to each new brief we receive. Our teams have the specialist skills in abundance to take a Life Science project from pre-construction to final handover commissioning and open qualification/validation.

Every Sisk employee's actions and behaviours are what make the biggest difference to our safety performance. This sets the highest standards all the time and helps our people become role models for those who look to us for leadership, support and direction.

Our 2030 Sustainability Roadmap, launched in late

JOHN SISK & SON Construction

2020, outlines ambitious targets and actions on how we will become even more sustainable by 2030, under these headings: Enhancing communities; Leading on responsible business practices; Caring for the environment; Tackling climate change and air pollution.

We believe that our ability to deliver on our commitment to sustainable construction will be a key factor in continuing to work with and support the leading US companies coming to establish in or expand existing presence in Ireland who want to work with the most progressive and innovative partners here.

Sisk has proudly delivered many of the pioneering and cutting-edge Life Science facilities across Ireland, many of whom are part of significant US FDI investment programmes. We have delivered projects for most of the mainstream research organisations in the sector and longstanding relationships have matured based on a culture of first-class safety and delivery performance. We operate all our projects with industry leading digital applications and are flexible across all the main industry systems and

our 4D integration links to our Lean Construction, planning and risk-management modelling.

Sisk has been on the Lean Construction journey since the late 1990s, but undertook a step change in approach in 2016, recognising how Lean principles matched the company's focus on delivering value for customers and respecting and creating an efficient, safe and rewarding environment for all those who work with them.

In 2005, Sisk was appointed Construction Managers for the Centocor Biologics Manufacturing Facility, at Ringaskiddy in Cork Harbour. This project, known as BioCork I, now operates as Janssen Sciences Ireland UC.

Building on the successful delivery of this project Sisk was chosen as the construction manager for the Janssen, Ringaskiddy large scale facility expansion known as BioCork 2. This involved the construction of a new production facility, as well as the expansion of the existing warehouse, canteen, laboratories, offices, wastewater treatment plant, central utilities and carparking. Sisk's contract on this project ran from pre-construction support through to operational qualification.



John Sisk & Son, based in Cork, has delivered many cutting edge science facilities in Ireland, including some of the most high profile US FDI investment programmes.

Bio Cork2 has won a number of international and Irish awards including; CURT Awards 2020 – Project Excellence Award and Safety Excellence Award, Engineering News Record (ENR) - Global Best Healthcare Project and Irish Construction Excellence (ICE) Awards 2020 – Industrial award.

Sisk ensures that decisions taken regarding the procurement and engagement of any organisations, individuals, goods or services are governed by integrating environmental, legal, social and economic considerations into all stages of the procurement process.

In 2018, Sisk established its

first Diversity and Inclusion team with the stated mission of fostering an inclusive environment, to ensure each person can reach their full potential and that everyone is valued for their unique contribution. Our goal is to create an environment where inclusion is part of the fabric of our business.

In 2020, Sisk successfully achieved accreditation for its commitment to employee wellbeing by being awarded The KeepWell Mark from Ibec, Ireland's largest and most influential business representation organisation. The KeepWell Mark is a national accreditation developed by Ibec that recognises

organisations who put the wellbeing of employees at the forefront of company policy.

Sisk was also recognised at the IBC Awards 2020 winners 'Best in Class – Mental Health'. As part of our commitment to the mental health & wellbeing of our staff and honouring the Sisk values of Care, Integrity and Excellence we launched our pioneering mental health programme 'I Am Here' in 2019. Over the last number of years Sisk have been working hard to move beyond mental health awareness.

Further information please visit:

www.johnsiskandson.com

Diligent keeps its clients' corporate ethics on right path

Corporate governance, good practice, and responsible behaviour have never been more important to a business than they are today.

They don't merely supplement profit and revenue growth, but are crucial to success. Climate, diversity and equality, mental health, and responsible behaviour must define mission statements.

However, it is one thing waxing lyrical about such values and another implementing policies.

That is where US firm Diligent Corporation comes in, and why its new European hub, in Co Galway, will be at the forefront of responsible leadership.

Irish-American native of Baltimore, Maryland, and senior vice-president and managing director at Diligent Corporation, Liam Healy said the firm had largely gone under the radar as it built a huge customer base in 90 countries, with 750,000 executives now using its software.

Diligent serves some of the largest public governing bodies, including 50% of the Fortune 1000, 70% of the FTSE 100, and 65% of the Australian Stock Exchange. Its technologies are trusted by some of the largest global corporations and most influential brands, helping

Liam Healy, of Diligent, in Galway, talks to Pádraig Hoare

DILIGENT CORP. Corporate governance

them to build a stronger future through modern governance.

Diligent Corporation is backed by Insight Partners, Clearlake Capital Group, and Blackstone Group.

Mr Healy said: "We are the largest software as a service (SaaS) company that not many have heard of, which is pretty cool, but, as we are growing, that is going to change.

"We are working with over 19,000 customers, at this point; we are covering some of the world's largest customers that you can imagine. Three-quarters of a million of leadership around the world use our products.

"They are people that ask some of the toughest people to ask questions about companies, boards of directors, but also people who make decisions on behalf of a company, the chief executives and chief financial officers, the top of the pyramid in

those companies."

To describe what Diligent does, Mr Healy said it was prudent to explain the 'why'.

"In its simplest form, we help companies carry out their mission and their vision to do good in the world. That's a simple way to look at it, but every company in the world has a mission, or a vision, that they attach their values to, that they then have to carry out."

These sprawling, eclectic values can be difficult to align, especially with bigger firms. Examples include tech giants finding it increasingly difficult to rein in disinformation and other bad practices, while espousing pure values.

Diligent enables stakeholders to get on the same page through its software, Mr Healy said. "Governance is a bit like an iceberg. Many people understand above the tip; they see people like chief executives, etc. But today's world is more complex than it has ever been, with the sheer volume of information, the decentralised nature of a 100% remote workforce. What many people don't see is the 90% below the water of the iceberg, which has to get all of the information to the people at the right time, for them to carry out their



Liam Healy, senior VP and MD at Diligent Corporation, Galway, whose software helps 750,000 executives worldwide manage their corporate diligence.

duties in the right way.

"It's really hard for organisations to be able to do it the larger they get. If they are smaller, it is easier, because there are fewer people in a more centralised area. But for companies with 100,000 or more employees, it is far more difficult," Mr Healy said.

"You must then align values to all stakeholders, such as shareholders and employees. Very rarely are organisations nefarious in

intent, but it is just difficult to manage. The onus is not just on the business to say they are doing it, but to prove it. That is what we help with. Governance now has a big bright light on it."

In November, Diligent announced its European hub in Co Galway, with plans to create 200 local jobs. The IDA's role in assisting Diligent cannot be understated, Mr Healy said.

There is no reason Diligent cannot become synony-

mous with Galway, as Dell EMC and Apple did with Cork, as the years go on and the company grows, Mr Healy said.

Dublin and Cork may have been the engines of growth for tech companies in recent years, but centres like Galway are now just as attractive for firms like Diligent.

"Just about half of our global business is international, specifically across Europe, the Middle East, and Africa," Mr Healy said. "With Brexit happening, the last English-speaking country in the EU is Ireland. We are putting 200 jobs in Galway and growing rapidly. We're particularly excited about the diversity that it lends, and the highly-skilled talent pool in the region, for making it our European hub.

"We are the best-kept secret in our industry when governance is becoming so important. We are the market leader in modern governance, when organisations are rapidly modernising their governance, which hasn't been touched, in some cases, in 200 years."

Galway is in a region where the best of work and life can be balanced, he said.

"We've chosen Galway, so the sky's the limit for the area and for growth."