



# Sustainable Business Impact Awards 2023

# Celebrating Sustainable Business

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- Doubled our Climate Action Fund to €10 billion, supporting Ireland's transition to a low carbon economy
- Signed a Corporate Power Purchase Agreement to support 80% of AIB's energy needs
- Received a scientifically validated electricity generation maintenance target from the SBTi, the first bank in the world to achieve this
- Raised €3.25 billion with the issuance of our fourth Green Bond, helping finance projects with clear environmental and climate change benefits
- Became the first Irish bank to issue a €1 billion Social Bond
- Maintained our A-rating leadership status by the Carbon Disclosure Project (CDP) for the seventh consecutive year

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To learn more visit [aib.ie/green-living/green-business](https://aib.ie/green-living/green-business)

## We Pledge to Do More.

**Marine Nature Reserve**  
Lough Hyne, Co Cork





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**Fiona Candon**  
President,  
Chambers Ireland



**Ian Talbot**  
Chief Executive,  
Chambers Ireland

**W**elcome to the official magazine for the 2023 Chambers Ireland Sustainable Business Impact Awards. This year represents a milestone celebration for the awards, as it marks 20 years of recognising and championing business sustainability across Ireland.

Over the past 20 years, we have seen the conversation on sustainable development evolve and these awards have highlighted the business leaders and innovators that have committed to elevating this conversation by going further in the creation of sustainability strategies and the implementation of sustainable business practices.

The Sustainable Development Goals are now at the heart of these awards and this year, Chambers Ireland has been recognised and awarded the position of Sustainable Development Goals Champion by the Irish Government. This is important recognition of the role that the Chamber network plays in creating vibrant, inclusive and prosperous places in which to live, work and do business. In signing up to be a Champion, we want to play our part in progressing awareness, engagement and action on the goals. Coordinating and running the Sustainable Business Impact Awards is a key way we can encourage businesses across the country to be more conscious about their impact on people and place and to do more for the betterment of their employees, their local communities and the environment.

We invite you to look through this guide and find out more about some of the 77 projects and initiatives that have been carried out across the 14 award categories. We hope that you will be inspired and motivated to take away new ideas and implement new sustainability proposals in your own business or workplace.

**LOVE**  
**COMMUNITY**  
**OVER**  
**COMMUTING**  
**LIVE**  
**GLENVEAGH**



  
**Glenveagh**  
Home of the new.

*Love Where You Live*



**NINA ARWITZ,  
VOLUNTEER IRELAND**

Every year I am struck by the rising quality of entries to the Sustainable Business Impact Awards – in particular around the way impact is measured, understood and communicated. The potential for companies to make real positive changes in our communities is huge and the winners of these Awards shine a light on what is possible.



**MARIAN CASSIDY,  
ASSISTANT PRINCIPAL,  
DEPARTMENT OF ENTERPRISE,  
TRADE AND EMPLOYMENT**

As a new judge of the Chambers Ireland Sustainable Business Impact Awards, I was really impressed to see so much innovation with a sustainability focus, across the 2023 applications. I would like to thank Chambers Ireland for their support. I would also like to wish all the finalists the very best of luck at the Awards ceremony.



**SABINA COTTER,  
HEAD OF RESPONSIBLE BUSINESS,  
MCCANN FITZGERALD**

I was pleased to have the opportunity to review applications for the 2023 Sustainable Business Impact Awards, including those for partnerships and volunteering. Collaboration is essential in achieving long-term sustainability and the shortlisted applicants provided excellent examples of innovative partnerships in Ireland and abroad. I wish all the shortlisted companies the best of luck in each category.



**LORRAINE CORCORAN, DIRECTOR, AFANITE LIMITED**

These awards are a valuable beacon for businesses to underscore the importance of sustainability and just how interconnected business activity is with communities. No matter the business size, impact can be achieved and this is demonstrated in the calibre of applications from firms of all sizes.



**JOHN CUNNINGHAM, RELATIONSHIP DIRECTOR, MORGAN MCKINLEY GROUP**

The Sustainable Business Impact Awards are in rude good health. We are seeing real development in the SME sector with a marked increase in applications. These awards really demonstrate that Irish business is at the cutting edge of sustainable business – we have lots to be hopeful for!



**PAULINE GANNON, CO-FOUNDER & DIRECTOR OF IMPACT, SOCIAL IMPACT IRELAND**

As Director of Impact at Social Impact Ireland, I've witnessed countless endeavours for change. Sitting on this panel, I'm heartened to see the incredible wave of sustainable innovation and business practices. Each entrant truly embodies the spirit of positive transformation. I commend everyone committed to forging a brighter, more sustainable future.



**MOIRA GRASSICK, CHIEF OPERATING OFFICER, BRIGHTHR**

These awards are about celebrating companies that are championing sustainability, integrating environmentally friendly practices into their businesses and championing social responsibility. It takes long-term commitment and the winners are to be highly commended for their efforts and achievements. It is inspiring to hear triumphs and innovations in sustainable practices across so many different organisations. All the entrants are to be congratulated.



**SIOBHÁN HAMILTON,  
MANAGING DIRECTOR, GREEN  
WORKPLACES**

Employer-led sustainable business initiatives are essential to the collective achievement of the UN sustainable development goals. By participating in the SBI Awards, organisations are demonstrating their commitment to changing attitudes and behaviours regarding SDGs and the importance and value of sustainable business initiatives for people and the environment.



**LISA HARLOW,  
CHIEF OPERATING OFFICER,  
LIFELINE AMBULANCE &  
EDUCATION IRELAND**

I was delighted to be part of the judging panel this year. For me judging awards is not merely about assessing excellence; it's about recognising the dedication, passion and unique contributions that companies and their employees are making in their respective fields.



**ALASDAIR HENDERSON,  
EXECUTIVE OFFICER, BAM  
IRELAND**

Every year the quality of submission goes up and judging the SBIA Awards becomes more difficult. It was an honour and a pleasure to be part of the judging panel again this year and I would like to applaud Chambers Ireland and all the participants on their principled insistence that businesses must positively impact people and planet.



**DECLAN MEALLY, DIRECTOR OF BUSINESS, PUBLIC SECTOR AND TRANSPORT  
AT SUSTAINABLE ENERGY AUTHORITY OF IRELAND (SEAI)**

2023 is a year where the global impacts of climate change and war are more evident than ever before. It is hugely encouraging to see the real actions being taken today by businesses who are making ground-breaking sustainability steps locally which are, in some cases, impacting at a global level.



**MARTIN TOBIN, CEO, EUROPEAN RECYCLING PLATFORM IRELAND**

The incredible high standard of entries for the Chambers Ireland Sustainable Business Impact Awards has made this year's judging very difficult and I commend all those that have been shortlisted. The circular economy is the pathway towards a more sustainable future. It is inspiring to see the breadth and diversity of programmes by companies, big and small, to embed sustainable practices as part of their corporate culture to positively impact our social and natural environment.



**ROGER WARNOCK, CHIEF EXECUTIVE OFFICER, YOUNG SOCIAL INNOVATORS**

I was really interested to see the scope and scale of the many projects coming forward this year. I was also really impressed by the commitment and passion shown not just from senior leadership teams, but all staff in the companies involved and their genuine desire to see positive and transformative change in Irish communities and further afield. I'll be keeping an eye out to see how some of these projects progress and create social and environmental impact over the coming months and years.



**DAVID WILLIAMSON, INDUSTRY LIAISON, IRELAND'S KNOWLEDGE CENTRE FOR CARBON,  
CLIMATE AND COMMUNITY ACTION (IKC3)**

I was highly impressed with the range of entries, all exemplars and offering innovative approaches to sustainability we can all learn from. From all the team at IKC3, we wish everyone the best of luck.

## Shortlisted Projects

\*Large Indigenous Company  | \*\*Multinational Company 

### Communication (LIC)

- **AIB**  
AIB Sustainability Conference
- **An Post**  
An Post - Shaping Our World
- **Hostelworld Group**  
Staircase to Sustainability
- **KPMG**  
KPMG Gender Action Plan
- **Uisce Éireann**  
Uisce Éireann Water Stewardship Programme

### Communication (MNC)

- **ALDI Ireland**  
Tackling Food Poverty: an ALDI and Barnardos approach
- **HEINEKEN Ireland**  
"What's the Suss?" - HEINEKEN Ireland Sustainability Engagement programme
- **Intel Ireland**  
Shaping stakeholder engagement through strategic communications
- **Virgin Media Television (VMTV) and The Six O'Clock Show**  
The VMTV and Six O'Clock Show - Sustainability and Communications Pledge

### Community Programme (LIC)

- **AIB**  
AIB Community €1 Million Fund 2022
- **ESB**  
ESB Brighter Future Arts Fund
- **ESRI Ireland**  
Esri Ireland 'Live Green & Give Back' Initiative
- **Glenveagh Homes**  
Glenveagh Homes - Building Lasting Communities
- **Irish Life**  
The Irish Life GAA Healthy Clubs Steps Challenge
- **Stillgarden Distillery**  
Stillgarden Social Botanists

### Community Programme (MNC)

- **Boots Ireland**  
Boots Ireland Partnership with The Hygiene Bank Ireland
- **Ecclesiastical Insurance**  
A Movement for Good
- **HEINEKEN Ireland**  
Inclusivity In Action with International Mixed Ability Rugby Tournament
- **Three Ireland**  
Making Arranmore the most connected island in the world
- **Workday**  
Workday / Technological University Dublin Business App

### Diversity, Equity & Inclusion (LIC)

- **A&L Goodbody**  
Putting inclusion at the heart of our business
- **Bus Éireann**  
Inclusive Recruitment: A Career Built Around You
- **Cpl**  
Cpl's BeProud Cafes fostering a culture of awareness and inclusion
- **KPMG**  
KPMG Multicultural Week

### Diversity, Equity & Inclusion (MNC)

- **Concentrix**  
To improve Diversity, Inclusion and Equity throughout Concentrix
- **SSE Airtricity**  
Supporting colleagues through enhanced family leave policies
- **Three Ireland**  
Diversity, Inclusion & Belonging in Three Ireland
- **Workday**  
Workday's 'Future Females in Tech' initiative

### Environment (LIC)

- **An Post**  
An Post De-carbonisation strategy
- **Diageo Ireland**  
Guinness Malting Barley Regenerative Agriculture Pilot
- **Naomh Breandáin Credit Union**  
3D Imaging Model
- **Port of Cork Company**  
Port of Cork Company Renesting Improvement Project
- **Press Up Hospitality**  
Press Up Rethink Green Project
- **Uisce Éireann**  
Sustainable Water Services

### Environment (MNC)

- **ALDI Ireland**  
ALDI's Food Waste Strategy - 'Low Waste to No Waste'
- **Boots Ireland**  
Recycle at Boots
- **Concentrix**  
Concentrix Sustainability League
- **Intel Ireland**  
Water Efficiency through Nanofiltration
- **KPMG Ireland**  
Action outside Energy



## Shortlisted Projects

\*Large Indigenous Company  | \*\*Multinational Company 

### Partnership with a Social Enterprise

- **Canada Life Reinsurance**  
Use Me Baby One More Time
- **DPD Ireland**  
Lough Ree Access For All 'Resilience' Boat Initiative
- **IRD Duhallow**  
IRD Duhallow Relove Paint Project
- **Irish Prison Service, Eco Mattress & Bounce Back Recycling**  
Purchasing wisely for social and environment good
- **Momentum Educate + Innovate**  
Cill Ulta, food sustainability and circular economy transforming the region
- **SERI: Social Enterprise Republic of Ireland**  
The Buy Social Corporate Challenge with SERI and CBRE

### Partnership with Charity (LIC)

- **A&L Goodbody LLP**  
Depaul and A&L Goodbody LLP - ten years and counting
- **Arthur Cox LLP**  
Arthur Cox and the Alzheimer Society of Ireland
- **Buck & Hound**  
Dublin Simon Community - The Busk
- **Kerry Group**  
Realigning Agriculture to Improve Nutrition (RAIN) in Niger
- **Matheson LLP in partnership with Irish Rule of Law International**  
Irish Rule of Law International  
Matheson LLP Commercial Law Training Programme in South Africa

### Partnership with Charity (MNC)

- **ALDI Ireland**  
ALDI and Barnardos partnership
- **Bank of America**  
Bank of America and Social Entrepreneurs Ireland: Ideas Academy
- **BNP Paribas**  
Helium Arts
- **Boots Ireland**  
Boots Ireland in partnership with the Irish Cancer Society
- **Three Ireland**  
Three Ireland's Charity Partnership with Aware

### Sustainable Impact by a Small Business

- **Ballykilcavan Brewing Company**  
Decarbonisation project at Ballykilcavan Brewery
- **Bee Green Ireland**  
Native Irish Honey Bee Initiative
- **Birthday Press**  
Picker Pals
- **GORM**  
Intercultural Creative Agency
- **One Step Closer**  
Trinity College Dublin – student, staff and community sustainability engagement
- **Positive Carbon**  
Food Waste Reduction in Foodservice Businesses
- **The Big Idea House**  
The Big Idea

### Sustainable Impact by a Medium Business

- **Galway International Arts Festival**  
Introducing sustainability
- **Gardiner Family Apothecary**  
Gardiner Family Apothecary Launch
- **Láiríonad Acmhainní Nádúrtha LAN CTR Cill Ulta**  
Sustainable Community Horticulture
- **The Factory**  
Make a Positive Impact
- **UrbanVolt**  
Solar Made Easy
- **Wren Urban Nest**  
Dublin's first sustainable hotel

### Volunteering

- **Glenveagh Homes**  
Glenveagh Homes - ALONE Maintenance Days
- **John Sisk & Son**  
John Sisk & Son volunteering partnership with St Ronan's National School Clondalkin
- **Mason Hayes & Curran LLP**  
Family Reunification for Unaccompanied Minors in partnership with KIND Project
- **Matheson**  
Legal community unites to support Ukrainians on Maynooth University campus
- **Workday**  
Workday's Transition Year Work Experience Programme

### Workplace

- **Boots Ireland**  
Wellbeing at Boots and Mental Health First Aid in the workplace
- **Hostelworld Group**  
Creating Culture: Building an Inclusive and Flexible Workplace
- **Irish Life Group**  
Life Matters | Series of Policies and Programmes Supporting our People
- **Workday**  
Workday's 'Moments that Matter': creating 'caring' benefits for employee lifestages

Communication (MNC) / Environment (MNC) / Partnership with Charity (MNC)

# ALDI's approach to tackling Food Poverty and Food Waste



## ALDI Ireland is working with its partners to highlight food poverty and help eliminate food waste

**A**LDI Ireland is shortlisted in three categories: Partnership with Charity (MNC) for its Barnardos partnership; Environment (MNC) for its Food Waste Strategy - Low Waste to No Waste; and Communication (MNC) for Tackling Food Poverty: an ALDI and Barnardos approach.

### FOOD POVERTY ON THE RISE

ALDI Ireland has worked closely with its charity partner Barnardos to raise awareness of the prevalence of food poverty in Ireland. An integral part of the partnership has been the publishing of research in February 2022 to support the launch of the Barnardos Child Food Poverty Forum supported by ALDI. One year on, a second wave of research was commissioned to decipher how the situation had developed with the additional weight of a cost-of-living crisis.

The Barnardos report, Food Insecurity in Ireland – Impact on Children and their Parents, supported by ALDI, was used to raise further awareness of the prevalence of food poverty and act as a vehicle for Barnardos to lobby for increased supports.

By commissioning two separate phases of research approximately a year apart, ALDI and Barnardos could provide a strong point of comparison with the aim of developing messaging to show how the issue has grown, exacerbated by the cost-of-living crisis, adding to a narrative with increasingly high news value to drive awareness.

This second tranche of research showed some shocking results, and a worsening situation: 29% of parents surveyed said they had skipped meals or reduced portion sizes so that their children would have enough to eat, up from 19% in January 2022. ALDI Ireland is committed to raise awareness of and work towards helping food poverty in all its forms in contemporary Ireland. ALDI Ireland's commitment to raise €2 million for Barnardos goes directly to their Early Years and Family Support Services, including providing vulnerable children

with healthy breakfasts, hot meals, and nutritious snacks, goals 1 and 2 of the UN's Sustainable Development Goals.

### TACKLING FOOD WASTE

The National Food Waste Prevention Roadmap 2023-2025 outlines a number of priority actions to achieve Ireland's target to reduce food waste by 50% by 2030.

ALDI Ireland has committed to this road map by introducing a Low Waste to No Waste strategy that consists of wide range of projects and initiatives to help deliver a 50% reduction in food waste by 2030.

Stores are encouraged to either distribute or reduce any food that is fit for consumption, so that nothing goes to waste. Having already surpassed this target in June 2023, ALDI Ireland has set a new ambition to eliminate a total of 500 tonnes of food waste by the end of the year. Along with donating food to FoodCloud, ALDI has teamed up with Too Good To Go (TGTG) and is now offering Surprise Bags for €3.99, with contents of unsold food valued at €12.

Through reporting, reductions, redistribution and exploring the value chain, ALDI's 'Low Waste to No Waste' means even less waste is being produced and more food is being redistributed.

**One4all**<sup>®</sup>  
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[cyclescheme.ie](http://cyclescheme.ie)



## Bike your way to better health with Cyclescheme

Recently improved government legislation allows employees to purchase a bike and accessories to the value of **€1,250**  
*or e-bike to the value of €1,500*  
*or a cargo bike to the value of €3,000*  
through salary sacrifice.

Find out more,  
visit [www.cyclescheme.ie](http://www.cyclescheme.ie)

# From customer to community

Through key partnerships, Boots Ireland is committed to a sustainable legacy, looking after the health and wellbeing needs of customers, patients, team members, the wider community and the planet

**A**s a health and wellbeing pharmacy retailer, Boots helps customers lead more joyful lives through better health. “With 94 stores across the country, in the heart of local communities, we are ideally placed to do so and our partnerships are an example of this commitment,” says Martha Ryan, Head of Human Resources and ESG Lead at Boots Ireland.

## CANCER SUPPORT

“Boots Ireland’s proud partnership with the Irish Cancer Society began back in 2012. The partnership aims to increase awareness and early cancer detection, providing support to those affected by cancer as well as fundraising, with all funds raised going to the Irish Cancer Society Night Nursing service,” Ryan enthuses.

This Night Nursing service provides up to 10 nights free end-of-life care and the role of the Night Nurse enables patients to remain at home where they can spend their final days with their loved ones, as well as giving much-needed respite to the family at a time when they need it most.

To date, Boots has raised over €2.8 million through the support of colleagues, patients and customers, which has helped to provide over 8,000 nights of care. This is done through a range of fundraising activities, including the annual 5km



Boots Night Walk for Night Nurses, which last year raised over €103,000.

“Through utilising the expertise of two of our key roles instore – our Boots Irish Cancer Society Information Pharmacist and Boots Cancer Beauty Advisor roles, which receive additional training in conjunction with the Irish Cancer Society – we can offer free support and advice to those who are going through cancer treatment,” says Ryan. “With over 45,000 people in Ireland receiving a cancer diagnosis each year and one in two of us receiving a cancer diagnosis within our lifetime, our partnership with the Irish Cancer Society continues to play a key role in supporting those affected by cancer.”

## WELLBEING IN THE WORKPLACE

Through the support of Mental Health First Aid Ireland, Boots has over 60 trained Mental Health First Aiders across its 94 stores and support office since rolling out this initiative in November 2022, with more to come. “Care for our customers, patients and colleagues is at the heart of everything we do in Boots. Our wellbeing strategy helps to underpin this and covers a wide agenda but at the heart of this is our commitment to de-stigmatising mental health in the workplace,” Ryan explains. “This two-day training programme demonstrates the commitment from the company to putting wellbeing for our team members at the heart of what we do.”

## Community Programme (MNC) / Environment (MNC) / Partnership with Charity (MNC) / Workplace

**FIGHTING HYGIENE POVERTY**

In September 2022, Boots announced a new charity partnership with The Hygiene Bank Ireland, now called The Hygiene Hub, with drop-off points provided in Boots stores. Customers are invited to donate a range of products, such as toothpaste, deodorant, body wash, nappies, baby wipes, razors and shaving foam, period products, hairbrushes, shampoo and conditioner – all of which make an immediate difference to the many people struggling with hygiene poverty in Ireland. Hygiene poverty is not being able to afford many of the everyday hygiene and personal grooming products most of us take for granted. The reality of low income is that it restricts people's options, leaving them caught between being able to heat homes, pay rent, eat or be clean. It is estimated that 661,518 people in Ireland are living in poverty, of which 210,363 are children; and 133,627 people living in poverty are in employment: the 'working poor' (CSO figures, via Social Justice Ireland).

The Hygiene Hub is a grassroots organisation that tackles hygiene poverty locally by delivering donated hygiene products to

**“ CARE FOR OUR CUSTOMERS, PATIENTS AND COLLEAGUES IS AT THE HEART OF EVERYTHING WE DO IN BOOTS. OUR WELLBEING STRATEGY IS COMMITTED TO DE-STIGMATISING MENTAL HEALTH IN THE WORKPLACE**



community partners who work with vulnerable and marginalised communities. ESG Lead for Boots Martha Ryan explains, “our new partnership helps us address hygiene poverty directly within our communities by using our network of stores for the public to donate items and for the network of Hygiene Hub volunteers to access and distribute where the need is greatest”.

**GOING FURTHER TO RECYCLE MORE**

Recycle at Boots is a first-of-its-kind recycling scheme available in 50 Boots stores across the country. The innovative scheme allows customers to recycle plastic packaging from beauty and wellness items that cannot be recycled at home and be rewarded at the same time.

Hard-to-recycle items, such as mascara wands, lipstick tubes, toothpaste tubes, toothbrushes, and cosmetic pumps cannot be recycled via household waste bins because they cannot be cleaned or completely emptied. This scheme

allows people to recycle these tricky items at participating Boots stores nationwide, and the products do not have to be bought in Boots to be recycled.

After dropping off instore, the empty products are sent to Boots' recycling partner, where they are then transformed into new items such as reusable storage containers that are now being used at Boots warehouses.

The scheme is one of a kind in Ireland, as Boots rewards environmentally conscientious shoppers with loyalty points, using innovative scan2recycle technology. Customers scan products using their mobile phone to see if they are suitable or if they could be recycled via household waste instead, and once verified, customers receive 500 points (€5) via their loyalty card for every five items. Ryan outlines, “Boots are proud to add recycling to our customer's journey and help tackle everyday environmental challenges by inspiring small positive actions.”

# Listening and Changing

**At Concentrix small changes add up to greater sustainability, while listening to staff is driving diversity, inclusion and equity initiatives**

## SUSTAINABILITY LEAGUE

The Concentrix Sustainability League is an inter-country initiative that rewards sustainability performance across metrics aligned with the business's environmental goals as reflected in the Concentrix ESG Report.

Concentrix has set out ESG goals that it aims to achieve by 2025. The Sustainability League recognises outstanding performance in environmental sustainability across 12 key metrics including: energy efficiency improvement; LED lighting conversion; waste segregation; paper recycling; trees planted; environmental volunteer hours, and more.

**“ VENDING MACHINES RUN ON AUTOMATED TIMERS, WHICH TURN ON AT 7AM AND OFF AT 6PM. THIS SMART TECHNOLOGY MEANS THEY ARE ONLY OPERATIONAL DURING WORKING HOURS**

Some of the examples of how Concentrix is making changes in its Irish operations include the installation of new regulator taps in the bathrooms to ensure water is reduced to a necessary amount to ensure taps aren't running for longer than they are needed,

helping to reduce water waste.

The installation of one sheet toilet roll dispensers has reduced paper consumption by up to 45%, by encouraging staff to be more mindful about how much they are using.

Automated LED energy lights have been installed so when any part of the building is not in use the lights switch off, saving energy and increasing the longevity of the lights. LED lights also operate on a lower voltage so are more efficient than traditional lighting.

Vending machines run on automated timers, which turn on at 7am and off at 6pm. This smart technology means they are only operational during working hours, making them much more energy efficient.

## DRIVING DIVERSITY

To improve Diversity, Inclusion and Equity, three Staff Resource Groups (SRGs) were developed at Concentrix to ensure diversity is welcomed and differences are embraced by all staff in Ireland.

The three SRGs were aligned to three key target groups to drive DEI: Network of Women, to improve the lack of women in IT and support women's leadership goals; Ability, for People with Disability (PwD); and Aurora/Pride for LGBTQIA+.

During the implementation stage of the initiative, Concentrix's People Solutions team carried out listening circles to find out why the people in the SRG groups were not seeking out opportunities, joining training programmes and putting their names forward.

From the listening circles, areas for improvement were identified as: career development; a desire for a platform where people could connect with likeminded peers in a judgement-free environment; a lack of women in IT and Delivery.

Initiatives including virtual 'Brave Rooms' (a safe environment to engage with likeminded peers) and a Network of Women Metaverse experience (to support women in leadership and technology) were inspired by these findings.

They also worked with Talent Acquisition to look at marketing strategy and targeting advertising for leadership roles, assessment of imagery for inclusivity in all regions, and partnerships with organisations to support visibility and candidate pipeline, and reviewed the shortlisting and assessment processes, for example introducing blind screening and diverse interview panels.

The SRGs have resulted in greater ambition and participation in training programmes, commitment to mentoring relationships, success in promotional activity, as well as improvements in attendance and attrition.

# Fostering a culture of awareness and inclusion

## Cpl's Be Proud Cafés are a regular open invitation to every employee at Cpl

Cpl has been shortlisted in the Diversity & Inclusion – Large Indigenous Company category for its BeProud Café initiative. This initiative focuses on fostering a culture of awareness and inclusion within the company.

Cpl has been very active in the Diversity, Equity, and Inclusion (DE&I) space for many years now. Having begun its journey back in 2017 with the establishment of its LGBTQI+ committee, called BeProud, Cpl is now accredited with the Gold Award from the Irish Centre for Diversity and in 2023 won the Company of the Year award at the National Diversity and Inclusion Awards.

### A SPACE TO SHARE

Cpl's BeProud Cafés are a regular addition to our employees' calendars and titles include a range of DE&I topics such as menopause, men's health, LGBTQI+, parenting, cultural awareness and much more. These Cafés provide a safe space for people to share and learn without the fear of saying something

wrong. It is an accepting space where questions are encouraged and there is no wrong answer. The cafés are a form of shared learning through lived experiences, they are hosted by employees who are knowledgeable or passionate about the subject topic.

Launched in March 2022, over 30 cafés have been held on a wide range of DE&I topics, all of which are clearly titled when added to our people's calendars. The cafés usually start off with some probing questions which are prepared in advance to get the conversation going. The cafés usually boast an attendance of 40-70 people and depending on the topic, a live document is shared for people to capture suggestions, and breakout rooms can be utilised.

The ultimate goal of the cafés is to foster and encourage discussion, education and awareness on DE&I related topics that are of importance to our people in Cpl. By hosting the cafés and adding the invite into everybody's diary, all of Cpl's people are aware and welcome to get involved in DE&I discussions. Cpl are proud that discussions like these have helped to shape their overall DE&I strategy and 2024 action plan, alongside contributions from their DE&I Committee which is made up

of over 40 people. The DE&I Committee encompasses a wide variety of diversity from across the Cpl business including age, family status, ethnicities, and position, their role is to act as a shared voice on behalf of the people in Cpl.

### MOVING THE DIAL

Cpl's Be Proud Cafés have moved the dial from traditional, sporadic webinars and events with Q&A thrown in at the end to a regular, open, and inclusive conversation style forum, covering a wide range of topics that provides a safe space for Cpl's people to learn and share from experiences, and ask questions without judgement.

Outputs from these BeProud Cafés include the delivery of gender identity and expression training, the creation of specific working groups to propose policy related to work/life conflicts for parents and carers, the introduction of a disability disclosure & support guide, the establishment of a neurodiversity subcommittee, and many more.

As a result of these endeavours, Cpl has fostered a strong culture of inclusion which is evident in its engagement scores, which come up in the 90-94 per cent range of employees indicating they feel they can be themselves in the workplace.



# Accessibility Matters

**DPD Ireland's involvement with the Lough Ree Access for All has opened up new conversations around inclusivity**

**D**PD Ireland is shortlisted in the Partnership with a Social Enterprise category for the Lough Ree Access For All 'Resilience' Boat Initiative

Lough Ree Access For All is a unique marine service based in Roscommon that provides access to the lake and rivers for people with various disabilities, using a specially adapted vessel.

lowering to facilitate wheelchair users to independently and comfortably roll onto and off the vessel, eliminating the need to lift or hoist wheelchair users anymore.

Access for All gives people with disabilities and special needs an opportunity to board a boat in a safe and respectful manner. Once aboard, they can enjoy their experience just as much as any other individual sharing the

## UNDERSTANDING AND EMPATHY

DPD Ireland assisted in providing funding for human resources and to acquire a new building on the shore of Lough Ree. The staff at DPD provide volunteer hours 1 - 2 hours each week for the social enterprise. Management and staff also provide marketing and other related services to help the enterprise operate and progress. Certain members of staff also provided engineering advice during the construction of the new facility centre.

Several employees who have volunteered returned with a unique understanding and awareness of the difficulties that face individuals with disabilities throughout their lives. This awareness created an overall sense of understanding and appreciation in their work environs, giving rise to new conversations, productive engagement, communication, support and assistance amongst one another.

Since it began, some 300 centres for people with disability around Ireland have been surveyed, retrospectively, to get their views about the service. Over 1,000 people responded and indicated that their mental and physical health had improved by up to 40 per cent after using the boat and its ancillary services.

## “ EMPLOYEES WHO HAVE VOLUNTEERED RETURNED WITH A UNIQUE UNDERSTANDING AND AWARENESS OF THE DIFFICULTIES THAT FACE INDIVIDUALS WITH DISABILITIES THROUGHOUT THEIR LIVES

### UNIQUE BOAT

In the past a wheelchair user with an interest in marine activities typically faced a myriad of challenges from accessing and boarding a vessel to the safe and pleasurable enjoyment of their experience. Along with the physical difficulty, individuals were also subjected to the emotional stress of each challenge.

Access for All acquired a custom built boat which was built in Tallinn and is the first licenced passenger boat of its kind in Britain and Ireland. It can carry up to eight wheelchair users and crew on each sailing.

The innovative accessible vessel operates similar to a small car ferry - the 'collapsing bow' design

waterways with them that day. Activities such as angling and power boating have opened up a new world to individuals with disabilities.

According to the Department of Transport this project is the only licenced passenger boat service for people with disabilities on the island of Ireland or in the UK. Not only is this a unique service but has the added benefit of being in an extraordinary location, with a purpose-built facility on the shore of Lough Ree in County Roscommon.

More than 3,000 people with challenging disabilities have had the chance to enjoy the experience thanks to this initiative.



# Building a Movement for Good

Ecclesiastical Insurance's giving programme is making a difference by sharing profits with charities, from the smallest to the largest



David Lane, Managing Director, Ireland,  
Ecclesiastical Insurance Office

**E**cclésiastical Insurance are shortlisted in the Community Programme (MNC) category for their Movement for Good giving programme.

Ecclesiastical Insurance is a specialist insurer of the faith, heritage, fine art, charities, education and private client sectors, and is part of the Benfact Group, owned by a charity, the Benfact Trust. The Group gives all of its available profits to charitable causes. Now in its fifth year, each year over €1 million is given through the programme to perpetuate a movement for good.

Over 500 charities across Ireland and the UK annually share the monies donated, benefitting a diverse range of great causes.

Movement for Good is firmly established as a sustainable and evolving project. Since its launch in 2019 it has continued to grow and develop and

nominations and grant applications grow year on year.

## SUPPORTING SMALL AND LARGE

Movement for Good aims to support charities no matter what their size to transform the lives of the people and the communities they serve.

There are two strands to the initiative. Firstly, the €1,000 awards are open to nominations from charities and individuals throughout the year to enter into draws that take place three times annually. Over 500 charities benefit from these draws. The process is simple taking less than a minute. Nominations are limited to registered charities, not-for-profit organisations and community interest companies.

“**THE OBJECTIVE OF THE GROUP IS TO GIVE €250 MILLION TO GOOD CAUSES BY 2025 AND MOVEMENT FOR GOOD IS A CORE PART OF THAT AMBITION.**”

The second strand is open to charities to apply for larger grant awards ranging from €10,000 to €75,000. These grants are for transformational projects that will positively impact the communities and causes the charities serve. Over €500,000 is available via this route.

The Movement for Good initiative has tremendous reach across charities generating over 70,000 nominations in Ireland. Support is across a range of categories including Health, Disability, Environment & Climate, Art & Heritage, Animals & Wildlife and Faith. Specific needs are identified by the charities.

## WORTHY WINNERS

Winners in 2022 included small volunteer led organisations including Galway Society for the Prevention of Cruelty to Animals and Wexford MarineWatch to larger charities like Depaul Ireland and Alone.

Larger grant applications are assessed by a panel of judges including employees as well as independent assessor the Charities Trust. Previous winners securing fund between €10,000-€50,000 include Childrens Books Ireland, Common Ground and Kids Own Publishers.

In 2022 two Irish charities won. ECO-UNESCO secured €50,000 to help fund their Young Environmentalist Awards and IMMA secured €15,000 to present “Unseeing Traces”, a community outreach project developed in collaboration with New Communities Partnership.

By the end of 2023 the Movement for Good campaign will have given out over €5 million. In Ireland this will be close to €500,000. The objective of the Group is to give €250 million to good causes by 2025 and Movement for Good is a core part of that ambition.

## Community Programme (LIC)

# Engaging Communities Through Climate Art

**ESB Brighter Future Arts Fund is supporting the arts to engage communities around the energy transition, sustainability, and climate change**

**E**SB is shortlisted in the Community Programme (LIC) category for ESB Brighter Future Arts Fund.

ESB's ambition is to deliver net zero by 2040 to ensure Ireland can reach its own climate goal by 2050. Engaging with stakeholders and communities to bring them on this journey is essential to the delivery of this strategy.

## LEADING AND ENGAGING

Consumer research undertaken by Amárach identified that people were confused, worried, and overwhelmed by issues relating to climate change and expect organisations, like ESB, to demonstrate leadership and to take action. As a long-time supporter of the arts in Ireland, ESB has seen the vital role artists can play in engaging communities and in stimulating innovation and creativity.

To this end, ESB established the €250,000 Brighter Future Arts Fund, in partnership with Business to Arts, to creatively use the arts to engage communities around the energy transition, sustainability, and climate change, aligning its support for the arts with strategic business goals and ESG.

Five innovative arts projects received funding to deliver creative projects that promote



Jude Mullen, Nerve Centre, Laura Lynch, Operations Technician & Jim Cooke, Plant Manager, Coolkeeragh, ESB, Artist Christopher Steenson at the launch of Almanac for a Walled City

awareness of climate change and inspired positive action around sustainability in their local communities. The diverse projects in Limerick, Waterford, Derry, Carlow, and Dublin were selected for funding by a panel of independent judges and representatives from ESB and Business to Arts.

## STAFF ENGAGEMENT

As a large company with over 8,000 employees in locations across Ireland, initiatives like the Brighter Future Arts Fund have helped to support employee engagement, particularly at regional level.

A core team have worked closely with each project since February 2022. Staff on the ground in each county have been involved directly and indirectly with the five projects through webinars, workshops, local launches, attending festivals, and participating in community engagement.



Kindred installation with a live performance as part of Dublin Dance Festival at ESB Head Office in Dublin

## COMPELLING VISIONS

Each project that received funding had a compelling vision and ambition to positively engage with their local community through a creative arts platform. While the goal of the fund was to provide seed funding to allow arts organisations to realise their ambition, each project which entered the open call was selected because of the potential for sustained long-term impact on their local community.

'All the World's a Climate Stage', a permanent biodiversity garden and eco-sculpture fixture along the historic Waterford walls, was the first step in Theatre Royal's transformational green journey under the Green Arts Initiative in Ireland, and in alignment with partner Waterford Council's 2040

Community Programme (LIC)

ambitions to become Ireland's first decarbonised city by 2040.

In Derry, 'Almanac for a Walled City' is a site-responsive, immersive sound artwork designed by sound artist Christopher Steenson for Derry's historic city walls. Nerve Centre Derry has been working on an intergenerational engagement project to collect the thoughts, predictions and innovative climate solutions of local citizens and imagine what the city will look like in 400 years and how this will be shaped by weather. Steenson then worked with this to create the final artwork, inspired by a year of community workshops as part of the project.

Future Limerick, a multi-disciplinary arts collaboration between Sunday's Child Theatre Company and the Lime Tree Theatre at the Belltable arts centre in Limerick was planned initially as a one-week Climate Arts Festival, to engage the public in discussions around climate change and examine what a more sustainable future looks like through the medium of various art forms including poetry, music, and theatre. Due to the success of the venture, it is set to continue as a permanent feature, with a biannual model to allow for the commissioning of climate and sustainability-specific multi-disciplinary artworks.

'Future Lights from Distant Stars' is a large greenhouse located on the grounds of Carlow College with dye-sensitive solar panels generating electricity during the day and emitting light at night via a lighting system. The greenhouse is a growing environment, a meeting place, and a workshop space for the local community.

'Moving Futures', a partnership between Dublin Dance Festival and specialist Irish lighting



Future Light from Distant Stars: the installation of a colourful greenhouse with solar panels, which emits light when it is dark in Carlow

“ AS A LONG-TIME SUPPORTER OF THE ARTS IN IRELAND, ESB HAS SEEN THE VITAL ROLE ARTISTS CAN PLAY IN ENGAGING COMMUNITIES AND IN STIMULATING INNOVATION AND CREATIVITY

technology company Lightscape explores the themes of sustainability and human connection through a multidisciplinary, interactive art project bringing together light, technology, and dance, created by leading Irish choreographer, Liz Roche.

All five of the projects have engaged in significant community outreach, workshops, and public engagement. Over 100 workshops have been delivered to groups from diverse backgrounds in the communities across Waterford, Limerick, Derry, Carlow, and Dublin since May 2022.



Jean O'Donoghue is pictured at the launch of Future Limerick, a multidisciplinary climate arts festival and collaboration between Sunday's Child Theatre, Lime Tree Theatre and Belltable

Diarmuid Greene



Brownes Photography

Theatre Royal Biodiversity Garden Waterford is a partnership between Theatre Royal and Waterford County Council including a willow structure by artist Elaine McDonagh

## Community Programme (LIC)

# Tech Revolutionising Environmental Actions

## Esri's technology is powering sustainability initiatives for its clients, from fish stocks to litter clean-ups

**E**sri Ireland is shortlisted in the Community Programme (LIC) category for its Live Green and Give Back initiative.

Esri is the global market leader in Geographic Information Systems (GIS), supplying geospatial expertise anywhere there is a business problem that can be solved through a greater understanding of location, place and geography.

Esri Ireland's business strategy aligns with sustainable values and the company is dedicated to incorporating these values into all its business decisions. The Live Green Initiative extends to customers such as Inland Fisheries Ireland (IFI) and Bord na Móna which use Esri technology to enable sustainability initiatives.

### CATCH AND RELEASE

IFI use Esri technology to help engage its sea angling community as citizen scientists to track fish caught and released

around 3,000 km of coastline. This helps safeguard fish stocks in European waters, protecting marine eco-systems.

Using Esri's Survey123 app, the IFI's Irish Marine Recreational Angling Survey (IMREC) collects accurate data from 250,000 sea anglers. The app allows anglers to self-report their catches on mobile phones, tablets or computers, including data on the number, size, species and weight of fish caught, and the duration of fishing. With a management dashboard, IFI can monitor data collection, identify catch rate patterns, and estimate the species, volumes and weight of fish caught.

IFI anticipates anglers will enjoy using these dashboards to visualise their fishing success monthly—making the recording of data a habitual activity as they take pride in their role as stewards of Ireland's fish stocks, aiding in conservation and sustainability efforts.

### REWETTING PEATLANDS

Recognising the vital role of peatlands in carbon storage and ecosystems, Bord na Móna leverages Esri's technology to design and implement a wide range of measures for the Peatland Climate Action Scheme. This effort aims to regenerate 33,000 hectares of peatland within five years.

BNM is rehabilitating up to 19 sites



annually, with Esri's dashboard providing senior management with a comprehensive overview of the progress of all of these projects. The dashboards allow the GIS team to generate automated and accurate reports for stakeholders, saving time and effort.

### LITTER CLEAN UP

Esri's technology is revolutionising litter collection for environmental action group, North Coast World Earth (NCWE). Using Esri's software, the group has collected and recorded three tonnes of litter on the Northern Irish coast, providing clear evidence to volunteers and the public, thereby enabling it to address the wider impact of environmental pollution and campaign for change.

In addition, Esri Ireland actively promotes green initiatives that benefit its local communities and offer up to 140 CSR days per year for staff to volunteer and contribute to the causes they care about. As a company, Esri Ireland believes that its commitment to sustainability and CSR initiatives goes beyond just doing the right thing for the community; it also has a positive impact on its employees and the business as a whole.

[www.esri-ireland.ie](http://www.esri-ireland.ie)



# A Green Legacy

Family business Gardiner Family Apothecary is moving with the times making a more sustainable business for the future

**G**ardiner Family Apothecary is nominated in the Sustainable Impact in a Medium Business category for the launch of Gardiner Family Apothecary, after 89 years in business with the Elave and Ovelle brands.

Gardiner Family Apothecary is proud to be the first and only Irish company chosen to pioneer Commit for Our Planet, a ground-breaking sectoral initiative. It is led by Cosmetics Europe, the trade association for the cosmetics and personal care industry.

The goal of the campaign is to reduce environmental footprint in Europe by encouraging all companies in the sector to participate in a joint effort to reduce greenhouse gas emissions, improve packaging solutions, and act for nature.

## FULLY RECYCLABLE PACKAGING

All Gardiner Family Apothecary products are still manufactured in Ireland and provide for jobs in Dundalk supporting local families and the community. Wherever possible Gardiner Family Apothecary uses local suppliers and keeps a short supply chain to maximise its impact locally.

Currently, the business employs 75 staff making over 70 different products for 1,800 pharmacy customers in Ireland as well as 11 international markets.

With the rebrand came a move to 100% recyclable packaging, resulting in an 85% reduction in the brand's carbon footprint.

Gardiner Family Apothecary

switched most of its pump packs for products to be completely made from plastic, with no metal parts to impede its recycling—all while maintaining a premium touch and feel to its packaging solutions.

The packaging is now produced using 60% fewer parts typically found in a traditional dispenser, with optimised restitution of up to 98%, offering protection of formulations and 100% recyclable plastic packaging. This entire process took approximately two years to plan and execute.

## ENVIRONMENTAL TRANSFORMATION

In line with its growth strategy, Gardiner Family Apothecary is in the process of a full digital and environmental transformation of the business. Pre-pandemic it was the first manufacturing site in the North East to install 220 lithium free solar panels to generate its own energy on site.

Along with upgrading all its packaging to be 100% recyclable and Gardiner Family Apothecary introduced larger unit sizes to reduce waste.

A number of Gardiner Family Apothecary products are Natural and Organic certified by ECOCERT, meaning 99% of the total ingredients are from the natural origin and 20% of the total ingredients are from organic farming.

Gardiner Family Apothecary partners with Reforest Nation, to restore biodiversity and fight climate change by planting one million native trees by 2024, by donating one tree for every Ovelle and Elave Skincare

Essentials pack purchased 'Unboxed' online.

The business is determined to drive continued improvement in reducing waste, minimising resource consumption, and increasing environmental awareness among staff – all with the aim of helping to create a safer, greener and more sustainable world.

**ELAVE**  
SENSITIVE CARE

GARDINER FAMILY  
APOTHECARY  
SINCE 1934



## Community Programme (LIC) / Volunteering

# Building communities, not just homes

## Building more than bricks and mortar Glenveagh Homes are working within communities to build relationships that thrive

**G**lenveagh Homes are shortlisted in the Community Programme (LIC) category for the Building Lasting Communities initiative and in the Volunteering category for ALONE Maintenance Days.

### BUILDING LASTING COMMUNITIES

Glenveagh's promise is to not just build homes, but to build sustainable communities. Their 'Building Lasting Communities' programme focuses on enhancing the lives of people within their communities in meaningful ways.

The community programme has provided invaluable support to local initiatives from grassroots sponsorships to schools and other initiatives close to the heart of their communities. Every activation sits within one of the six strategic community pillars: Education, Sustainability, Health & Wellbeing, Sports & Fitness, Local Economy and Charity.

In 2022, Glenveagh commenced Community days, giving residents the opportunity to meet their neighbours, whilst fundraising for their charity partners, the Jack & Jill Foundation and ALONE.

On the local economy front, Glenveagh recruits locally where possible and encourages subcontractors to aim for at least 20% local employment on sites. They regularly support local clubs via jersey sponsorships, and invest in national sponsorship of the

Gaelic4Girls programme encouraging girls' participation in sport. Glenveagh also engaged with local schools delivering Construction Site Safety talks as well as offering staff volunteering support for causes close to the heart of their communities.

### MAINTENANCE DAYS

A key element of the Glenveagh Building Lasting Communities programme is to provide targeted support to areas and communities where they are active. By staff volunteering time to support charities and worthy causes it helps communities to flourish.

Glenveagh staff regularly volunteer at ALONE Maintenance Days to help enhance accommodation for older people so they can live safely in their own homes.

Maintenance Day volunteering support not only helps to reduce the charity's maintenance costs, but also adds value to the lives of residents locally to support those who need it most.

## “ A KEY ELEMENT OF THE GLENVEAGH BUILDING LASTING COMMUNITIES PROGRAMME IS TO PROVIDE TARGETED SUPPORT TO AREAS AND COMMUNITIES WHERE THEY ARE ACTIVE.

In addition, they have actively fundraised for charity partners including ALONE with a total of €328,637 going to worthwhile causes in 2022.

Since March 2022, Glenveagh staff have taken part in three volunteer days with ALONE, at their housing facilities in Dublin providing much need support and landscaping skills as well as helping with tasks such as landscaping and painting.

The results – a total of 346 volunteering hours for the charity—have helped maintenance staff with their day-to-day workload and reduced their overall annual



maintenance costs as well as enhancing the housing facilities for its residents.

At the most recent volunteering day the clean-up of a disused area behind the housing facilities which was covered in rubbish uncovered a new pathway for the residents to walk along. The

volunteers removed branches and other potential hazards for elderly or disabled people as well as painted graffitied walls to make it a much more pleasant place for the residents to enjoy the outdoors throughout the year.

Currently in the second year of their charity partnership with ALONE, given the success of the initiatives on both sides, Glenveagh have planned a further Maintenance Day in September with a long-term view to running minimum two days per year in the Spring and in Autumn.

# Three cheers

## HEINEKEN Ireland is working to demonstrate inclusivity in action and improve sustainability efforts amongst its team and the wider community

Inclusion and sustainability are key priorities for HEINEKEN Ireland and the company has continued its focus on these areas over the last year.

### CELEBRATING INCLUSION

In June 2022, HEINEKEN Ireland sponsored the International Mixed Ability Rugby Tournament in Cork, an event that proved a true celebration of inclusion and diversity, with over 1,100 mixed ability rugby players, and 28 teams from 14 countries taking to the pitch in a week-long tournament that showcased skill, teamwork and the togetherness of sport. The company was proud to champion this barrier-breaking event that embodies its values of 'Caring for People and Enjoying Life', and builds on its rugby heritage as sponsors of the European Champions Cup for over 30 years. Sixty HEINEKEN Ireland volunteers played their part in contributing to the event, bringing the company's 'Brewing the Joy of True Togetherness' to life.

HEINEKEN Ireland partnered with the event organisers to maximise exposure of the tournament, including a strong press, radio, TV and social programme. Specifically, the company worked with disability activist and sports journalist

Joanne O'Riordan to leverage her passion for sport and deep understanding of disability. This resulted in an extensive pitch-side commentary series across the tournament and an article in The Irish Times advocating for mixed ability sports.

HEINEKEN Ireland also showcased Access Hospitality assistive technology to support diversity in the hospitality sector, leading to the establishment of a corporate partnership in 2023 between HEINEKEN and ASSISTIV. The programme will build partnerships with Cork publicans to roll out the assistive technology on a pilot basis with the aim of securing employment for six people with disabilities.

## “ THE VISION FOR HEINEKEN IRELAND'S 'BREW A BETTER WORLD' SUSTAINABILITY STRATEGY IS TO 'RAISE THE BAR TO 2030' AND ENABLE FASTER PROGRESS TOWARDS NET ZERO

### CHAMPIONING SUSTAINABILITY

HEINEKEN Ireland's 'What's the Suss?' sustainability engagement programme made the company's 'Brew a Better World' (BABW) sustainability strategy more accessible to all employees with a suite of bespoke video content, targeted volunteering events and newly designed collateral. The overarching focus was the development of individual

sustainability 'champions' across the business into a wider community of 'changemakers', who would drive sustainability at HEINEKEN.

The vision for BABW is to 'raise the bar to 2030' and enable faster progress towards net zero. HEINEKEN created a burning platform video entitled '2030 is Coming', which focused on how close the year 2030 is (just eight years away in 2022) by highlighting events from eight years ago (in 2014). The 'What's the Suss?' video series featured three videos aligned with HEINEKEN's three strategic pillars for BABW: Environment, Social, and Responsible Consumption. The videos documented conversations between presenter Aidan Power and HEINEKEN employees speaking about achievements and ambitions across the three pillars.

As a result, employees' understanding of the BABW sustainability programme increased from 78% to 97% while the value of sustainability to employees rose from 82% to 99%. And there is now an active 'changemaker' on the leadership team of every function who is actively identifying and owning sustainability projects, and a team of 25 cross-functional 'sustainability champions'.

# Sustainable Travel

## Hostelworld's sustainability initiatives are paving the way for eco-friendly hostel travel, to ensure a better world for future travellers

**H**ostelworld is a groundbreaking social network powered online travel agent focused on the hostelling category, with a unique mission to help travellers find people to hang out with. Discovering that most travellers go hostelling as a means to meet other people, Hostelworld facilitates this through a range of social features within its app.

Alongside this mission, Chief Financial Officer Caroline Sherry says, "We are committed to building a better world in everything we do. Through our ESG (Environmental, Social and Governance) strategy, we prioritise sustainability both inside and outside our business. We are very proud to have been shortlisted for two awards in this year's Sustainable Business Impact Awards, recognising our pioneering hostel sustainability framework and our unique and inclusive workplace culture."

Hostelworld also wants to help travellers make more climate-conscious travel choices, beginning with their carbon impact. Hostelworld reduced its emissions, became climate neutral certified, and pledged to reach net zero by 2040 by becoming a signatory of Global Optimism and Amazon's Climate Pledge. It also joined the Global Tourism Plastics Initiative (GTPI) to help reduce plastic waste in the tourism industry.

Committing to revolutionising sustainability in its sector, the company set out to champion the environmental work that its hostel partners do, starting by conducting research in partnership with

compliance specialist Bureau Veritas to understand the carbon impact of hostels vs hotels. "The research found that hostels produce 75% less carbon emissions than hotels. This showed us that hostels are not only a great place for meeting others and sharing unique experiences, but they are also one of the most sustainable accommodation choices," says Sherry.

Working with the Global Sustainable Travel Council (GSTC), Hostelworld created a bespoke sustainability framework for its hostel partners to communicate their sustainability efforts to their customers. Through its Staircase to Sustainability programme, Hostelworld motivates its partners to improve not only their environmental footprint but also their cultural and socio-economic impact on their communities. Soon, customers will be able to choose hostels based on their sustainability rating and support those that put the planet first.

For Hostelworld, the work doesn't stop there. "The Social pillar of our ESG strategy ensures that we do what we can to build a welcoming, diverse and accessible workplace for all of our team members," Sherry explains. "With a team of 250 employees across 11 countries, headquartered in Dublin, we truly want



our employees to achieve their version of a work/life balance."

Introducing flexible, location-agnostic, agile working has been pivotal to the company's success. So has its wellbeing policies, from extensive family leave days and fertility, surrogacy and adoptive leave to its menopause policy and the chance to work from abroad.

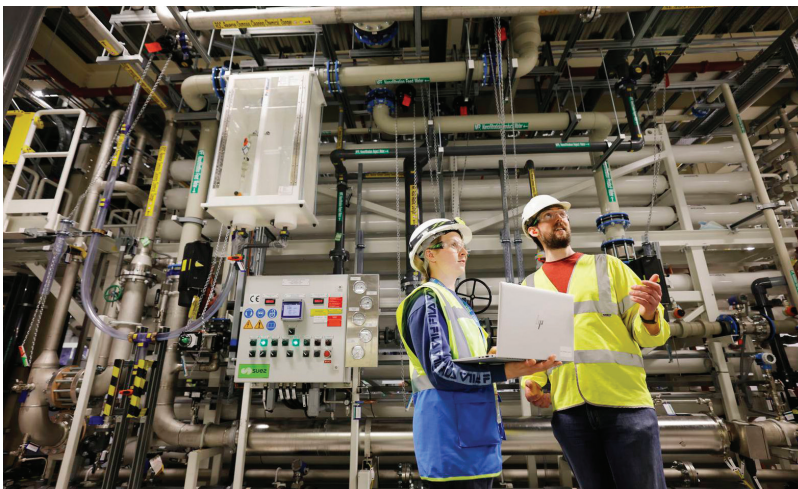
Alongside this, the Irish-based business champions diversity, equity and inclusion through educational workshops, and was recently awarded a silver accreditation by the Irish Centre for Diversity, Ireland's premier EDI mark, building on the bronze accreditation awarded in 2022.





# Looking to the future

By taking significant steps at its Leixlip campus and through its 2030 corporate responsibility RISE strategy, Intel is working to build a more responsible, inclusive and sustainable



significant water conservation project to ever be implemented at the campus.

## COMMUNICATING SUSTAINABLE GOALS

Intel has developed an annual communications strategy that features signature themes that are chosen based on the company's ongoing engagement, conversations and feedback from employees, the local communities and industry partners.

Having specific themes in place drives Intel to create thoughtful and strategic content that meets a defined purpose. The themes are delivered across a wide range of channels which include intel.ie, the Intel Ireland newsroom and Intel Ireland social media channels. In 2022, environmental sustainability featured as a core theme in the communication strategy. Intel delivered a number of innovative campaigns, including the Intel Ireland water document – an interactive online document that covered all aspects of the topic of water at Intel Ireland; the 'What do you see?' animation series, which shared details about some of the key physical infrastructure at the Intel campus; and the Intel Ireland RISE report – a detailed publication which takes an Ireland centric look at progress towards Intel's 2030 RISE goals.

Intel has a long history of commitment to corporate responsibility, and a track record of setting ambitious goals and transparently reporting on both progress and challenges. For decades, Intel has worked to advance progress on complex issues together with its customers and other stakeholders. With Intel's 2030 corporate responsibility 'RISE' strategy and goals, it aims to create a more responsible, inclusive and sustainable world, enabled through its technology and the expertise and passion of its employees. Intel's strategy not only raises the bar for the company itself, and its supply chain, but also increases the scale and global impact of its work through new collaborations with customers and a broad range of stakeholders.

Intel Ireland is at the forefront of sustainable plant operations across Intel worldwide, voluntarily investing more than €7m in energy conservation projects at the Leixlip site since 2020. Since 2016, 100% of all electricity supplied to

the Leixlip campus is generated from renewable sources, making Intel one of the largest voluntary, private purchasers of renewable energy in Ireland.

## DELIVERING WATER THROUGH NANOFILTRATION

One of Intel's key sustainability targets is to achieve net positive water use. This means that by 2030, the company aims to put more water back into the external water network than it takes out. Currently, approximately 88% of the water that Intel takes in at its Leixlip campus is returned to the River Liffey. Achieving net positive water use relies on a combination of water conservation and restoration.

Intel Ireland has introduced a new filtration system at its campus that will help save 484 million litres of water every year. This new nanofiltration system, which came into operation in summer 2022, captures water that is lost during the onsite water filtration process and redirects it for use in other parts of the manufacturing operations; it is the most

## Partnership with a Social Enterprise

# Painting the Town Green

**In Cork, social enterprises are working with Local Authorities to upcycle unused paint for reuse and resale**



IRD Duhallow is shortlisted in the Partnership with a Social Enterprise category this year, for the IRD Duhallow Relove Paint Project.

The project is a collaboration between, Cork City and County Councils and three Cork social enterprises, IRD Duhallow in Newmarket, Northside Community Enterprise (NCE) in Farranferris, Cork City and Cycle Sense based in Skibbereen.

This unique collaboration is diverting paint from disposal and incineration to provide affordable, good quality paint for reuse in the local community.

The Relove Paint project sees unwanted paint collected from both local authorities' civic amenity sites by the social enterprises who then filter,

remix and recolour the paint to produce a high quality but low-cost paint which is distributed back into the community.

As well as helping to protect our environment Relove Paint also delivers economically in terms of job creation and reducing the costs for individuals, community groups and businesses who are using the paint.

The Relove Paint project is a great example of delivering the circular economy locally and is in line with the objectives of the Waste Action Plan for a Circular Economy which sets out a range of aims and targets for Ireland including implementation of the Circular Economy. The project is also a practical measure which Local Authorities can take to help realise the UN Sustainable Development Goals and in particular Goal 12, Sustainable

Production of Consumption.

Since October 2021 the project has diverted over 5 tonnes of paint from incineration to reuse, and 2,200 litres of high quality, low cost Relove Paint has been sold back onto the community delivering the circular economy locally in each of the three communities. The feedback from customers has been overwhelmingly positive with the consistent agreement that the paint offers great coverage, so less paint is needed. The price point in today's economic climate at €15 per 5 litre bucket is very competitive.

## GREEN PROCUREMENT

The Local Authorities are looking to support the project through encouraging implementation of green procurement in the council, for example for use in the painting of Local Authority housing stocks. The three social enterprises producing Relove Paint are members of the National Paint Reuse Network supported by the Regional Waste Offices and this platform offers an opportunity for them to continue to learn and share knowledge and best practise with other paint reuse projects. The Paint Reuse Network also offers a platform for Local Authorities to share knowledge and experience and to look at overcoming challenges for further growth of paint reuse in their counties.

A licensing agreement is being developed to ensure consistency across the product including the brand promotion, the price point and the quality of the paint. There will not be any charge to the social enterprises to operate under the terms of the license agreement, which will be managed by both Local Authorities. Limerick City & County Council have already begun using the brand.

*For more information see [www.relovepaint.ie](http://www.relovepaint.ie)*

# Life Matters Every Step of the Way

Irish Life displays ongoing commitment to sustainable business and to helping build better futures for its people, customers and communities

Irish Life is shortlisted in two categories: Workplace for Life Matters and Community Programme (LIC) for the Irish Life GAA Healthy Clubs Steps Challenge.

## LIFE MATTERS

Irish Life has developed a comprehensive range of supports for its people based on extensive research, that identified people's changing needs at different stages of their lives. These supports are part of Irish Life's continuous focus on the development of its DEI strategy and practices.

Over the last year, Irish Life has introduced a new suite of Life Matters benefits to provide extensive additional assistance during times when people may need extra support in their lives and to give further flexibility where people can work from.

These new benefits include leave for Family Carers, enhanced Compassionate Leave, supports for people experiencing Domestic Violence and Abuse, as well as extensive supports for Fertility, Pregnancy Loss, Surrogacy and Menopause.

In addition to supporting employees during difficult circumstances, new benefits such as 'Working Away' give greater flexibility and work-life balance, including the potential to work overseas for up to four weeks a year.

Speaking about the introduction of these benefits, Barbara O'Malley, Head of People Experience at Irish Life said: "At Irish Life we want to support our people to have a better life today and into the future. We were delighted to launch our suite of 'Life Matters' benefits that give access to supports when our people may need it most."

## BUILDING HEALTHY COMMUNITIES

Irish Life's sponsorship with the Irish Life GAA Healthy Clubs brings health awareness, support and opportunities to communities around Ireland. As part of this partnership, in 2021 Irish Life launched the first Irish Life GAA Healthy Clubs Every Step Counts Challenge, a five-week walking challenge that encourages a healthier and better-connected Ireland, bringing communities together to increase physical, social, and emotional health.

The challenge is the largest annual steps challenge in Ireland, with almost 30,000 participants representing 790 GAA clubs recording 5.5 million steps. This enables the participants to see how their walking can boost their health score and at the same time to re-enforce the sense of connection in communities nationwide.

The Every Step Counts Challenge is run by Irish Life every January using the MyLife app, in association with the GAA. The



MyLife app helps the people taking part in the challenge to understand more about their health and the small changes they can make to improve it, which over time has wide-ranging physical and mental health benefits. The steps challenge is not only a great way to activate and amplify Irish Life's partnership with the GAA Healthy Clubs, it's also a great opportunity to shine a light on the huge efforts of the Healthy Clubs officers who do so much on behalf of their clubs and communities.

Communication (LIC) / Diversity, Inclusion &amp; Equity (LIC) / Environment (MNC)

# Shining a light on gender and cultural diversity

## KPMG's initiatives supporting female career progression and celebrating the different cultures represented by its people

### GENDER ACTION PLAN

KPMG's Gender Action Plan includes policies and initiatives aimed at supporting women's career progression and helping KPMG reach their ambition for 50% of partner promotions to be women from 2025.

In 2021 KPMG undertook a complete review of its Gender Equity strategy, engaging with staff through focus groups and creating a gender committee made up of volunteers from across the firm to ensure that its people had a voice in the creation of the revised strategy.

Following the review, in 2022 KPMG made a commitment to have 50% of partner promotions be women from 2025. To reach this ambitious goal, KPMG created its Gender Action Plan which focusses on three main areas – leadership accountability, partner behaviours,

and practical supports.

Recognising that communicating this plan effectively would be a key part of ensuring its success in attracting and retaining talented women to KPMG, they embarked on a multi-faceted, internal and external communications campaign as part of their 2023 International Women's Day (IWD) celebrations.

The multi-faceted approach included a video series, an infographic, internal communications channels, social media and panel discussions.

The Gender Action plan includes lifecycle support policies (e.g. fertility leave, miscarriage leave, surrogacy leave, fostering leave, domestic abuse leave, carer's support leave) and innovative initiatives like emergency childcare cover and a ramp up initiative that provides women with one paid day off for the first eight weeks after returning from maternity leave.

### MULTICULTURAL WEEK

Multicultural Week @ KPMG celebrates the diversity of the nearly 800 KPMG Ireland people who come from 65 different countries.

By celebrating and raising awareness for the rich diversity of background, culture and thought in KPMG, Multicultural Week fosters a greater sense of inclusion and belonging for international colleagues.

Led by KPMG's Ethnicity ERG, Multicultural Week was designed to shine a light on all the cultures and

countries that KPMG people are from and how they come together to form a strong and inclusive community.

Key milestones of the week included an 'Around the World' party where more than 600 employees gathered to embrace food, beverages and music from around the globe; a guest speaker session with Irish rugby hero, Bundee Aki who spoke about his journey of embracing Irish culture, being welcomed by the Galway community and the privilege of wearing the green jersey; and a moving video series featuring colleagues from different countries who told their personal stories of moving to Ireland.

**“ BY CELEBRATING AND RAISING AWARENESS FOR THE RICH DIVERSITY OF BACKGROUND, CULTURE AND THOUGHT IN KPMG, MULTICULTURAL WEEK FOSTERS A GREATER SENSE OF INCLUSION AND BELONGING FOR INTERNATIONAL COLLEAGUES**

Daily newsletters featured fun facts on different countries, an interactive map that showed all the countries represented by KPMG Ireland colleagues, and staff restaurants served up a dish of the day with food from different continents on offer.



# Community Energy

As sustainable champions, Naomh Breandáin Credit Union have led a community energy project that is inspiring green initiatives in Loughrea

**N**aomh Breandáin Credit Union is shortlisted in the Environment (LIC) category for a 3D imaging model project to show energy usage in the community.

Sustainability is deeply embedded in the Credit Union Operating Principles. As the only financial institution in Ireland owned and governed by their members, credit unions are by their structure, designed to be sustainable.

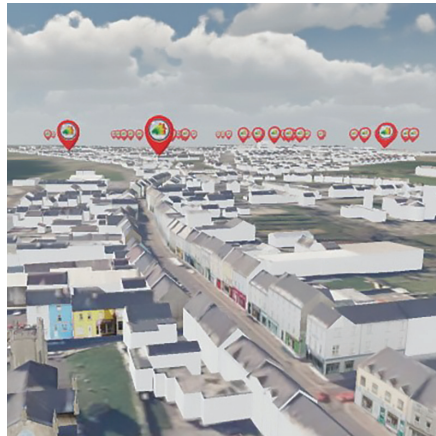
Earlier this year, credit unions across the country were appointed Sustainable Development Goal (SDG) champions by the Department of the Environment, Climate and Communications. The SDG Champions Programme has been developed to raise public awareness of the SDGs and to demonstrate that everyone in society can make a contribution to the 2030 Agenda for Sustainable Development.

David Malone, CEO of the Irish League of Credit Unions stated, “As SDG Champions, credit unions are committed to act as an advocate and promoter of the SDGs and a good practice example of how an organisation can contribute to the SDGs and integrate them into their work and activities”.

## SUSTAINABLE ENERGY WEST

In 2018 with the assistance of Sustainable Energy Authority of Ireland (SEAI), Naomh Breandáin Credit Union from Loughrea, Co. Galway, established a Sustainable Energy Community group for Loughrea town and its hinterland called Sustainable Energy West (SEW). SEW's remit is to promote sustainable energy use in the community.

SEW first established a picture



“ PRESENTLY OVER 200 HOUSEHOLDS IN LOUGHREA HAVE CONTRIBUTED TO THE COMMUNITY ENERGY DATABASE AND THIS INFORMATION IS BEING USED TO ESTABLISH GREEN INITIATIVES

of energy use in the community, commissioning an Energy Masterplan which gave a high-level view of energy use in the area. Local Galway 3D technology and data company RealSim, then established a more granular 'on-the-ground' picture of Loughrea's energy use.

This led to the development of a website that allows the community to input their own energy use and build a 3D model of the town with markers showing the distribution of energy information contributed. Presently over 200 households in Loughrea have contributed to the community energy database and this information is being used to establish green initiatives, both at community level and on an individual basis.

## COMMUNITY ENERGY

SEW would like to nurture the future growth of community-based Energy Services Companies (ESCO) that can advise and support the local community in becoming involved in the design, deployment and maintenance of a range of renewable energy systems in their

homes and community buildings. This will be achieved through partnerships that include regional and European academic institutions and innovative technology companies.

On being shortlisted for the Sustainable Business Impact Awards, Malone added “We are delighted that Naomh Breandáin Credit Union and SEW have been shortlisted for this award. This is a superb example of how a credit union, working closely together with a wide range of stakeholders, can fully embrace the opportunities and benefits which sustainability offers and obtain support and buy-in from the wider community to bring their ambitions into action.”

While much has already been achieved, Naomh Breandáin Credit Union SEW have ambitious plans to enhance the partnership further. It is clear that the engagement, involvement and buy in of the wider community is critical to their continued success.



**Naomh Breandán**  
CREDIT UNION LIMITED

## Sustainable Impact by a Small Business

# Empowering Sustainability Engagement

One Step Closer's Engagement Engine has helped raise awareness of Trinity College Dublin's campaigns worldwide, bringing global attention to the college's sustainability initiatives

One Step Closer is a dedicated digital sustainability communications platform created and built in Sligo. Its aim is to give organisations (universities, businesses, brands, local authorities, events and attractions) a means to communicate sustainability efforts and effectively engage with audiences.

Over four years, Trinity College Dublin (TCD) has run 19 campaigns using One Step Closer, with the results from each helping to hone the direction of the college's sustainability initiatives. From plastic-free refectories to funding for green laboratories, each campaign gives audiences choices to vote for, linked to wider Sustainability Development Goals the university is targeting. Promoted via social media, society groups, noticeboards and interested media, voting is easily accessible on any digital device. Participants get instant results and can see the impact when the action is implemented.

The most contentious campaign – to rewild the 400-year-old lawns at the entrance – garnered 14,000 votes from students and the wider community and resulted in positive media coverage in over 50 outlets in Ireland and around the world. Subsequently, Trinity's

reputation for sustainability was three times greater than other universities in Ireland and the university has real data for reporting and decision-making.

One Step Closer worked closely with TCD's head of sustainability and communications team to bring sustainability projects to the students that are timely and relevant. Every campaign offers sustainability choices with deeper context explaining why each is important, raising awareness and educating audiences.

The One Step Closer Engagement Engine has given TCD the reach it

**“ THE NEED FOR ORGANISATIONS TO MAKE STAKEHOLDERS AWARE ABOUT KEY SUSTAINABILITY INVESTMENTS AND INITIATIVES, IN A TRANSPARENT AND CREDIBLE WAY, HAS NEVER BEEN GREATER. ONE STEP CLOSER WORKS TO BRING EACH ORGANISATION'S MESSAGE TO AS MANY PEOPLE AS POSSIBLE**



needed to build inclusive campaigns that attract thousands of votes, create a lasting awareness of Trinity's sustainability actions and build a sustainability reputation, locally, nationally and internationally. Measured sustainability engagement increased tenfold and Trinity became a top three university in the world ranking for climate action. The engagement data helps to identify which actions resonate most strongly with audiences, so that TCD can hone strategies and improve communications moving forwards – making sustainability more inclusive. One Step Closer's work with TCD continues, with a new sustainability strategy just about to be launched in Trinity.

The need for organisations to make stakeholders aware about key sustainability investments and initiatives, in a transparent and credible way, has never been greater, and the work of One Step Closer with other universities, local authorities and private businesses is ongoing, with the company aiming to bring each organisation's message to as many people as possible, empower key stakeholders to bring about positive sustainability actions, and allow people to feel they can influence positive change through the organisations they interact with on a daily basis.

# Making Litter a Thing of the Past

**Picker Pals is a primary school programme creating behaviour change and consigning litter to the dustbin of history**

**B**irthday Press is shortlisted in the Sustainable Impact by a Small Business category for Picker Pals. Now running in 60% of primary schools in Ireland and launching this year in Portugal and the UK, Picker Pals equips and motivates children to proudly lead their families on local litter-picking adventures.

**ENVIRONMENTAL CONNECTION**

When Howth-based children’s author, Patrick Jackson found and freed a seagull trapped in littered fishing line,

it made an impact. The next day, in the same place, he found a litter picker-upper and began litter-picking. Every day. This was the start of Picker Pals.

Four years later, this innovative approach to local stewardship has facilitated 150,000 child-led family litter-picking adventures in every county in Ireland, removing approximately 500 tonnes of litter from the environment.

Picker Pals uniquely connects classroom learning and home activity. Litter-picking is motivated through immersion in a story world, video and social media content and the Picker Pack containing adult and child litter-picking tools. This pack is taken home by a different child every week.

Picker Pals is free to schools, with funding coming from the Department of the Environment, Climate and Communications, the Department of Education, local authorities, corporate

supporters and philanthropic sources, creating a positive cycle operating at the heart of families and communities.

**BEHAVIOUR CHANGE**

Picker Pals is a powerful behavioural intervention at a critical developmental age. Litter-picking is a key to connection with the natural world and creates healthy, fun and memorable ‘together moments’ for families and communities.

“We hope that Picker Pals can be an inspirational starting point for a generation of Irish children,” said Minister of State, Ossian Smyth, Department of the Environment, Climate and Communication.

To achieve the goal of reaching 100% of schools in Ireland, Patrick ([patrick@pickerpalsworld.org](mailto:patrick@pickerpalsworld.org)) welcomes contact from any organisation wishing to make the world better, and have fun doing it.

**HOW PICKER PALS WORKS**

**1** Classrooms receive the Picker Pack



**2** Each week a different child brings home the Picker Pack



**3** Children share their story with classmates



Supported by year-round fun and activations





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# Delivering Sustainable Water Services

Uisce Éireann has made significant sustainability improvements across all aspects of its business, embedding sustainability into everything it does as an organisation



**U**isce Éireann has been shortlisted in two categories this year: Environment (LIC) for Sustainable Water Services and Communication (LIC) for the Uisce Éireann Water Stewardship Programme.

Uisce Éireann has made significant sustainability improvements across all aspects of its business, rising to the challenge of climate breakdown and the biodiversity crisis, and embedding

sustainability into everything it does as an organisation.

In 2022, Uisce Éireann made significant progress to improving its sustainability and businesses and communities through a range of measures, including implementing an Energy Efficiency Programme, achieving over 30% improvement; implementing low carbon, nature-based solutions, installing innovative sustainable, sludge reed beds and Integrated Constructed Wetlands, planting 130,000 native trees,

implementing biodiversity enhancement measures on 200 sites nationally; progressing a circular economy model for sludges; partnering with An Taisce's Green-Schools programme, involving over 300,000 student and teachers; and acting as expert water students in GAA Green Clubs programme.

## SUSTAINABLE WATER

Sustainability is at the core of everything Uisce Éireann does. The provision of water and wastewater services impacts on

**Communication (LIC) / Environment (LIC)**

the environment, its customers, society and the economy.

Uisce Éireann is rising to the challenge of climate breakdown and the biodiversity crisis, integrating and embedding sustainability, significantly improving the sustainability of water services.

The organisation is responsible for finding effective solutions that ensure a sustainable, secure and reliable water service. It's also responsible for safeguarding the environment, now and for future generations.

Uisce Éireann manages infrastructure that is located within a range of habitats including species-rich grassland, woodland, scrub and wetlands, and its infrastructure interacts directly with freshwater, estuarine and marine habitats. Uisce Éireann's approach protects and enhances biodiversity at all its sites whilst also providing additional community benefits.

**TOWARDS NET ZERO**

Uisce Éireann's sustainability approach builds towards a low-carbon resilient future, as it sustainably plans, designs, builds, operates and maintains Ireland's water and wastewater assets. The aim of all its sustainability initiatives is to support Uisce Éireann's journey towards sustainability, sustainable development and Net Zero carbon by 2040.

Plans for Net Zero carbon include further development of solar PV, hydro, wind and biogas across its asset base, and to reach a target of 40% of its energy demand to be met by installed renewables by 2035. This is the equivalent of electricity



to power over 45,000 homes for a full year.

A strategy to provide an energy efficient low carbon fleet includes a commitment to replacing all light commercial vehicles with battery electric vehicles to ensure decarbonisation of Uisce Éireann's transport energy.

Plans to install nature-based solutions, such as innovative sustainable, low-carbon, sludge reed beds and integrated constructed wetlands, biodiversity enhancement on 300 sites and woodland planting of 45,000 native trees in 2023 will all help to achieve a sustainability target of biodiversity net gain by 2030.

The ongoing progression of moving sludges towards a circular economy model continues at pace, recognising that they provide a sustainable source of precious finite materials. From a starting point of 70% of sludges going to landfill, in a dramatic turnaround, now 90% are going into circular economy outlets.



**COMMUNITY IMPACTS**

The location of nature-based solutions such as Integrated Constructed Wetlands (ICW)—a sustainable, natural wastewater treatment system that is designed to look and function in a similar way to a natural wetland—are immediately adjacent to communities, providing a sustainable environment rich in biodiversity and haven for wildlife. They provide the local community with an ecosystem where they can engage with nature providing mental wellbeing and physical benefits. Uisce Éireann also provide information and educational sign across sites to educate locals and visitors on the processes and the rich biodiversity.

Through the Green Schools programme Uisce Éireann invests in tomorrow's water advocates today. During 2022, over 300,000 students and teachers took part in the Water programme. The water theme aims to increase awareness of water conservation among primary and secondary school students. In a year school children across Ireland saved over 203 million litres of water, the equivalent of over 350 million cups of tea.



## Communication (LIC) / Environment (LIC)



Uisce Éireann also provides expert advice and guidance to the GAA on how to conduct water audits and conserve water as partners in the Green Clubs programme. They also provide clubs with reusable water bottles to eliminate single use plastic.

### WATER STEWARDSHIP

Uisce Éireann's Water Stewardship Programme is the first of its kind globally. It is an innovative approach to address the water crisis by educating businesses on how to optimise water use while minimising negative impacts on the environment.

With training on how to lower water consumption and reduce operating costs while protecting the environment, the Water Stewardship Programme is essential for any business seeking to implement sustainable water usage practices, positively impact climate action goals, and ultimately, deliver cost benefits.

The programme comprises a comprehensive eight-week course accredited by the European Water Stewardship (EWS) Standard, which is internationally recognised as best practice in water stewardship.

The Certified Water Stewardship Programme is delivered by 20FIFTY Partners and Uisce Éireann, through the Water Stewardship Ireland and Lean & Green Skillnet platforms and is aimed at those responsible for water management

within their company.

Facilitated by online mentoring and support workshops led by sustainability experts, participants receive a detailed introduction to the basics of water stewardship, mapping water usage within the business, identifying opportunities for conservation and guidance on developing and implementing a strategic action plan.

The Water Stewardship Programme addresses a variety of environmental concerns related to water resources, such as water scarcity, water pollution, and water conservation. By providing education and training on responsible water management practices, such as reducing water waste and minimising pollution, businesses and communities can better manage their water resources and help protect the environment.

Water stewardship training can also have a positive impact on the wider community. Through improved water management practices, communities can reduce their overall water usage and minimise the negative impacts of water pollution on the local river catchment area and ecosystems. In addition, greater awareness of water issues can lead to increased public support for conservation efforts and strengthened policies for protecting water resources.

Overall, water stewardship training helps businesses to become more responsible and sustainable in their water use, and to contribute to the conservation

and protection of this vital resource for future generations.

New Linked Initiatives such as the Annual Water Stewardship Membership Scheme provide ongoing support to companies that have graduated from the programme so that they can make ongoing improvements to the way they manage and report on water.

The supports include: regular training updates and access to e-learning modules, research opportunities, access to water stewardship tools, access to peer-to-peer Community of Practice events, benchmarking your site, recognition and promotion of sites' efforts. There has been huge interest from over 80 organisations to date in joining the scheme in 2023 to continue their water stewardship journey with Uisce Éireann.

Another spin off is the Catchment Excellence Programme, a new multi-stakeholder initiative developed by Water Stewardship Ireland and funded by the Lean and Green Skillnet that provides catchment stakeholders (businesses, community and leisure groups and individuals) with a comprehensive overview of water protection and conservation at a Catchment level.

By implementing water stewardship practices, businesses can potentially help to protect and restore the health of aquatic ecosystems, restore degraded wetlands, maintain the quantity and quality of water, and safeguard the human communities and wildlife that depend on water resources. The project has made a great impact, thanks to strong participation in training with over 600 trained to date. This has been the catalyst for over 420 new Water Conservation Projects in 2022 and 70% had no Annual Water Stewardship Target/KPIs but are now introducing them on foot of the programme.

Overall, the programme is an innovative approach that is critical in promoting sustainable water management practices. Its holistic approach, collaboration, and diverse teaching methods make it suitable for addressing the complex challenges facing our water system.

Community Programme (MNC) / Diversity, Inclusion & Equity (MNC) / Volunteering / Workplace



# Creating Meaning Through Data

Workday's initiatives include using data to create meaningful employee benefits, and collaborating with local schools and TU Dublin to encourage young people's interest in STEM subjects

**W**orkday is shortlisted in four categories: Community Programme (MNC) for working with Technological University (TU) Dublin on a business app; Diversity & Inclusion (MNC) for the 'Future Females in Tech' initiative; Workplace for 'Moments that Matter': creating 'caring' benefits for employee life stages; and Volunteering for the Transition Year Work Experience Programme.

### DEVELOPING BUSINESS ACUMEN

Workday and TU Dublin's Civic Engagement Department partnered on an initiative to transform a business board

game into a tech application, addressing the need for practical business acumen/ education among students.

Research and feedback from students and educators revealed that students often struggle to apply theoretical concepts to real-world scenarios, resulting in a lack of confidence and practical experience in business decision-making. This initiative aims to bridge that gap by providing students with a platform to learn and practice business acumen, producing future business leaders who are equipped for success in the global marketplace.

By inputting their decisions in the application, they can view a live scoreboard of the various companies created. At the end of the exercise, they are

able to cross reference and corroborate their calculations against those created by the tech application. It provides an interactive and immersive learning experience that develops critical thinking, decision-making, and strategic skills in real-time.

### FUTURE FEMALES IN TECH

The Workday Future Females in Tech programme was established to address the gender imbalance in its intern and graduate cohorts, with only 6% of interns being female in 2017.

The engagement programme aims to demystify technology careers and increase female representation in the industry as well as building confidence levels among women in the technology industry through

## Community Programme (MNC) / Diversity, Inclusion &amp; Equity (MNC) / Volunteering / Workplace

education and mentorship.

The flagship event is a two-day immersive conference at Workday's Dublin office, featuring career skills workshops, design-thinking challenges, and team shadowing.

The programme doesn't end there - attendees can stay connected through social media groups, college meetups, and mentorships. In their penultimate year, participants can apply for a six-month internship, with the opportunity for full-time roles upon graduation. Workday has seen a 67% increase in female applications for tech roles and continues to see positive results year on year, with over 150 female participants in the five years of the programme. Success is attributed to the enthusiasm of all participants, including all colleagues, and continuous improvement through sentiment surveys.

Workday has made significant progress in improving gender diversity, with increased percentages of female applicants and positive impacts on gender balance in its cohorts. In 2022, 49% of interns were female, and 64% of graduate hires were female, up from 40% in 2021.

#### MOMENTS THAT MATTER

Workday developed meaningful benefits for the 'moments that really matter' in employees' lives, especially in terms of 'caring', using revolutionary technology, sentiment, and data.

Workday looked holistically at the employee lifecycle and aligned well-being with rewards around four pillars: social, mental, financial, and physical.

In terms of benefits, the goals were decided upon by listening to Workday employees and aligning relevant benefits to their life stage through a data driven and sentiment approach. To help do this, Workday leveraged its own software tool called Peakon to survey employees each Friday online, with questions ranging across health, wellness, workplace among other topical areas.

From this valuable employee feedback, the team was able to structure and align the most impactful benefits, then launch, measure, and iterate.



#### TRANSITION YEAR PROGRAMME

Workday has a unique location in Dublin's North Inner City, where every school in the area is a DEIS school. In direct response to the imbalance of student representation from Dublin 7 schools in third level education (62% vs a national average of 79%), Workday wanted to leverage its knowledge and expertise to help to drive greater participation in STEM-related courses in particular.

Workday's Transition Year Work Experience programme delivers tangible impact in its local Dublin 7 community by immersing local students in 'real life' roles for a week, from sales to software engineering, helping them to make more informed career choices.

The programme allows students to experience both the working life of colleagues at Workday, as well as the technology, inspiring students to learn more about technology career paths. The programme is highly interactive and project-driven to maximise student engagement. Subject matter experts, from UX Design to cyber security and coding, from across Workday, have designed, developed and delivered the programme.

**“ WORKDAY HAS SEEN A 67% INCREASE IN FEMALE APPLICATIONS FOR TECH ROLES AND CONTINUES TO SEE POSITIVE RESULTS YEAR ON YEAR**

It is a 'hands on' initiative for students to learn directly from employees about their career journey, innovative work, and relationship development. Students are drawn from four local DEIS schools: Mount Carmel Secondary School, St Paul's Brunswick Street, Stanhope Secondary School and Cabra Community College.

Workday celebrated 15 years in Ireland in April 2023. It has been in Smithfield since 2015 and it is committed to continuing to grow and invest in Dublin's North Inner City. The company has ambitious plans to develop its new EMEA HQ in Grangegorman, very close to its existing Smithfield campus where it plans to continue to build on the work it is doing with local schools in collaboration with its new neighbour, TU Dublin.

## Sustainable Impact by a Medium Business

# Rest assured at a green hotel

Wren Urban Nest was designed to be Ireland's most sustainable hotel, a destination for the responsible traveller

**W**ren Urban Nest is shortlisted in the Sustainable Impact by a Medium Business category for being Dublin's most sustainable hotel.

There's an old proverb which says there's no pillow so soft as a clear conscience. Responsible travellers can rest assured at Wren Urban Nest, a hotel expressly planned to cater for design-literate guests who were also interested in sustainability.

## SUSTAINABLE CONSTRUCTION

Constructed using the most advanced sustainable technologies, Wren is Ireland's first net carbon place to stay

and one of the country's only BER A-rated accommodation providers.

The architectural team delivered the first of its kind hotel in Europe. Thinking about the guests of the future, what they would want and how everyone is responsible to contribute to a more sustainable planet, the team wanted to create a unique property for the city, while not compromising on luxury.

With 137 rooms, this nine-floor hotel is constructed using the most advanced sustainable technologies, eliminating the need for fossil fuels. It sources 40 per cent of its energy from renewable resources which is four times the current NZEB requirement. The hot water, heating and cooling

system is based on a combination of efficient heat pumps. Rejected heat is captured and used as a renewable source for hot water. The showers mix in air to reduce water use, allocating 140l per room (compared to industry average of 1,140l per room). The result is a luxury hotel that has a very low carbon footprint.

It is the first hotel in Ireland to comply with the World Green Building Council's definition of Net Zero Carbon without having to purchase carbon offsets.

## GREEN LUXURY

The design of the hotel focuses on compact luxury and energy efficiency, with small format bedrooms decorated and accessorised with the best contemporary Irish craft, a showcase for Irish design from brand to bed, confidently supported with smart, sustainable technologies.

The hotel works with Irish crafters, artists, designers and suppliers to fill the hotel with the best products and showcase what the talent in Ireland has to offer, supporting locally sourced produce.

Since opening in September 2021, the hotel has undertaken a number of projects, including partnering with Open Hive bee conservation charity, who maintain Wren's own beehives which are located at the foothills of the Dublin mountains. The team also developed a rooftop garden to support the biodiversity of the city. It also teamed up with the world's largest anti-food waste app, Too Good To Go, to list surplus, unsold food which can be purchased at a discount at the end of each day.

Sustainability runs through the veins of the hotel and everything that is done is considered to ensure the best option for both the planet and for guests.

“ IT IS THE FIRST HOTEL IN IRELAND TO COMPLY WITH THE WORLD GREEN BUILDING COUNCIL'S DEFINITION OF NET ZERO CARBON WITHOUT HAVING TO PURCHASE CARBON OFFSETS



# Bridging gaps

**A&L Goodbody's charity partnership with Depaul and diversity and inclusion strategy are a reflection of the values of the firm which is working to build a more inclusive, informed team**

## IMPROVING DIVERSITY AND INCLUSION

In 2014, A&L Goodbody established a diversity and inclusion (D&I) group to help drive change and implement the firm's D&I strategy. The aim of the strategy is to increase the diversity of the firm and ensure a workplace where its people can all flourish and feel included. It has five main areas of focus: gender (DARE), disability, sexual orientation (OneALG), social mobility and cultural diversity.

There are four D&I leads made up of two senior partners, a talent director and head of responsible business, who are responsible for setting the strategy and overseeing implementation and progress. The firm also has employee-led sub-committees that support the implementation of objectives in each of these five areas of focus. This involves creating new initiatives, introducing policies, organising education and awareness events, partnering with external organisations to support objectives and being founding members of legal D&I networks for, e.g. OUTLaw and the Disability Legal Network.

The firm's goal, ultimately, is to ensure its policies and practices match its commitment to equality and inclusion. A&L Goodbody has been opening

opportunities to more people from underrepresented groups to work and progress in the firm, while achieving equal representation of women and men for partner promotions over last four years.

## FIGHTING HOMELESSNESS

Through corporate donations, fundraising, volunteering and pro bono legal advice, A&L Goodbody has supported Depaul for over a decade to deliver on its mission that everyone facing homelessness deserves help to rebuild their lives.

The partnership provides opportunities for A&L Goodbody staff to engage in meaningful volunteering opportunities and better understand the systemic causes of homelessness. Depaul regularly avails of pro bono legal advice; for example, A&L Goodbody played a key role in forming the legal structure around the agreement surrounding the transfer of homeless services from SVP to Depaul. Volunteering and fundraising is another key element of the partnership, with A&L Goodbody raising €16,000 annually through its Christmas choir event at St Patrick's Cathedral.

The partnership is one built on mutual benefits and respect. This is reflected in its longevity and

the level of engagement by people from across the business. The pro bono practice has supported Depaul with growing its footprint from a small Dublin-based organisation in 2002 to having a national presence with 37 specialised accommodation and outreach services for people who are experiencing homelessness or who are at risk of homelessness in Cork, Waterford, Carlow, Longford, Dublin, Belfast, Dungannon and Derry.

**“ A&L GOODBODY'S RELATIONSHIP WITH DEPAUL HAS INFLUENCED THE FIRM'S UNDERSTANDING OF SOCIAL DISADVANTAGE AND THE IMPACT OF TRAUMA ON INDIVIDUALS AND LED TO TRAINING FOR ITS LAWYERS ON HOW THEY WORK WITH VULNERABLE CLIENTS**

A&L Goodbody's relationship with Depaul has also influenced the firm's understanding of social disadvantage and the impact of trauma on individuals. This has led the firm to develop training for its lawyers on how they work with vulnerable clients and has enhanced their legal skills and understanding of the dynamics and complexities of homelessness.

# Engaging Employees and Decarbonisation

**An Post became the first Irish company to be accredited for running a year-round employee engagement on sustainability**

**A**n Post is shortlisted in two categories: Communication (LIC) for 'Shaping Our World' and Environment (LIC) for its De-carbonisation strategy.

## SHAPING OUR WORLD

In 2022, An Post invited its employees and community to embrace sustainability through their Shaping our World and Employee Engagement Campaigns.

An Post became the first company in Ireland to be accredited for running a year-long employee engagement programme on sustainability.

A 2021 employee survey indicated that employees wanted to make positive contributions to sustainability in work, at home and in their communities, but that a lack of information was a barrier. Based on that insight An Post developed and launched the campaign to motivate and inspire employees to take positive practical actions. It focused on themes such as eco-transport, renewable energy, and biodiversity. It was accessible to all employees and used multiple delivery channels.

An Post also partnered with TheJournal.ie for a Climate Literacy Campaign, and published a series of engaging articles around the UN SDGs to explain how they can be made real and form part of our everyday lifestyles.

Understanding the importance and benefits of a workplace that celebrates diversity, An Post communicated this importance and gave employees the opportunity to learn about diversity and culture through the Shaping Our World campaign.

## “ AN POST'S DECARBONISATION STRATEGY HAS RESULTED IN A REDUCTION OF CARBON EMISSIONS BY 35% SINCE 2009

### DECARBONISATION STRATEGY

An Post are working to reduce emissions by decarbonising their operations in order to improve air quality and support Ireland's transition to a low carbon future, and delivered energy efficiency savings of 39.54% and reduced its carbon footprint by over 4,000 tonnes in 2022.

As the operators of one of Ireland's largest vehicle fleets and with over 2m square feet of

property under management, the transition to a sustainable fleet and renewable energy is core to An Post's decarbonisation strategy. Some of the main initiatives in 2022 included reducing Scope 1 and 2 emissions by 12 % year-on-year due to improved fleet and energy management, including the installation of more smart energy management systems in our properties, and increasing the proportion of the An Post fleet running on alternative fuel sources to over 30%. In addition, An Post launched its Concept Properties Programme installing solar panels, air-source heat pumps, battery electric storage systems and public fast

chargers in two of its sites.

It also strives to ensure that products and services are procured responsibly and sustainably, with 97% of tenders having sustainability as an evaluation category.

Acutely aware of the urgency of climate action and with a nationwide presence, An Post's decarbonisation strategy has resulted in a reduction of carbon emissions by 35% since 2009.



# Raising Awareness of Dementia in Schools with the ASI

## Arthur Cox teamed up with the Alzheimer Society of Ireland to develop an e-learning platform for schools

**A**rthur Cox LLP is shortlisted in the Partnership with Charity (LIC) category for its work with the Alzheimer Society of Ireland (ASI).

Arthur Cox partnered with the ASI to develop a Transition Year Schools education programme called 'Creating a Dementia Inclusive Generation'.

One of the key objectives of Arthur Cox's Sustainable Business Policy is to have a positive impact on the community by working with organisations that engage in activities that specifically support educational development and benefit children. The programme which ASI developed was clearly aligned with this key objective.

### E-LEARNING PLATFORM

The project included funding the development and delivery of an e-learning platform that focuses on creating a 'Dementia Inclusive Generation'. Research shows that almost one third of young people in Ireland know someone with dementia and the programme aims to reduce the stigma around dementia through

intergenerational work between schools, their communities and people living with dementia.

The original version of this programme was developed by the DSIDC (Dementia Services Information and Development Centre) as a teacher-led, classroom-based model, to ensure that the programme could be offered to all schools throughout Ireland, and this then was transformed into an e-learning version in collaboration with ASI. ASI transformed it into an e-learning version. The e-learning version enables students to learn independently, easily equipping them with knowledge that they can pass on to peers and family.

a unique opportunity to learn about exciting new developments taking place in this area. Building on what the students have learned about the brain through Junior Cycle Science, the programme explores how memory works and the importance of exercise and a healthy, balanced diet in maintaining good brain health.

The programme promotes healthy ageing and recognises the important contribution that older people and people living with dementia make to society.

The programme also aims to complement elements of wellbeing in Junior Cycle Science, SPHE and CSPE.

Due to the success of this ASI

## “ THE PROGRAMME RAISES AWARENESS ABOUT DEMENTIA AND LIFESTYLE RISK FACTORS, WHICH MAY INCREASE THE RISK OF DEVELOPING DEMENTIA LATER IN LIFE

For the pilot programme, 19 schools participated in the 'Creating a Dementia Inclusive Generation' programme. It has since rolled out to a further 50 schools for the academic year 2022/23.

### RAISING AWARENESS

The programme raises awareness about dementia and lifestyle risk factors, which may increase the risk of developing dementia later in life. It provides students with

programme with Transition Year students, the plan is to develop similar programmes tailored for different age groups from primary level to university level. It is also planned develop a programme aimed at the adult population. The 'Creating a Dementia Inclusive Generation' programme has been shared across Europe through the Alzheimer Europe platform and it is hoped that other countries will follow suit.

## Sustainable Impact by a Small Business

# Brewing up a difference

**Ballykilcavan Brewing Company has made huge strides in its mission to decarbonise its brewery, developing a business that aims to reach net zero by the end of 2024**

**B**allykilcavan Brewing Company's decarbonisation project involved improving energy efficiency in the brewery and switching to 100% renewable energy, with 85% of that power generated onsite. The project achieved an 89% reduction in carbon emissions per litre of beer brewed.

There were two main aims of the project: to measure the scope 1 and 2 baseline carbon emissions of the brewery in 2021, cut them by 85% by the middle of 2023 and reduce them to zero by the end of 2024; and to self-generate over 80% of the energy used by the middle of 2023, and 100% by the end of 2024.

There are seven target areas in Ballykilcavan's sustainability plan, but the team believe the most important one to focus on is decarbonising the business, because reducing its carbon footprint has the most benefit for society at large, given the impacts of climate change. The most important step in the project was to make the brewery more energy efficient. Measures taken in 2022 included recovery of heat from a glycol chiller, the installation of a separate, smaller, hot water tank for

cleaning water, better reuse of hot water from the brewing process, reusing preheating water and reducing the cooling used for packaged beer and beer in the fermenters.

**“ WHEN WE BUILT THE BREWERY IN 2018, WE SET IT UP TO RUN ON 100% ELECTRIC POWER, SO THAT WE COULD EVENTUALLY USE FULLY RENEWABLE ENERGY TO POWER IT; THE SOUTH-FACING ROOF LENDS ITSELF PERFECTLY TO THE INSTALLATION OF SOLAR PANELS**

An 11kW solar panel was installed on the brewery roof in 2021 and a further 39kW array added in October 2022. Measures were introduced to use as much of this energy as possible, before exporting energy under the micro-generation support scheme, with the company switching its grid energy supplier to one that sells 100% renewable energy. A 22kW hydro plant is now in pre-planning with Laois County Council.

“Decarbonisation is something we have always been conscious of. When we built the brewery in 2018, we set it up to run on 100% electric power, so that we could eventually use fully renewable energy to power it, and the south-facing roof lends itself perfectly to the installation of solar panels,” says brewery owner and 13th generation farmer, David Walsh-Kemmis. “The next step is to add a 22kW hydro generator in the river that runs through our farm, 600m from the brewery. This will enable us to run the brewery off 100% self-generated power for the next five years, even allowing for a 30% increase in brewing volume every year. It will also give us the opportunity to install a 7kW EV charger at the brewery and replace our diesel van with a fully electric one, removing the last of our scope 1 and 2 emissions. We'll also continue to look for new efficiency measures in the brewery.”

All of Ballykilcavan's sustainability measures are independently and externally audited as part of its membership of Bord Bia's Origin Green programme and the company shares its sustainability journey through its visitor centre as well as seminars, talks and events.

# Turning ideas into action

**Bank of America's support for Social Entrepreneurs Ireland's Ideas Academy has provided a platform for budding social entrepreneurs to build on their ideas and develop real solutions to today's challenges**

**B**ank of America has supported Social Entrepreneurs Ireland's Ideas Academy since 2018. The

Ideas Academy is a three-month programme that supports high-potential social entrepreneurs with early-stage innovative ideas to solve social problems.

Academy participants are supported to articulate, refine and progress their solutions, as well as build skills and accelerate learning in core areas of social entrepreneurship. Participants are able to pitch for seed funding at the end of the programme.

In 2022, the Ideas Academy supported 45 social entrepreneur-led projects at the idea stage of their journey.

Individuals with novel ideas often lack opportunity and the support they need to kickstart their ideas into practical solutions. The Ideas Academy is addressing this gap by empowering entrepreneurs with the tools they need to materialise their idea and effect sustainable change.

The funding and support Bank of America has given since 2018 has provided 293

social entrepreneurs with the space to refine their idea and engage with experts and peers. The company will continue to support the design, delivery and evaluation of the Ideas Academy programme in 2023.

Bank of America employees

resources and training.

The journey for social entrepreneurs changes regularly and various challenges arise that at times need expert support. Going forward, Social Entrepreneurs Ireland and Bank of America

**“ THE JOURNEY FOR SOCIAL ENTREPRENEURS CHANGES REGULARLY AND VARIOUS CHALLENGES ARISE THAT AT TIMES NEED EXPERT SUPPORT. GOING FORWARD, SOCIAL ENTREPRENEURS IRELAND AND BANK OF AMERICA AIM TO FURTHER DEEPEN THEIR RELATIONSHIP TO ADDRESS PROGRAMME ALUMNI NEEDS AND DELIVER BESPOKE, AND CONTINUED IMPACTFUL SUPPORT**

provide mentorship and business training across a range of subjects, including financial advice, corporate social responsibility and human resources, to both current Ideas Academy participants and alumni. Employees also take part in Social Entrepreneurs Ireland's Community Connect programme, which provides social entrepreneurs in the organisation's network with connections, consultancy, mentorship and other useful

aim to further deepen their relationship to address programme alumni needs and deliver bespoke, and continued impactful support.

This partnership forms part of Bank of America's steadfast commitment to local Irish communities. Bank of America has had a presence in Ireland for over half a century and is focused on deploying capital and talent to drive social and sustainable progress to help address society's biggest challenges.

## Sustainable Impact by a Small Business

# Creating a sustainable buzz

**Bee Green Ireland, through its Native Irish Honey Bee Initiative, is helping businesses reach their sustainability goals while raising awareness of the importance of our pollinators**

**B**ee Green Ireland, through its Native Irish Honey Bee Initiative, provides companies with beehives on their property managed by Bee Green Ireland. The first initiative of its kind in Ireland, its aim is to create awareness and education around the importance of our native Irish honey bee and the decline of our pollinators while encouraging corporate responsibility in the area of environmental impact, improving the local ecosystem and helping companies achieve their sustainability/ESG goals.

their premises, the organisation is provided with their own honey.

“Honey bees are my passion,” says Bee Green Ireland founder and apiculturist Patrick Casey, who started this initiative in 2017 under the name Rent A Hive Ireland before rebranding in 2018. “Using sustainable methods of beekeeping and having a sincere concern regarding the decline of our pollinators, I thought my initiative would make a difference in how businesses and corporate companies manage their properties; for example, by getting them to change their view around the use of harmful

“My beekeeping methods are based on sustainable beekeeping practices, and I have seen that this has a trickle effect,” he continues. “When I engage with companies who’ve signed up to my initiative, the positive impact from having beehives on their premises is visible. Companies are becoming more and more interested in understanding the multiple threats to the native Irish honey bee.”

Bee Green Ireland also offers a conservation service, catering for national parks, semi-state organisations and businesses, which consists of installing bee boxes, bat boxes and bird boxes and creating a natural home for honey bees.

Companies signed up to the initiative receive digital reports and newsletters from monthly inspections of the hives, with photos and information on the status and health of their colonies. Staff also have the opportunity to participate in beehive inspections, while bee workshops highlight the importance of our native Irish honey bee and all pollinators. An onsite observation hive is also available to demonstrate what the honey bees get up to inside a hive. The contribution of wild and managed bees in pollinating wild plants in natural ecosystems is further helping to contribute to a more sustainable tomorrow.

**“ MY BEEKEEPING METHODS ARE BASED ON SUSTAINABLE BEEKEEPING PRACTICES. COMPANIES ARE BECOMING MORE AND MORE INTERESTED IN UNDERSTANDING THE MULTIPLE THREATS TO THE NATIVE IRISH HONEY BEE**

For a small monthly fee, Bee Green Ireland installs and manages traditional handmade beehives for organisations while providing a unique opportunity to learn about the exploration of tending beehives on their premises and promoting sustainability-biodiversity actions for their organisation. At the end of the summer, when the honey is harvested from the hives on

pesticides/herbicides while also encouraging them to start planting wildflowers onsite, thus providing healthier colonies on their premises.”

His other aim was to explore the possibility of the initiative becoming a viable business and service. Seven years on, Bee Green Ireland has created a sustainable green environment for many companies.

# Creative collaboration

**Financial services company BNP Paribas's long-term partnership with children's arts and health charity Helium Arts has proven hugely beneficial to young people facing lifelong health conditions**

**H**elium Arts counters the loneliness and poor self-esteem of children living with long-term health conditions by empowering them through creativity and giving them a lasting opportunity for connection, imagination and joy. ESRI research shows that 13% (136,000) of children in Ireland live with a long-term health condition like diabetes or epilepsy, with 18,000 considered severely hampered in life. Children with health conditions can face loneliness, stress and anxiety and feel defined by their condition. Helium Arts works in hospitals and communities to empower these young people to communicate their experiences in creative ways and connect with peers.

The partnership between BNP Paribas and Helium Arts began over ten years ago and aligns with BNP Paribas's core values, which include culture. From 2013-2018, the partnership supported Cloudlands, an arts initiative run by Helium Arts in Children's University Hospital, Temple Street working with children experiencing serious illnesses like cancer and

cystic fibrosis. Since 2018, the journey has continued, supporting Helium Arts to grow Creative Health Hubs in Cork, Limerick and Galway. Here, they run art programmes in hospital outpatient departments while children wait for medical appointments and provide community arts and online workshops at weekends and school holidays.

**“ BNP PARIBAS HAS A RESPONSIBILITY TO ENSURE WE GO BEYOND OUR NARROW BUSINESS INTERESTS TO SERVE ALL OF OUR STAKEHOLDERS, ONE OF THE MOST IMPORTANT BEING THE COMMUNITY IN WHICH WE OPERATE. WE VALUE OUR RELATIONSHIP WITH HELIUM ARTS**

“BNP Paribas has a responsibility to ensure we go beyond our narrow business interests to serve all of our stakeholders, one

of the most important being the community in which we operate,” says Derek Kehoe, CEO and country head for BNP Paribas in Ireland. “We aim to develop long-term partnerships, not just with clients but also with trusted names in the charity sector, which is why we value our relationship with Helium Arts so highly.”

Helium Arts has an ambitious goal to reach over 4,000 children a year in Ireland by 2025. The relationship with BNP Paribas has never been more important for the charity in achieving its goals, providing consistent funding, corporate support, employee engagement as well as leverage for more corporate and philanthropic partnerships.

BNP Paribas staff take huge pride in the Helium Arts partnership and can support Helium Arts through employee giving. Each year, staff are invited to visit the project to witness first-hand the benefits of Helium Arts, and there are regular opportunities to attend and observe workshops being hosted by Helium Arts in community settings such as libraries and Family Resource Centres. The company believes the partnership allows employees to identify with other aspects of their life and themselves outside finance and banking in a meaningful way.

# Striking the right note

**Creative agency Buck & Hound's partnership with the Dublin Simon Community's annual fundraiser, The Busk shines a light on the charity's work and helps bring in much-needed public support**

**T**he Busk is an annual donation drive for Dublin Simon where famous Irish artists perform on the streets of Dublin to raise funds for the charity's vital services. The event has become a Christmas institution since its inception a decade ago, with artists such as Bono, Dermot Kennedy and Glen Hansard performing.

However, the pandemic created barriers to community activity with the cancellation of The Busk in 2020. While Dublin Simon continued to provide meals, care and shelter to those experiencing homelessness, fundraising shortfalls resulted in additional pressure being placed on these services.

To bridge a €1.2m funding gap in 2021, Collective Films organised a livestream with The Busk artists from St Patrick's Cathedral which was immortalised to vinyl for sale in 2022, with all profits going to Dublin Simon. In order to boost the media presence of the record and the return of The Busk in 2022, Dublin Simon enlisted the pro bono support of Buck & Hound as part of its ongoing retainer.

The main aim was to position The Busk as the number one charitable initiative for the Christmas period.

An increasingly complex fundraising environment and ever-growing demand for homeless services put additional pressure on this flagship fundraising event.

The campaign goals were to drive sales of The Busk record and donations; generate awareness around the return of The Busk to the streets of Dublin; and provide the public with a greater understanding of the vital work Dublin Simon performs. Strong editorial coverage was realised as the optimum tactic to reach the primary demographic, both across Christmas gift guides and online current affairs publications. Online features were the preference for this campaign as they could include a direct link to donate and purchase the record.

important awareness and vital funds. Each year, the objective is to make The Busk bigger and better than the previous year.

As there is no promotional budget for the campaign, awareness and engagement relies solely on the earned PR coverage. Rather than issuing a wasteful press drop, Buck & Hound launched the campaign with a listening party organised by Dublin Simon and Collective Films where invited media could experience the record, and a photocall with photographer Andres Poveda was arranged to promote the record. National broadcaster RTÉ News covers The Busk on Christmas Eve, boosting the charity's mission and urging the nation to donate. Overall, the campaign – with a PR value of €483,660 and a total

**“BUCK & HOUND HAS WORKED IN A PRO BONO CAPACITY FOR DUBLIN SIMON SINCE 2020 AND DESPITE THE BUSK NOT GOING AHEAD THAT YEAR, THE PROJECT HAS EVOLVED EVERY YEAR SINCE, GENERATING IMPORTANT AWARENESS AND VITAL FUNDS**

Buck & Hound has worked in a pro bono capacity for Dublin Simon since 2020 and despite The Busk not going ahead that year, the project has evolved every year since, generating

reach of 8.9 million – helped the 2022 fundraiser achieve a positive result, with record sales reaching €47,700 and the donation total reaching €80,000.

# Driving change

**Bus Éireann is actively working to address female underrepresentation in the transport sector while increasing the diversity profile of its workforce**



Ireland's national bus company, Bus Éireann is working to build a more diverse workforce with particular focus on increasing the number of female applicants to this traditionally male-dominated sector. Just 10% of Bus Éireann's workforce is female, but through its recent campaign, the company is actively trying to encourage more women to put themselves forward for a variety of roles.

**“ THE CAMPAIGN IS INTENDED TO MAKE POTENTIAL RECRUITS AWARE THAT THEY DON'T NEED SET EXPERIENCES OR EDUCATIONAL BACKGROUNDS - THAT THE COMPANY IS INTERESTED IN FINDING INDIVIDUALS WHO ARE INTERESTED IN GOING ON A NET ZERO JOURNEY TOGETHER**

Not only is Bus Éireann looking to increase representation for women in transport but also to create a pipeline of talent for mechanics and engineering roles. Meanwhile, cultural diversity is predominantly in the driver category and the company would like to see this more represented in other areas of the business, particularly engineering.

With apprentice application numbers declining, Bus Éireann examined the selection criterion and recruitment process for apprentice heavy vehicle

mechanics. The company's aims were to help attract and select more female apprentices as well as apprentices from underrepresented groups. Job information was gathered through several workshops from key job experts within Bus Éireann, yielding a newly designed selection process with practice test material, meeting requirements and feedback reports. The initial aim was to improve awareness of apprenticeships at

Bus Éireann, widening access for underrepresented groups and increasing the applicant pool.

A marketing campaign was created, showcasing a young female mechanic surrounded by hi-tech tools and parts of an electric bus in the classic Airfix style, symbolising that the perfect career is built around the candidate. The 'Career Built Around You' messaging was intended to make potential recruits aware that they don't need set experiences or

educational backgrounds to apply for a job at Bus Éireann – that the company is interested in finding the right fit overall, individuals who are interested in going on a net zero journey together.

The team at Bus Éireann could see that set educational requirements were limiting applications and wanted to ensure that everyone felt welcome and the selection process did not disadvantage the right candidate. Bus Éireann now accepts the SOLAS equivalence of qualifications for applicants to the programme, facilitating all those who didn't hold the traditional Leaving or Junior Certs to apply.

Following the campaign, Bus Éireann received 2.4 times more applications this year than in 2022 and more than 7% female applicants for heavy vehicle mechanic apprenticeships. The campaign also received positive feedback from employees. And Bus Éireann was awarded the outstanding diversity initiative from the Irish Centre for Diversity for its work with underrepresented groups. In addition, its World of Work programme provides 2nd year post-primary students with an opportunity to meet employees from Bus Éireann as well as insight into the many roles available.

# How to Avoid the Latte Levy

**Canada Life Reinsurance have partnered with Vytal, a digital platform to borrow reusable cups and containers**

**C**anada Life Reinsurance is shortlisted in the Partnership with a Social Enterprise category for the Use Me Baby One More Time project.

Canada Life Reinsurance partnered with Irish social enterprise, Vytal Ireland, to help reduce the amount of single use waste in Ireland through the use of reusable cups and containers. The project aims to reduce the 200 million single use coffee cups that are thrown away in Ireland each year.

Originating in Germany, the Vytal reuse system is Ireland's first digital reusable platform for takeaway food and beverage packaging, allowing consumers to sign up and 'borrow' individually assigned QR coded packaging, through a network of partners including cafes, restaurants and supermarkets.

The system uses smartphone technology to allow users to borrow and return their cups/ containers. The entire product is provided for free to the consumer once they return the cups/ containers within 14 days. The consumer also benefits from a discount from the cafe for not using a single use cup. They will further benefit in not having to pay the "latte levy" when this is introduced by government.

Vytal's reusable containers can be used over 200 times and even 10 uses can save up to 30kg of CO<sub>2</sub> compared with polystyrene or aluminium packaging.

Canada Life Reinsurance have partnered with Vytal to enable a roll

out of this innovative project. A pilot programme has been successfully launched in Dublin 3. The area was selected as a pilot as it is on the coast of Dublin Bay which is the only UNESCO Biosphere Reserve in the world. Unfortunately, areas like Dollymount beach have a significant litter issue with single use cups. The goal for Dublin 3 was to reduce the waste accumulating on beaches, parks and flowing into the protected area of Dublin Bay.

## BUSINESS PREMISES

In addition, it has been rolled out across Canada Life Reinsurance's business premises with a significant reduction in waste noted. As part of the office strategy to move to a circular economy Canada Life Reinsurance launched an initiative called One Team - One Planet - One Change; this encouraged staff to make at least one change while they in the office. The Vytal project was pivotal in ensuring an alternative to single use for both beverages and food sourced from the campus restaurant and local cafes.

With the success of the partnership Canada Life Reinsurance hopes to expand this initiative to other areas within both Dublin 12 and the wider Irish Life Campus.

To date, Canada Life have directly purchased and donated over 6,500 containers and cups to Vytal Ireland, which if they serve an expected life of 200 uses will see over 1.3 million single use containers removed from communities and the marine environment. The plan is to expand that further to another 7,000 containers for 2023.

**“ THE PROJECT AIMS TO REDUCE THE 200 MILLION SINGLE USE COFFEE CUPS THAT ARE THROWN AWAY IN IRELAND EACH YEAR**



# Guinness Regenerative Agriculture pilot

Guinness pilots a programme to look at ways to reduce the carbon emissions from barley production using regenerative agriculture techniques

**D**iageo Ireland is shortlisted in the Environment (LIC) category for the Guinness Regenerative Agriculture Pilot.

Recognising the need to tackle the twin climate and nature crisis, in February of 2022, Guinness announced an extensive three-year farm-based pilot to highlight opportunities for reducing the carbon emissions of barley production.

As part of the ten critical transitions listed in 2019 Growing Better report of the Food and Land Use Coalition, regenerative agriculture has been identified as a key lever to transform food and land use, address the climate crisis and build resilience at the landscape level. The Guinness Regenerative Agriculture Pilot is one of the most ambitious regenerative agricultural pilots to take place on the island of Ireland in tillage.

Baseline pilot data published this year from the 44 participating farms has been analysed and Irish barley production has the potential to further reduce emissions by at least 30%.

## REGENERATIVE AGRICULTURE

Understanding that solutions are needed to make our productive landscapes more resilient,

Guinness wants to play its part in supporting the development of some of those solutions. In Ireland, Guinness has a special relationship with Irish farmers and through this collaborative pilot, aims to generate climate positive outcomes to support the Irish tillage sector.

“ **REGENERATIVE AGRICULTURE IS AN APPROACH TO FARMING THAT WORKS IN HARMONY WITH THE NATURAL ENVIRONMENT TO PUT BACK MORE THAN IT TAKES OUT** ”

Guinness is working alongside Irish barley farmers participating in the pilot to support them in the transition towards regenerative agriculture or bolster regenerative practices they already have in place. The aim is to scale up the adoption of practices that employ nature-based solutions which supports the production of lower carbon barley and improve shared natural resources such as biodiversity and water under a regeneratively grown model.

By utilising an agricultural practice that works in harmony

with the natural environment and has regeneration and sustainability at its core, Guinness is helping to maximise the sector's future viability for years to come.

## KEY OUTCOMES

There are five key outcomes that this three-year pilot aims to achieve: improvements in soil health and its carbon sequestration potential, enhanced biodiversity, reduction in synthetic fertiliser use, enhanced water quality and improved farm profitability and farmer livelihoods. Guinness is working hand-in-hand with Irish farmers to define the most effective regenerative agriculture practices, adapted to the local context and the specific needs of Irish barley production.

Guinness's investment in this pilot demonstrates its commitment to the farming community and will openly share the results from the pilot programme so that other farms can learn and adopt practices that have demonstrated the highest potential impact from an environmental and farm profitability standpoint. Like the Irish farming community, Guinness is 'all in' for the long haul – for people, products, partners and planet.

# Cleaning up

**Last year's Galway International Arts Festival presented a fresh opportunity to improve on the sustainability of the annual two-week festival that draws hundreds of thousands of people to the city**

**C**ognisant of the damage being done to the planet by human activity,

the Galway International Arts Festival (GIAF) has been working hard to massively improve the sustainability efforts behind the hugely popular two-week-long summer arts festival, in the aim of significantly reducing its carbon footprint over the next number of years.

The 2022 festival presented the first opportunity for the sustainability manager and the team to gather all the necessary information regarding sustainability in order to reduce the festival's environmental impact while enhancing economic growth nationally and locally and supporting local artists, which is at the heart of what the team at GIAF do.

**“ THE GIAF GREEN TEAM WORKED TOGETHER TO DEVELOP IDEAS ON HOW TO IMPROVE MANY FACETS THROUGHOUT THE FESTIVAL IN ORDER TO REDUCE ITS ENVIRONMENTAL IMPACT WHILE ENHANCING ECONOMIC GROWTH NATIONALLY AND LOCALLY AND SUPPORTING LOCAL ARTISTS**

The overall aim was to make sure that GIAF is moving towards sustainability by taking a few steps each day to support the UN's Sustainable Development Goals and the national Climate Action Plan while fulfilling GIAF's 2025

Sustainability Goals.

The GIAF green team, consisting of four members, worked together to develop ideas on how to improve many facets throughout the festival.

By encouraging the use of reusable cups among attendees; implementing a 3-in-1 bin system to encourage everyone to divide their recycling, food and general waste; introducing the use of compostable and biodegradable products among the many traders at the festival; selling reusable water bottles; installing solar panels at the Festival Garden to increase the amount of renewable energy used; encouraging sustainable travel to and from the festival via public transport or ride sharing as well as walking, cycling or using public transportation when travelling between festival venues; and through climate-focused programming highlighting sustainability issues, GIAF 2022 not only significantly reduced its direct impact on the environment – saving 45,000 cups from going to landfill, avoiding single use plastics, and recycling 31.9% of waste – but also raised public awareness about climate change and sustainability, potentially changing attendees' behaviours in the long term.

The GIAF green team plans to build on the success of 2022 by strategically targeting waste management in 2023.

# Taking diversity and inclusion to the next level

**GORM is a creative agency and social enterprise on a mission to unify across differences by way of creative media and diversity and inclusion training**

**G**ORM is a social enterprise on a mission to unify across differences and advance belonging for marginalised communities. This dynamic creative agency works to elevate diverse voices, enable marginalised communities, and equip diversity and inclusion leaders with creative media and research-informed diversity training to engage across lines of difference.

business is to be the leading creative company in Ireland that is committed to advancing belonging for marginalised groups through media, training and events.

GORM's innovation lies within its unique expertise in social psychology and creative media. "Given our team's personal experience (we are a Black- and migrant-led organisation), academic knowledge (with PhD-level expertise in visual arts and social psychology), and industry

**“ WE NOT ONLY CREATE IMPACTFUL CONTENT AND DIVERSITY TRAINING FOR CLIENTS, BUT WE SCALE THAT IMPACT BY WORKING FIRST HAND WITH MARGINALISED COMMUNITIES IN HELPING THEM TELL THEIR STORIES AND USE THEIR VOICE**

GORM's vision is to spark a movement of unity and shared understanding through innovative creative media and diversity training to demonstrate that difference does not mean division. With a unique blend of expertise in creative media and social psychology, the agency's vision as a social mission

experience in working with diverse communities (namely racial and ethnically diverse), we bring this unique perspective to creating socially impactful and original content and campaigns that capture diverse voices with the nuance they deserve," says founder and CEO Mamobo Ogoro. "We not only create

impactful content and diversity training for clients, but we scale that impact by working first hand with marginalised communities in helping them tell their stories and use their voice (our social enterprise); through this, we believe we can help unify the world."

GORM's vision is to spark a movement of unity through creative media and diversity training by: elevating voices – working with clients on socially impactful video campaigns and video content with diversity and inclusion at its core; enabling communities – with programmes supporting ethnically diverse communities to tell their stories and enter into the media industry; and equipping leaders – by way of deep-level diversity and inclusion training, with a focus on intercultural leadership.

The work carried out by the small team focuses on two of the UN's Sustainable Development Goals: reducing inequality; and peace, justice and strong institutions. "Diversity and inclusion is at the core of what we do, and in working directly with diverse communities by way of storytelling and creative media, we amplify their voices and break down stereotypes and misconceptions from larger audiences," adds Ogoro. "With such content with diverse communities, and expertise in social psychology, we equip organisational leaders with the skills to be intercultural leaders by way of diversity and inclusion training, to which they can lead and manage diverse organisations."

## Partnership with a Social Enterprise

# Turning over a new mattress

**The Irish Prison Service has channelled a recycling need into an opportunity to support the training and development of prisoners while adopting a long-term sustainable procurement policy**

Every year, approximately 1,200 mattresses must be removed from Irish prisons. Sending these to landfill has a significant environmental impact as synthetic foam, fibres and hazardous flame-retardant chemicals can leach into drinking water. It takes 80-120 years for a normal mattress to break down in a landfill. The Irish Prison Service (IPS) formed a partnership with two social enterprises (SEs) to remove, reuse and recycle their waste mattresses through the implementation of social clauses in their procurement processes. This partnership resulted in an immediate cessation of mattresses going to landfill while supporting jobs for four people with criminal histories.

In 2021, the IPS conducted a mini-tender process for the removal and recycling or repurposing of discarded mattresses. The tender required the contractor to employ former offenders, as being employed greatly reduces the likelihood of returning to prison. The contract award criteria focused

on three considerations: cost; environmental compliance, quality control and standards; and employment of former offenders. This contract was the first time the IPS implemented social clauses.

There were four clear aims of this initiative: environmental impact, social impact, financial, and local economic development. The environmental impact was immediately realised as 100% of an estimated 1,200 mattresses were diverted from landfill each year of the contract. The SEs were able to recycle up to 80% of the mattress components. Many

**“ THE SUCCESS OF THE MATTRESS RECYCLING INITIATIVE LED THE IPS TO ADOPT A SUSTAINABLE PROCUREMENT POLICY, AND EACH CONTRACT RESULTED IN PEOPLE IN PRISON RECEIVING INDUSTRY STANDARD TRAINING FOR JOBS, DRAMATICALLY INCREASING THEIR CHANCES OF SECURING WORK ON RELEASE**

of the materials were able to be resold, thus contributing to a circular economy. This contract directly supported the continued employment of four full-time positions (two in each SE) for people who've been through the prison system – while this has many positive benefits for the employees, it also has a knock-on benefit to their children, family, and the wider community. Furthermore, the SEs gained the required knowledge development which facilitated business upscaling. The removal and

recycling of mattresses under this initiative also represented a cost saving compared to the previous arrangement with a commercial operator. And by securing this contract, both SEs have used this information to expand their profile and leverage other public contracts, further contributing to local economic development.

The success of this initial contract resulted in the IPS developing and adopting a whole of organisation sustainable procurement policy. This year alone, the IPS implemented targeted recruitment and training social clauses in three large contracts: the provision of barista machines across the prison estate, the supply and fit of

polytunnels, and the supply and fit of gym equipment. Each of these contracts resulted in people in prison receiving industry standard training for jobs where there are skills shortages in the labour market, dramatically increasing their chances of securing work on release. Finally, the two SEs involved in this initiative used the success and attention received as leverage to secure further public contracts. This, in turn, led to an increase in traded income for their enterprise, enabling them to further meet their social mission.

# Top of the class

**Construction company John Sisk & Son assembled a team of 60 volunteers to refurbish the building and grounds of St Ronan's National School in Clondalkin - a project that was rewarding for all involved**

**J**ohn Sisk & Son and St Ronan's National School in Clondalkin have developed a strong and trusted relationship, originally established through the BITC Time to Count programme (a numeracy programme to support 3rd class students through numeracy games and activities) in 2021. This relationship led the Sisk team to want to support the school and its community further.

They could see the school

building (painting and garden remediation), wild garden, wall painting including the sensory garden, redecorating the internal courtyard as an indoor/outdoor classroom, a staff canteen, and sporting equipment, basketball hoops and goalposts – all donated by Sisk.

Before the project began, a plan was implemented to give an overview of the requirements for the project, including Health & Safety method statements and risk assessments; IT including building security systems;

companies – Sensori Facility Mgmt and Origo Distributors. This was matched by Sisk's supply chain partners, who offered specialist support to the project, including further volunteers. Local shops and restaurants also got involved and provided discounted lunches for volunteers while one of the supply chain partners also sponsored a lunch for volunteers.

The outcome of this whole initiative was truly realised when 440 pupils, their parents and the teaching staff walked through the gates of their revitalised school for the first time. And an ice-cream truck was organised by Sisk for the celebration.

Sisk also brought students to its nearby project in Grange Castle to show them the various elements of construction, including excavators and concrete pouring, and hosted a careers event for 5th and 6th class students in June 2023 to showcase the exciting career opportunities that are available in the construction industry.

The refurbishment project aimed to address the primary needs of the school and the team at Sisk have further ambitions to support the school in 2023 and beyond, including another refurbishment project in summer 2023.

## “ THE OUTCOME OF THIS WHOLE INITIATIVE WAS TRULY REALISED WHEN 440 PUPILS, THEIR PARENTS AND THE TEACHING STAFF WALKED THROUGH THE GATES OF THEIR REVITALISED SCHOOL FOR THE FIRST TIME

building and grounds were in need of repair in order to better meet the needs of the students and staff and decided to undertake a major refurbishment project during the summer of 2022, ahead of the new school term in September, with 60 volunteers working on the project over numerous days.

The Sisk team consulted with the school principal, teachers and students to decide what was needed most, and a plan was put in place. The main areas of focus were the front of the

a sensory garden; school painting; vermin controls; power/water reinstatement to a previously inaccessible classroom; reporting – to school and internally; budgeting/finance reporting; and supply chain support for specialist requirements. Over two days of pre-works and three days of construction works, teams were put together and each area of the school became a mini project.

Sisk agreed to a budget cost of €15,000 for materials – from its construction business, and sister

## Partnership with Charity (LIC)

# Feeding the world

**Kerry Group's long-term partnership with Concern Worldwide has helped to improve the health and nutrition of people around the world, with the most recent project addressing the needs of one of the world's poorest countries**

**K**erry Group first connected with Concern Worldwide two decades ago when the food business supported several of the charity's emergency appeals. Aligned objectives led to their first major partnership initiative in 2013, funding a Concern-led nutrition project in Zambia. Today, their partnership aims to use the technical expertise and shared ambitions of both organisations to improve health, nutrition and livelihoods for the extreme poor.

of extreme poverty and a greater resilience to future challenges and climate shocks.

This four-year programme, from April 2018 to March 2022, supported with sponsorship from Kerry Group, had five key objectives agreed in consultation with the local communities and based on an understanding of local needs gained from Concern's humanitarian and development work in Niger: to increase food production and diversity of nutrient-rich fruit and vegetables; promote key health practices for improved maternal

organisations for maintenance at the end of the project.

In 2022 Kerry launched a new four-year partnership with Concern that aims to improve the lives of 46,000 Kenyans living in the Tana River region by providing access to climate-smart agricultural practices. The Agricultural Livelihoods Improving Value Chains and the Environment (ALIVE) project will create a regional value chain for mango production to benefit female growers, creating a new income stream for their families.

Kerry and Concern are two Irish organisations known for their leadership in nutrition. The partnership has been developed to be a strategic, mutually beneficial one and has offered nutrition solutions whilst working to fight the ravages of climate change with smart agriculture solutions. Seventy local farmers (49 men/21 women) in the Tahoua region were taught soil and water conservation, composting and seed saving, and became role models for their villages, teaching peer-to-peer and at demonstration sites across all seven villages. Additionally, bio-fortified shot cycle millet seeds were introduced to the area, allowing rapid harvest, improving resistance to drought and disease, and ensuring better yields and nutrition (without the need to add micronutrients to processed foods). These crops gave better returns for the farmers, through sale to the local flour production unit and market. These farmers now have increased resilience to climate-related shocks and can increase their crop yields, helping the fight against local malnutrition.

**“ KERRY AND CONCERN ARE TWO IRISH ORGANISATIONS KNOWN FOR THEIR LEADERSHIP IN NUTRITION. THE PARTNERSHIP HAS OFFERED NUTRITION SOLUTIONS WHILST WORKING TO FIGHT THE RAVAGES OF CLIMATE CHANGE WITH SMART AGRICULTURE SOLUTIONS**

Their flagship programme, RAIN (Realigning Agriculture to Improve Nutrition), took place in the Tahoua region of Niger. The UN Human Development Index 2021 ranks Niger 189th out of 191 – it is one of the poorest countries in the world. The RAIN project's aim was to develop more sustainable nutrition outcomes for the local community, improved health and more robust livelihoods, giving 1,000 households across the seven villages of the region pathways out

and child nutrition; improve access to reliable and safe water sources and improved sanitation; reduce inequalities experienced by the extreme poor and vulnerable, particularly women and girls; and strengthen the capacity of local structures to identify issues and solutions within the community. The programme intentionally planned a sustainable exit plan which ensured all programme activities would be handed over to local community

# Full circle

**LAN CTR – Cill Ulta is a sustainability centre working to ensure biodiversity in the region, healthy soil and sustainable food production**

**L**áirionad Acmhainní Nádúrtha LAN CTR – Cill Ulta is a sustainability centre focused on community soil renewal, community horticulture and sustainable packaging, utilising reservoirs and a rainwater harvesting system for irrigation purposes, ensuring circular economy principles. It will also be the location for the Northwest Bioeconomy Hub.

The aim of the project is to illustrate the importance of climate mitigating efforts at a bottom level approach. This ensures biodiversity in the region, healthy soil and sustainable food production.

**“ LAN CTR - CILL ULTA AIMS TO HAVE A VALUE ADDED CENTRE IN THE COMING YEARS TO ENSURE THAT PLANT-BASED FOODS ARE FURTHER RESEARCHED AND DEVELOPED, ENSURING FURTHER EMPLOYMENT IN THE COMMUNITY, AND HOPES TO BRING NUTRITIONAL PLANT-BASED PRODUCTS TO THE MARKET**

With nine polytunnels and a one-acre glasshouse, Cill Ulta (LAN CTR) began as a tomato growing enterprise supplying the Dublin markets in the 1960s, and originally housed eight acres of glasshouse; in the late 1970s, when the price of oil skyrocketed, the glasshouse was abandoned and the metal scavenged for its valuable worth, leaving the site an industrial wasteland.

This company took on the

task of cleaning the site and putting it back into production. It was also part of a European Innovation Partnership (EIP), concentrating on soil structure health and profile. This involved 60 acres of abandoned land parcels owned by local farmers who wanted to improve the lands for growing crops again.

The centre now concentrates on sustainable food production and supplies the local food bank as well as local shops and restaurants. This ensures an income to the business as well as cross generational knowledge and access to experts in soil health.

LAN CTR – Cill Ulta aims to have a value added centre in the coming years to ensure that plant-based foods are further researched and developed, ensuring further employment in the community, and hopes to bring nutritional plant-based products to the market. It also has a sustainable packaging facility, where it uses packaging made from beetroot and potato starch as an alternative to environmentally damaging plastics. Sustainable labels, ink and glue are also used.

As a social enterprise with charitable status, it is heavily involved with community engagement and progression and has been very supportive of rural farming practices that ensure soil health and profile as well as a structure that will support sustainable food production.

## Volunteering

# Extending the hand of kindness

**Mason Hayes & Curran's partnership with the KIND project sees the firm's lawyers volunteer their time to providing pro bono legal services to unaccompanied refugee children in Ireland**

In 2022, Mason Hayes & Curran LLP (MHC) partnered with the Kids In Need of Defence (KIND) project to provide pro bono legal services for unaccompanied refugee children in Ireland. The KIND project operates in many countries across the globe, and in Ireland it is operated through a joint collaboration between the Immigrant Council of Ireland and the Irish Refugee Council.

Through MHC's partnership with the KIND project, the firm acts for unaccompanied refugee children, who've already been granted refugee status. The nature of the work involves preparing and submitting family reunification applications to the Department of Justice. If successful, the immediate family members of the refugee children can be granted permission to enter the country.

"In every case, we aim to achieve the almost immeasurably positive outcome of reuniting vulnerable unaccompanied minors with their immediate family members," says Cian O'Daly, Content & Marketing Manager at Mason Hayes & Curran. "Each case sees a child refugee who's arrived alone in Ireland without any family members or legal guardian, and they're placed in the care system.

By completing a successful family reunification application on their behalf, our lawyers can bring about a life-changing outcome for the client, the long-term impact of which cannot be overstated."

The firm assembled a small team of lawyers to oversee the initiative, who invite volunteer lawyers at all levels to take on cases, and the partnership has been rewarding to everyone involved. "The response to the project within the firm has been overwhelmingly positive, and there is currently a list of interested solicitors and partners awaiting the allocation of new cases," says O'Daly.

citizens to participate fully in the life of the country. Pro bono work is also an excellent means of developing new skills for junior and senior lawyers alike. It gives junior lawyers an opportunity to take responsibility and gain face-to-face client skills, and gives all lawyers a chance to get involved in interesting and different types of work."

"The wellbeing of MHC and the community in which the firm operates go hand-in-hand," O'Daly concludes. "The firm recognises its responsibility to contribute to society and community, not just by being good employers and adopting

**“ IN EVERY CASE, WE AIM TO ACHIEVE THE ALMOST IMMEASURABLY POSITIVE OUTCOME OF REUNITING VULNERABLE UNACCOMPANIED MINORS WITH THEIR IMMEDIATE FAMILY MEMBERS**

"Our aim is to provide a range of opportunities to encourage our lawyers to participate in pro bono initiatives that contribute directly to the betterment of our immediate and wider communities," he continues. "We firmly believe in allocating a portion of our time and expertise to helping individuals who could not otherwise afford to pay for legal services. This promotes the Rule of Law and enables more

responsible business practices, but also by making contributions from its resources. The KIND project work within MHC aligns with these values."

This initiative also meets the UN's Sustainable Development Goal No 16 to "Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels."



# Sharing Legal Knowledge

**The legal community collaborated with UILA and Irish Red Cross to advise Ukrainian refugees, and Matheson's partnership with IRLI has helped to upskill and mentor South African lawyers from disadvantaged backgrounds**

**T**he collaborative effort between law firms Matheson LLP; A&L Goodbody LLP; Arthur Cox LLP; William Fry LLP; Walkers (Ireland) LLP; Philip Lee LLP; Dechert LLP; and Comyn Kelleher Tobin LLP, acting under the banner of the Ukraine Ireland Legal Alliance (UILA), and the Irish Red Cross to support Ukrainians on Maynooth University campus is shortlisted for Volunteering.

Additionally, Matheson is shortlisted for Partnership with Charity (LIC) for its partnership with Irish Rule of Law International for the Matheson Commercial Law Training Programme in South Africa.

## SUPPORTING UKRAINIANS

In July 2022, over 840 Ukrainian refugees arrived at a temporary Ukrainian refugee facility in Maynooth University.

Over a six-week period in July and August 2022, eight law firms united with the Irish Red Cross to deliver legal outreach clinics and

frontline support to 840 Ukrainians displaced by war and receiving refuge on Maynooth University campus, under the banner of the Ukraine Ireland Legal Alliance.

Led by A&L Goodbody LLP and Matheson LLP, with the involvement of six other law firms (Arthur Cox LLP, William Fry LLP, Walkers (Ireland) LLP, Philip Lee LLP, Dechert LLP and Comyn Kelleher Tobin LLP) a team of 124 volunteer lawyers, law firm professionals and interpreters provided a range of assistance. This included developing and resourcing the first onsite legal information clinics; distributing €40,000 worth of welfare vouchers; providing critical support in information gathering and data entry; and liaising with host families to assist in the location of suitable accommodation for over 800 Ukrainians who had to be relocated by 5 September 2022.

This initiative supported the community by helping Ukrainians who had recently arrived in Ireland, having fled the conflict in Ukraine, to access critical services and

supports. The legal clinics provided information and signposting on a range of matters including accessing services in Ireland, such as employment, social welfare, education, setting up a business in Ireland and housing.

## LAW TRAINING

Matheson is a long-standing supporter of the Irish Rule of Law International (IRLI). The Commercial Law Training Programme is IRLI's oldest programme, with 2022 marking the Programme's 20th anniversary. The Programme was developed to provide lawyers from disadvantaged backgrounds in South Africa with access to high-quality effective legal training and to overcome some of the structural inequalities that remained, post-Apartheid.

The Programme was traditionally delivered in person in South Africa. With a view to promoting greater access in terms of geographical reach and participant numbers, and in response to COVID, Matheson, in partnership with IRLI, Law Society of South Africa and South African law firm Cliffe Dekker Hofmeyer, developed and delivered a bespoke online programme, with 25 Matheson lawyers providing tailored legal training to over 100 South African lawyers.

The Commercial Law Training Programme enables South African lawyers from disadvantaged and rural backgrounds to upskill, break into the commercial law space and use their knowledge and skills to benefit their communities and economy.

**“ THE COMMERCIAL LAW TRAINING PROGRAMME ENABLES SOUTH AFRICAN LAWYERS FROM DISADVANTAGED AND RURAL BACKGROUNDS TO UPSKILL, BREAK INTO THE COMMERCIAL LAW SPACE AND USE THEIR KNOWLEDGE AND SKILLS TO BENEFIT THEIR COMMUNITIES**

## Partnership with a Social Enterprise

# Sowing the seeds

**Momentum Educate + Innovate is providing social enterprise Cill Ulta with the guidance and expertise it needs to grow and continue its essential work in promoting sustainability and economic development in Ireland's Northwest**

**C**ill Ulta is an environmental hub that promotes local solutions to challenges of climate change; ecological degradation; agricultural import dependency; and cultural, linguistic and population decline of the Donegal Gaeltacht. It works with farmers and the community to combat climate challenges with a rural bottom up approach to education and biodiversity actions in sustainable food production and food security.

and economic development. Its mission is to champion the bioeconomy, food sovereignty, sustainable energies, farm-to-fork research, circular economy, Irish agricultural heritage, and the Irish language. It also facilitates an Agricultural European Innovation Partnership (EIP-AGRI), spearheading cutting-edge approaches.

Momentum Educate + Innovate has worked with Cill Ulta for over five years, bringing its skills of developing sustainable and high-impact business plans and making ongoing and very

innovations within the regional bioeconomy to drive sustainable economic, cultural, social and ecological innovation, creating jobs, learning and research opportunities.

The Cill Ulta multi-agency partnership is a pioneering effort to bring together workspace, knowledge, and learning in one place, with the aim of developing sustainable agricultural practices that reduce greenhouse gases and promote food sovereignty. This integrated approach to tackling environmental and societal challenges is unique in Ireland, and has the potential to serve as a model for similar initiatives in other regions. The initiative also focuses on developing products that support ecological agriculture techniques, which is a departure from the conventional, industrialised agriculture. This approach seeks to promote more sustainable farming practices that are better for the environment and can help reduce the negative impacts of climate change. It also seeks to empower and support Gaeltacht communities to cultivate expertise and competence in sustainable agriculture. By fostering a culture of innovation and knowledge-sharing, the initiative has the potential to create new economic opportunities for these communities, while also promoting sustainable development.

**“MOMENTUM HAS WORKED WITH CILL ULTA FOR OVER FIVE YEARS, BRINGING ITS SKILLS OF DEVELOPING SUSTAINABLE AND HIGH-IMPACT BUSINESS PLANS AND MAKING ONGOING AND VERY FOCUSED FUNDING APPLICATIONS TO HELP THE SOCIAL ENTERPRISE GROW**

Cill Ulta is long associated with regional regeneration. It began in the late 1960s by Gaeltarra Éireann, the national development agency for the Gaeltacht. Vegetables supplying the Dublin markets were grown under eight acres of oil-heated glasshouses. When the price of oil skyrocketed in the 1980s, the enterprise was no longer profitable and the glasshouses were abandoned. Since 2004, Cill Ulta has transformed the site into a social enterprise centre and testbeds for sustainability

focused funding applications to help the social enterprise grow. Momentum is currently working with Cill Ulta on its strategic expansion, planning and funding securement and working to the aim of developing a flagship Northwest Bioeconomy Hub of climate action-focused enterprise, innovation, applied research, commercialisation and learning. It will bring sustainable knowledge-based jobs to the area by providing the infrastructure for biological and technological entrepreneurial talent and

# Re-nesting for common terns in Cork Harbour

**Purpose-built pontoons provide safe breeding sites and help keep common terns safe from predators**

**T**he Port of Cork Company is shortlisted in the Environment (LIC) category for the Re-nesting Improvement Project. The Port of Cork Company has implemented conservation measures through a dedicated re-nesting improvement project, for the common tern, an amber-listed species (of medium conservation concern) breeding in Cork Harbour.

## EXEMPLARY ROLE

As the leading port in the south of the country, Port of Cork Company wants to play an exemplary role as regards sustainability. Promoting a sustainable approach to port operations makes perfect sense in a world facing unprecedented environmental and climate challenges. The Port of Cork Company is mindful of the greenhouse gases associated with the transportation of goods, and feels an obligation to play its part in helping to reduce these emissions where possible and proactively engage in sustainable business practices.

It is often the case that the Port of Cork Company will not have control over these emissions, however, it can help ensure the provision of port infrastructure and services that will reduce GHG

emissions such as the powering of ports by, and facilitating the supply of renewable energy, and engaging in community driven and sustainable efforts. With this in mind, the Port of Cork Company is confident that its approach to sustainability and work will help improve its environmental performance, keeping in mind its 2030 targets as set out in the Climate Action Plan 2021.

## NESTING SITE

Since 2010, a sub-colony of common tern nested at Ringaskiddy and this breeding site quickly became the largest in Cork Harbour. Unfortunately, for a number of years, chick survival at this nesting site became extremely low.

**“ PROMOTING A SUSTAINABLE APPROACH TO PORT OPERATIONS MAKES PERFECT SENSE IN A WORLD FACING UNPRECEDENTED ENVIRONMENTAL AND CLIMATE CHALLENGES ”**

In 2017, Port of Cork Company proposed conservation measures to be implemented in Ringaskiddy, Co. Cork - including the installation of purpose-built pontoons to provide safe breeding sites for the birds and ongoing monitoring. Knowledge gained over the years allowed for re-modifying of the pontoons to help

effectively keep the predators away from the nests.

In 2021 and 2022, a large number of terns nested, with even more expected to nest in the 2023 breeding season between April and August 2023.

Since the Re-nesting Improvement Project was implemented in 2017, the population of the common tern has steadily increased in Cork Harbour - resulting in 131 nests producing over 200 young birds last year.

All evidence to date suggests that the terns nesting on the pontoons are well protected from their principal predators (grey herons and otters) and so their pontoons appear to provide suitable alternative breeding sites for common terns in Cork Harbour.

This is an ongoing project that will continue to be monitored by the Port of Cork Company,

associated partners and the School of Biological, Earth and Environmental Science at University College Cork. It is hoped that continuous improvement will be seen year on year in the Common Tern population in Cork Harbour to help conserve and protect biodiversity in Cork Harbour.

# Binning food waste

**Positive Carbon's patented food waste sensors track and analyse food waste in real time to identify patterns and trends, enabling foodservice businesses to reduce food waste, reducing their environmental impact and increasing profitability**

**P**ositive Carbon aims to help foodservice businesses take control of their food waste, reduce their costs and environmental impact.

In Ireland, commercial kitchens spend €200,000 every year on food they throw in the bin. There are multiple sources for this waste: preparation waste, unserved food and plate waste. This waste all happens with no visibility, which makes it difficult, time-consuming and even risky for kitchens to try and tackle it.

**“ BY GIVING KITCHENS FULL VISIBILITY OF THEIR FOOD WASTE, IT ALLOWS THEM TO SEE WHAT THEY'RE WASTING AND HOW TO MAKE CHANGES TO THEIR PRODUCTION AND PURCHASING HABITS, SAVING THEM HUNDREDS OF THOUSANDS WHILE HELPING THE ENVIRONMENT**

Positive Carbon has developed a camera that sits above the bin in any kitchen, which tracks and analyses every single food item thrown in the bin. This information is accessed by chefs and management on a dashboard where they get daily, weekly and monthly reports on their food waste to identify the largest sources of waste and the environmental and financial impact of this waste. This provides clients with the ability to credibly demonstrate they are integrating

sustainable practices into their operations and meeting their sustainability targets.

Positive Carbon aims to reduce food waste in commercial kitchens by +50% and increase profits by 2-8%. Its goal is to support foodservice businesses across Ireland to reach sustainability 2030 targets such as cutting food waste by 50% and net zero by 2050. These are currently voluntary set targets but will slowly be a requirement of businesses to implement, measure and report on their impact.

“By giving kitchens full visibility of their food waste, it allows them to see what they're wasting and how to make changes to their production and purchasing habits,” says CEO Mark Kirwan. “With increased staff engagement, KPIs to measure success and stock reporting, kitchens can make savings of hundreds of thousands while helping the environment.”

Positive Carbon is currently working with over 40 different sites across the country to manage and reduce their food waste. These clients come from a variety of different sectors, such as hotels, enterprises, universities and hospitals. Positive Carbon has a 0% churn rate and its customer base is only continuing to grow across the country, while the company plans to scale its reach into the UK and US.

# A welcome change

**Press Up Hospitality's RE Think Green initiative is working to reduce consumption across its hotels and restaurants while promoting sustainability, with staff involvement to create a culture of environmental responsibility**

**P**ress Up's RE Think Green initiative is an environmental programme that involves the hospitality group's eight hotels and restaurants, with over 100 volunteers sharing the same vision of creating a sustainable culture and reducing energy usage.

The RE Think Green initiative aims to address the critical environmental concerns of energy and waste reduction, and promote sustainability within the community. By setting a goal to reduce energy usage by 10% in 2023 and a further 10% in 2024, Press Up hopes to significantly reduce its carbon footprint and contribute to the global effort to combat climate change. Additionally, by reducing general waste by 20% in 2023, it aims to divert significant amounts of waste from landfills and encourage sustainable waste management practices.

Eight green teams were launched across the hotels, consisting of staff volunteers committed to promoting sustainability within their respective departments and who are responsible

for driving sustainability initiatives, monitoring progress, and sharing best practices with colleagues. Specific goals were set for reducing the group's environmental impact. It also committed to working with the Fifty Shades Greener programme across all eight hotels and receiving three energy audits per year.

facilitate collaboration between teams.

The community is a key focus of the initiative, and the group is committed to supporting local charities, workshops, artists and more to promote sustainability and environmental responsibility beyond its hotels and restaurants. By engaging with the local

**“ THE RE THINK GREEN PROJECT IS DESIGNED TO BE A LONG-TERM INITIATIVE. PRESS UP IS FOCUSED ON IMPROVING ENERGY AND WASTE REDUCTION EFFORTS BY EXPLORING NEW TECHNOLOGIES AND INNOVATIVE PRACTICES THAT CAN HELP REDUCE ITS CARBON FOOTPRINT**

The programme launched with a RE Think Green workshop featuring guest speakers, including the Minister for the Environment, Eamon Ryan. As part of its partnership with the Fifty Shades Greener programme, Press Up has significantly reduced its energy and waste usage in Q1 2023. It also created an online workbook to track progress across all its properties and introduced Workvivo, a communication tool to

community, it hopes to raise awareness of environmental concerns and encourage everyone to take part in creating a sustainable future for all.

The RE Think Green project is designed to be a long-term initiative. Press Up is focused on improving energy and waste reduction efforts by exploring new technologies and innovative practices that can help reduce its carbon footprint and minimise waste generation.

## Partnership with a Social Enterprise

# Supporting Social Enterprises in Business

**SERI partner with CBRE to mentor social enterprises through pitching to B2B clients to integrate into corporate supply chains**

**S**ocial Enterprise Republic of Ireland (SERI) is shortlisted in the Partnership with a Social Enterprise category for the Buy Social Corporate Challenge with SERI and CBRE.

SERI is the representative body for social enterprises in Ireland, and also a social enterprise itself. With more than 115,000 professionals in over 100 countries, CBRE is the global leader in commercial real estate services and investment.

In 2022, SERI created a partnership with CBRE to deliver the 'Buy Social Corporate Challenge' (BSCC). This initiative is run by SERI staff but supported pro-bono by CBRE team members for a number of hours per month.

BSCC works with social enterprises to help them find business opportunities within the corporate sector, supporting knowledge sharing, capacity building and create opportunities for social enterprises to become integrated into corporate supply chains.

The procurement team in CBRE support the growth of the social enterprise sector and provide business opportunities so that social enterprises can increase their earned income through large and recurring contracts.

#### **HOLISTIC SUPPORT**

With 50 registered social enterprises on the programme, they provide a holistic support package including mentoring, peer support, access to procurement experts and opportunities to pitch to new companies.

While SERI only have a small number of staff, the board are all heavily involved and have been available to provide support as required. CBRE involve the entire procurement department, and have also invited some key partner corporates to attend workshops.

During this phase SERI have put all their energy into capacity building, mentoring for scale and supporting social enterprises to pivot to meet the increased demands for corporates to

work with social and diverse business. The aim is to support the professionalisation of the sector.

At monthly workshops, the social enterprises work to create a B2B strategy, which is professional, reliable, competitive and effective. The support is provided by SERI and CBRE professionals, who help them to create pitches for additional corporates and support the process.

#### **BUILDING CAPACITY**

At the capacity growth phase, where SERI's aim is to provide the support, community and opportunities, the current measures of success are around community engagement, mentoring sessions arranged and pitches delivered to corporates with SERI's support.

The aim is to build the BSCC in time to rival that of BSCC UK, which supports almost €1 million worth of corporate spend with social enterprises each year.

An initiative like this has never existed in Ireland to date, but it has been seen to work successfully in other countries. In Ireland we have our own unique social enterprise sector, a different recognised definition, and a less professionalised approach. However, this brings huge opportunity, and it is an exciting time for the sector to grow and learn how to compete with the for-profit sector.

**“ THE PROCUREMENT TEAM IN CBRE SUPPORT THE GROWTH OF THE SOCIAL ENTERPRISE SECTOR AND PROVIDE BUSINESS OPPORTUNITIES SO THAT SOCIAL ENTERPRISES CAN INCREASE THEIR EARNED INCOME THROUGH LARGE AND RECURRING CONTRACTS ”**

# Supporting colleagues through enhanced family leave

**SSE Airtricity is supporting colleagues on their journey to parenthood through enhanced family leave policies**

**S**SE Airtricity is shortlisted in the Diversity & Inclusion (MNC) for supporting colleagues through enhanced family leave policies.

SSE Airtricity's new and enhanced Family Leave Policy ensures inclusivity for all employees on the journey to parenthood, regardless of how that journey may differ from person to person.

Already employing close to 11,000 people across operations in Ireland and the UK, SSE is increasing its workforce, consistent with its plan of adding at least 1,000 new roles per year to 2025. The new and enhanced policies form part of a wider education piece about how to support new and prospective parents at work.

#### **New policies include:**

- An additional seven weeks' paid leave for partners of parents who take maternity or adoption leave. Together with paternity leave, this gives partners nine weeks' paid leave in total
- Two weeks' leave at full pay for employees who suffer a pregnancy loss, including partners
- Up to two weeks' leave for fertility treatment at full pay

#### **Enhancements to existing policies include:**

- Employees returning from any type of leave for new parents (no longer just maternity and adoption leave) can work 80% of their contractual hours for 100% pay and benefits for up to six months if they take at least three months' continuous leave
- Paid leave is already in place and has been extended to allow partners leave to attend two antenatal classes for each birth rather than as a once off right. Employees are also entitled to two days' paid leave to attend fostering appointments.

#### **BUSINESS & SOCIAL IMPACT**

Both new and enhanced policies have been widely welcomed by SSE employees since October 2002. From go live, all team managers and people leaders were equipped to promote the family leave policies to their teams, and to support colleagues in availing of the policies.

Strong feedback and testimonials were received. One employee said: "Having policies that acknowledge all of the ways in which families are formed, including adoptive leave and

leave for fertility treatment and recognising the space needed for pregnancy and child loss are all so important in ensuring that employees are identified for what they are; individuals, with their own individual familial journeys. I am the proud mother of a daughter born through surrogacy. The road to getting to the point where I can call myself 'mom' has not been an easy one. Given the massive life changes at this time for any new family, knowing that certain aspects of life are taken care of is a huge relief and affords you time to focus on what really matters, your new little bundle."

**“GIVEN THE MASSIVE LIFE CHANGES AT THIS TIME FOR ANY NEW FAMILY, KNOWING THAT CERTAIN ASPECTS OF LIFE ARE TAKEN CARE OF IS A HUGE RELIEF**

The introduction of these new and enhanced family leave policies was an innovation for the business, bringing a greater level of support to employees who maybe on the journey to parenthood, and introducing a level of support that previously wasn't available in the business.

# Sowing the Seeds of Community

## Stillgarden Distillery's Social Botanist Project has brought people together, taught them valuable skills and improved biodiversity

**S**tillgarden Distillery is shortlisted in the Community Programme (LIC) category for the Stillgarden Social Botanist Project.

The Social Botanist Project is a community of like-minded individuals who care about the environment and spaces they share, and educate people on the importance of biodiversity, sustainability and the natural ecosystem through bi-weekly outdoor workshops and activities.

### COMMUNITY GARDENING

In 2020 participants cleared debris and rubbish from an unloved green space to create a 450-square-metre public space for the community. They then gave unemployed members of the community pre-seeded botanical grow kits to take home and learn a new skill. When they brought them back, the group began to grow a community garden with plants that had been lovingly grown by the social botanists. The initial idea was to build community spirit but has since grown into a much bigger project.

Since then the project has

grown from 10 members to 300, planted over 150 trees in the Inchicore area, committed to the All-Ireland Pollinator Plan, launched monthly community clean-ups, introduced wormeries to the distillery grounds to aid composting, and conducted wildlife walks to drive awareness about urban wildlife.

The group is free to join, and both local community and those further afield are encouraged to take part. The group meets every second Sunday and all that take part can avail of a drink courtesy of the distillery on the terrace after the session finishes. It's also a great way for the community to connect and meet new people as well as sharing tips on gardening and biodiversity.

### IMPROVED BIODIVERSITY

Since its inception, this project has significantly improved biodiversity in the area, built community spirit and contributed to waste reduction in local businesses.

There is also an increase in wildlife in the community spaces, such as frogs, toads, different types of birds (including coal tits, blue tits, collared doves, thrushes), and a wide variety of pollinators, ranging from damselflies, moths, butterflies, hoverflies, carder bees, to mason bees.

There is also a combined reduction in waste in both the distillery premises and local coffee shops of over 2,000 kilos; this is attributed to collection of

spent coffee grinds for products and soil, and a newly installed wormery and composting initiative introduced by the Social Botanist programme. The improved soil structure through the circular use of these spent coffee grinds further contributes to better biodiversity in the area.

**“ THIS PROJECT HAS SIGNIFICANTLY IMPROVED BIODIVERSITY IN THE AREA, BUILT COMMUNITY SPIRIT AND CONTRIBUTED TO WASTE REDUCTION IN LOCAL BUSINESSES ”**

The garden has also become a social space where people connect with like-minded folk at weekly free community events. It is kept fresh and vibrant by donations and plants grown by the community. Seeds are harvested from these new plants to give back to the social botanists who in turn grow more, and bring them back ensuring crop security and reducing the waste involved when buying established plants in plant pots. This is not just a community garden in the sense of access, but the plants and life that fill it are also raised by the community.



# Connecting Industry with Education for our future

The B!G Idea offers a multi-award-winning, free, solution focused educational programme providing young people with the creative thinking and problem-solving skills they'll need to tackle the problems of the future

Following a successful career in product design, Kim Mackenzie-Doyle was inspired to combine her industry knowledge with curriculum experts to create The B!G Idea – a free creative thinking programme with learning outcomes that could alter the trajectory of education in Ireland and the national skill base. It is an innovative programme that helps bridge the gap between education, industry and society by teaching in-demand creative thinking and problem-solving skills. It works with Transition Year and Leaving Cert Applied students, as well as Youthreach learners, including 32% DEIS students, all aged 15-19, providing free learning materials and inclusive methods to cater for all abilities. Over the course of 24 workshops, learners develop a creative mindset and co-create projects with their peers, aligned to the 17 UN Sustainable Development Goals. In just three years, the programme has been rolled out in 22 counties, with a Northern Ireland pilot and EU projects in motion. It's already had a sustainable impact on 6,500+ young people, increasing their confidence, resilience and empathy and giving them the transformational skills they'll need to tackle the real problems of the future. "Young people are inheriting some of the biggest problems our world has ever faced and need to think differently to help them navigate these challenges. Our mission is to empower the next generation to tackle local and global challenges using critical creative thinking techniques," says founder and CEO Kim Mackenzie-Doyle. "The world is at the cusp of great change

– creative thinking can build us a better future and sustain our people and planet for generations to come. With support from 750+ diverse industry mentors, most representing our 50+ partner companies and third level partners, our young people are being set up for success in a complex and challenging world. Our community of progressive industry and academic partners recognise that our programme is delivering the skills that will enable their future employees and the leaders of the future to drive innovative and sustainable change in industry and society".

their community and world, as well as the ability to tackle challenges in their lives and within their communities. The B!G Idea hosts its global hybrid end-of-year showcase each May, attended by thousands of students, parents, teachers, mentors and corporate supporters, as well as launching the online B!G Idea Exhibition, where every student project is celebrated. "We hope to see creative thinking and project based learning taught in all schools and the model of silo and rote learning (memorising and repeating information) replaced with a more flexible and

**“ YOUNG PEOPLE ARE INHERITING SOME BIG PROBLEMS AND NEED CREATIVE THINKING SKILLS TO HELP THEM NAVIGATE THESE CHALLENGES. OUR MISSION IS TO EMPOWER THE NEXT GENERATION TO TACKLE BIG LOCAL AND GLOBAL CHALLENGES USING CREATIVE THINKING**

Students choose their own project themes by identifying the stressors and challenges in their lives and are guided to develop a creative mindset to work on solutions to combat issues like Hidden Poverty (SDG 1), Mental Health (SDG 3), and Climate Change (SDG 13), Diversity and Inclusion (SDG 10), Displaced People (SDG 16) and Climate Change (SDG 13). Following the programme, 100% of students reported that they had learned new valuable skills and had a deeper understanding of creative thinking, noting a great improvement in confidence and wellbeing. 92% reported a better understanding of the needs of others in

accessible curriculum," says Mackenzie-Doyle. "As we settle into an escalating landscape of robotics, AI, algorithms and automated technology, we are confident that a new generation of problem-solvers and creative thinkers are being prepared for our future society. They will be tasked with solving complex problems that we cannot yet imagine. Young people are inheriting a world of problems. Creative thinking is the future skill we should be investing in to help establish the solution."

Visit our website to see how you can get involved - <https://thebigidea.ie/innovationstartshere/>

# Leading the way in sustainability

**The FACTORY has a long history of sustainability but the eco printers and graphic design studio has taken further steps in the last five years, serving as an example to other businesses and inspiring others to follow its lead**

Ireland's leading eco printers and graphic design studio, The FACTORY is attempting to prove that a sustainable business is better from an environmental, social and financial perspective. Founded in 2000, this small family business began publishing The Local Planet journal on sustainable living in 2004 and always had a sustainability focus. In 2018, when the founders' daughter, Lisa Dooley came on board, a renewed emphasis was placed on how The FACTORY could achieve its mission. The team decided that the enterprise should endeavour to become Ireland's most sustainable, example business and show others that pursuing sustainability is not a cost, but ultimately essential for a business to be truly successful long-term.

The FACTORY's aims include the elimination of Scope 1 emissions, the direct combustion of fossil fuels; reducing Scope 2 emissions as much as possible (grid electricity usage); reducing Scope 3 emissions (this involves a wide range of

measures); to enhance the biodiversity in its area and make its property more beautiful; to make a positive social impact within the team, local community, and all stakeholders; and to share its journey and inspire others to make their own positive impact.

**“ SUSTAINABILITY IS AT THE CORE OF OUR BUSINESS. WE TRY TO MAKE CONSCIOUS DECISIONS ABOUT EVERYTHING WE DO**

Some of the sustainability measures The FACTORY has put in place include erecting a wind turbine; installing a solar panel array with battery storage and a rainwater harvesting system; investing in EV delivery vehicles and EV chargers for staff and customer use; fitting an air-to-water heating system; upgrading to LED lighting; using eco toners and inks and only plastic-free packaging; implementing carbon-balancing of all supply-chain paper and card stock; managing

five acres for biodiversity; placing five beehives within the bio-area; and fitting a barn owl nesting box. The FACTORY also shares its sustainability journey with other SMEs and community groups through its eco-action courses and Eco School as well as the wider community through social media and has created its unique 'product passport' to highlight planet positive choices. Last year, The FACTORY also developed a 'circular signage system', where signs are rented to customers complete with a strong outer wooden frame; when returned, they are recovered to rent out to the next client.

"As the enterprise already had eco-aware customers, we believed that through telling our story and sharing our vision, we could attract many more environmentally conscious consumers," says Lisa Dooley of The FACTORY. "It is clear to us that people are shopping for meaning; it's not just the product or service they are buying, but the story too. This includes information about the material, the production processes, the second-life options, and most importantly, the story of the enterprise. Sustainability is at the core of our business. We try to make conscious decisions about everything we do."

Community Programme (MNC) / Diversity, Inclusion &amp; Equity (MNC) / Partnership with Charity (MNC)

# Network connections

**Through its partnerships with mental health charity Aware and the island of Arranmore and accredited diversity, inclusion and belonging programme, Three Ireland is working to promote an inclusive culture within and beyond the organisation**

## CHARITY PARTNERSHIP

Three concentrates its charity strategy around mental health and since 2020 the company has partnered with Aware. Aware aims to create a society where people affected by stress, anxiety, depression, bipolar disorder and mood-related conditions are understood, supported, free from stigma, and encouraged to access appropriate therapies. Over the past three years, Three has supported Aware through annual corporate financial donations, employee fundraising events, awareness-raising campaigns and service support.

Aware's Support Line service is key to its operation, receiving up to 30,000 calls a year. Up until 2020, this service was manned by 115 trained volunteers from its head office in Dublin. When Covid-19 forced Aware's office to close, Three provided its 3Connect cloud-based phone system to allow Aware volunteers to take calls from home and keep this vital service going. In addition to the support for the charity partnership, this 3Connect service is still provided to facilitate the recruitment of volunteers from all over the country.

The partnership is mutually beneficial, with Aware conducting regular mental health workshops with

Three staff around looking after their mental health, and another with Three's 60 mental health first aiders on supporting colleagues. Future plans include a fundraising and awareness campaign to coincide with World Mental Health Week.

## PROMOTING DIVERSITY, INCLUSION AND BELONGING

Since 2019, Three Ireland has been working to enhance its culture of diversity, inclusion and belonging within its organisation. Taking guidance from the Irish Centre for Diversity, the company has built a best-in-class programme with key activities including a diverse calendar of cultural and religious events, new policies, a partnership with Trinity College for 25 STEM scholarships for women, gender health propositions, and gender balance targets. The programme is ever-evolving with three key focus areas: gender (including sexual orientation), ethnicity, and disability (including neurodiversity). Three is one of only six companies in Ireland to have achieved the Investors in Diversity Gold accreditation from the Irish Centre for Diversity.

The initial aims of the programme were to retain, attract and develop employees, ensuring the company provides a great place to work where everyone feels included and is allowed to flourish, grow and develop. The goals were to enhance the inclusive workplace; include equity in hiring, pay and progression; and be recognised among employees as being committed to diversity, inclusion and equity. By 2030, Three Ireland's aim is to achieve a 50/50 gender balance in leadership.

## CONNECTING COMMUNITIES

Through lack of employment and social opportunities, the island of Arranmore's population declined over several years. The community felt connectivity would provide employment, learning opportunities, enhanced social services and an increase in diaspora visiting and staying on Arranmore.

**“ WHEN COVID-19 FORCED AWARE'S OFFICE TO CLOSE, THREE PROVIDED ITS 3CONNECT CLOUD-BASED PHONE SYSTEM TO ALLOW VOLUNTEERS TO TAKE CALLS FROM HOME AND KEEP THIS VITAL SERVICE GOING WITH NO INTERRUPTION**

Three partnered with Arranmore to make it the most connected island in the world, delivering a range of connectivity solutions, including bringing connectivity to a digital hub with exceptional upload and download speeds, secure managed network and cloud-based video and audio-conferencing; broadband connectivity, enhanced WiFi and Local Area Network to a variety of community services; and IoT solutions delivered to key areas including fisheries, environmental and older persons to make island living more sustainable. As a result of this initiative, the island received over 3,500 enquiries to move there, and tourism increased by 84%. The population of the island also increased by 11%.

# Helping businesses switch to clean energy

**UrbanVolt's Solar Made Easy installs solar arrays on commercial rooftops with zero upfront cost using an innovative 'as a service' model to help clients reduce their reliance on fossil fuels and insulate themselves from the volatility of energy costs**

**R**ealising that many of the Irish companies who wanted solar energy the most were those who could afford it the least, UrbanVolt created its 'solar as a service' model to make the transition to solar energy as easy as possible. The provider removes the barriers to clean energy by supplying, installing and maintaining rooftop solar arrays at no upfront cost to clients; instead entering into a power purchasing agreement (PPA) for between ten to 20 years with clients, who then pay a monthly fee for the clean energy generated by the roof panels that they consume to run their business operations. This model enables clients to utilise the capital they may have used to purchase solar panels elsewhere in their business, which in the current economic climate can make a huge difference.

via a similar model. The aim of offering solar as a service was to eliminate the main barriers for businesses to begin their transition to clean energy, ultimately reducing their operational costs and carbon output.

In the current economic climate, businesses are facing significant challenges to maintain their operations. Rising energy costs have had a serious impact on many Irish businesses. UrbanVolt's aim is to be its clients' clean energy partner, giving clients the power to take control of their energy in the future.

Clients can monitor how much energy their solar array is producing, how much they are consuming and how much carbon they are saving on an hourly basis using UrbanVolt's customised customer platform.

The company plans to expand its market to the UK by the end of this year as well as its offering

**“ RISING ENERGY COSTS HAVE HAD A SERIOUS IMPACT ON MANY IRISH BUSINESSES.**

**URBANVOLT'S AIM IS TO BE ITS CLIENTS' CLEAN ENERGY PARTNER, GIVING CLIENTS THE POWER TO TAKE CONTROL OF THEIR ENERGY IN THE FUTURE**

UrbanVolt's initial offering was a 'light as a service' model, offering LED light retrofitting to industrial and commercial buildings. Through interactions with clients, the team identified a need to offer solar energy

to include battery storage options in its Solar Made Easy initiative to allow clients to retain any energy they were unable to consume during the day and use it to supplement their night-time energy requirements.

# The Power of Climate Storytelling

**VMTV's Six O'Clock Show has increased its climate conscious content and become a case study for other television productions**

**T**he Six O'Clock Show is a sustainably filmed chat show that pledges to put the plight of the planet firmly in its content. With its sustainable studio, and innovative thinking The Six O'Clock Show has increased its climate conscious content for its nationwide audience and become a blueprint for other television productions.

As part of the organisation's wider sustainability manifesto, VMTV embarked on a 100% sustainable refit of its Six O'Clock Show studio.

The sustainable studio took two-and-a-half years to plan. VMTV evaluated suppliers from an environmental and ethical perspective, and on experience and ability to deliver, rather than just price. The proof points sought included fair wages, no exploitation of workers, recycled and recyclable materials, good waste management and energy efficiency.

## “ BELIEVING IN THE POSITIVE POWER OF CLIMATE STORYTELLING, THE SIX O'CLOCK SHOW SET OUT TO INCREASE ITS CLIMATE CONTENT, FROM A HANDFUL OF REPORTS ANNUALLY TO WEEKLY SEGMENTS

The old set was sustainably disposed of, including donating equipment and lighting to local community groups and third level institutions.

A new studio was built with a circular fit-out, by sourcing

environmentally sustainable and ethical materials, including lighting and furniture, while also backing local businesses, and bringing suppliers on an eco-learning journey.

### CLIMATE LITERACY

Beginning in January 2022, the crew received education in climate crisis and climate action literacy, so the team could establish a workable plan to help decrease the production's carbon footprint. Following on from this, they worked to create innovative climate conscious television content, that sits comfortably within the Six O'Clock Show's style of reporting and storytelling, with the aim of engaging its nationwide audience to get involved in a more sustainable lifestyle.

While the climate crisis is daunting to report on, for fear of turning viewers off, VMTV was inspired by David Attenborough saying, "Saving our planet is now a communications challenge!"

Believing in the positive power of climate storytelling, The Six O'Clock Show set out to increase its climate content, from a handful of reports annually to weekly segments.

With ratings available for daily

broadcasts, the data is used to plan future content. The climate content, especially climate expert Fionnuala Moran, biodiversity and nature expert Éanna Ní Lamhna and anti-food waste hero Conor Spacey, has been positively received by viewers.

Extensive details of VMTV's sustainable practices and climate communications were recently evaluated by BAFTA's Albert Scheme, a UK & Ireland organisation which works to reduce the environmental impact of television productions. In January 2023 The Six O'Clock Show was confirmed as a carbon neutral production and proudly received official certification.

VMTV's commitment to climate action communication has been recognised by the Broadcasting Sustainability Network – a body that brings Irish broadcasters together to learn and partner on sustainability initiatives. Recently the Six O'Clock Show set and the sustainability content pledge were included in two extensive online case studies by the Broadcasting Sustainability Network. VMTV is ensuring that every TV commission broadcast is sustainably/Albert certified. Equally, principles such as plastic free, recycling, and sustainable transport are applied behind the scenes.

Through the Sound and Vision Fund, the station has also commissioned two climate awareness series that will air in the coming months.

## Department of Rural and Community Development



# Working to improve lives across Ireland

The 'Partnering with a Social Enterprise' category brings awareness to the important role social enterprises play across the country

**T**his is the third year that the Department of Rural and Community Development (DRCD) has collaborated with the Chambers Ireland Sustainable Business Impact Awards in sponsoring the category of 'Partnership with a Social Enterprise'. This award recognises excellence in mainstream business

supporting social enterprise, raises awareness of the benefits that working with social enterprises brings and improves access to business-to-business opportunities for social enterprise. Partnerships between businesses and social enterprises can be fruitful and provide an excellent opportunity for businesses to enhance their social impact in their communities, while

providing social enterprises with access to new markets, professional skills and business connections.

### SOCIAL ENTERPRISES

Social enterprises are businesses that work primarily to improve the lives of people. Their core objective is to achieve a social, societal or environmental impact. Like other businesses, social



## Department of Rural and Community Development

### “ SOCIAL ENTERPRISES ARE BUSINESSES THAT WORK PRIMARILY TO IMPROVE THE LIVES OF PEOPLE. THEIR CORE OBJECTIVE IS TO ACHIEVE A SOCIAL, SOCIETAL OR ENVIRONMENTAL IMPACT

enterprises pursue their objectives by trading in goods and services on an ongoing basis. They often play a role in providing employment to disadvantaged groups, those who are long-term unemployed or those with a disability. In addition, they also frequently address social issues such as food poverty, mental health, equality, housing or climate action. There is a wide spectrum of social enterprises in Ireland, from local community-based enterprises to larger internationally trading enterprises. Examples of prominent social enterprises include FoodCloud, who redistribute surplus food from supermarkets to charities and community groups, Bounceback Recycling, who recycle mattresses and provide employment and training to Travellers and GIY who are helping people grow food and learn about food sustainability.

- There are 4,335 social enterprises in Ireland, employing 84,382 people or 3% of the Irish workforce
- The total income of social enterprise was €2.34 billion in 2021
- 15% of the social enterprises in Ireland operate internationally as well as nationally
- They are typically microenterprises (57%) or small enterprises (35%), though larger organisations are also represented.

Ireland's first National Social Enterprise Policy was launched in July 2019. This represented a watershed moment for social enterprise and demonstrated the commitment on the part of Government to support the sector. The Policy created an enabling environment for social enterprise to grow and contribute to Ireland's social and economic progress by outlining 26 commitments on the part of Government spread over several Government Departments for



the period 2019 to 2022 under three key objectives: Building Awareness; Growing and Strengthening Social Enterprise and Achieving Better Policy Alignment.

Since the policy's introduction, DRCD has implemented a multitude of measures to grow and strengthen social enterprise including €2.3 million via the social enterprise measure of the Dormant Accounts Fund, funding for schemes including: the Training and Mentoring Scheme, Covid-19 Social Enterprise Regeneration Programme, Small Capital Grants Scheme for social enterprise, Awareness Raising Initiative for Social Enterprise (ARISE), a Start-Up Scheme for fledgling social enterprises and a Hybrid Social Finance Loan. The Department also supports social enterprises through a number of other programmes including Community Services Programme (CSP), SICAP and LEADER.

DRCD continues to raise the profile of social enterprise through

an awareness raising strategy to promote understanding of the work social enterprises undertake and by establishing an Annual National Social Enterprise Conference, which attracts attendance by the sector and beyond.

A successor to the National Social Enterprise Policy is now under development which will build on the strengths of the first. DRCD has adopted a partnership approach to its development and ongoing communications and consultations with stakeholders (internal and external) have been a key principle. The new policy will be informed by two important pieces of research - an OECD in-depth review of social enterprise in Ireland and a National Baseline Data Collection Exercise of Social Enterprise in Ireland commissioned by DRCD. The new policy is expected to be more ambitious in its scale and impact.

### THE FUTURE OF SOCIAL ENTERPRISE IN IRELAND

The role of social enterprises and the broader social economy is expected to continue to grow in importance and relevance in line with recent national, international and EU developments. There is an increasing recognition of the important role that social enterprises can play in relation to achieving a fairer and more sustainable world and their potential to contribute to areas which address challenges that face society such as tackling climate change, green energy production and the circular economy. Social enterprise also has the potential to engage young people who seek a fairer society. The new policy will support social enterprises to grow and scale so they can continue to enhance their impact and will support increased engagement between social enterprises and businesses. The inclusion of the 'Partnering with a Social Enterprise' category in the Sustainable Business Impact Awards will focus on collaboration, while at the same time bringing more awareness of the potential impact of social enterprise across many areas of society.

ESB

# ESB's Smart Energy Services: Driving Decarbonisation to the Heart of Your Business



**ESB's Smart Energy Services is committed to helping businesses decarbonise while optimising their energy use**

**C**limate change is unquestionably the defining challenge of our time. This summer alone, we've seen the very real impacts of global warming, both in Ireland and across the globe. From record temperatures and rainfall to wildfires and flooding, it's clear that we must act now and do our part for the planet, by making the transition to a green economy.

We recognise that every business has

unique requirements when it comes to decarbonising and optimising their energy use. That's why we see ourselves not as an energy provider, but as an energy partner – committed to working with each customer to deliver bespoke solutions that best fit their energy and decarbonisation needs.

Some businesses are more ably equipped to make this green transition than others – some of our customers have already reached key sustainability milestones, while others are just beginning their journeys. Regardless of what stage your





business is at, ESB's Smart Energy Services has the solutions for you.

A first step for any business looking to decarbonise is optimising your energy usage. Many older businesses may have legacy heating and lighting systems that are inefficient both in terms of cost and carbon footprint. We've worked with some of Ireland's largest SMEs and multi-nationals to install LED technology and smart lighting controls, which allow them to optimise their energy usage. These system upgrades can improve energy efficiency by up to 70% and saves thousands of tonnes in carbon emissions each year.

Once these system upgrades are implemented, we then work with our partners to monitor and manage their energy use, looking for opportunities to further optimise savings – be that by direct oversight from one of our energy managers or by providing cloud-based technology needed to do so in-house.

Tesco Ireland is a prime example of the impact these upgrades and ongoing monitoring can have. Through upgraded systems and ongoing management to identify opportunities for further optimisation upgrades, the leading retailer has seen a 25% reduction in electricity usage across its units, with more than 45 million kWh of energy saved annually across its 150+ stores. Most importantly, these upgrades have seen a 50% reduction in CO2 emissions to date — with savings of 12K tonnes annually.

For customers already optimising their usage, the next step is to look for further opportunities to save costs by examining micro-generation opportunities. ESB's Smart Energy Services is committed to delivering a future powered by renewables – and that includes empowering our customers to embrace their own renewable energy capabilities. Solar is a game-changing sustainable solution which can be implemented by almost any large energy user, provided they have rooftop access and can deliver significant return on investment in just a few short years.

To date, we've worked on some of Ireland's largest solar projects, from Pavilions Shopping Centre in Dublin to

Dew Valley and Carey Glass in Tipperary, the latter being Ireland's largest rooftop solar project. The system will generate approximately 2.4GWh of clean renewable electricity, ensuring up to 13% of the site's energy requirements will come from renewable sources.

include heating and cooling solutions through heat pumps and transport solutions including onsite EV charging infrastructure and hydrogen fuelled vehicles for businesses with longer range requirements.

Not only do we offer these



## “ WE'VE WORKED WITH SOME OF IRELAND'S LARGEST SMEs AND MULTI-NATIONALS TO INSTALL LED TECHNOLOGY AND SMART LIGHTING CONTROLS, WHICH ALLOW THEM TO OPTIMISE THEIR ENERGY USAGE

We also recently delivered one of Ireland's largest ground-mount solar projects in partnership with MSD, the global pharmaceutical company. We installed 7.3MW of ground-mounted solar PV, which offers the potential to generate up to 7.9GWh of clean, renewable electricity annually, meeting up to 20% of the energy requirements of MSD's site.

Additionally, we provide onsite energy storage solutions which not only offer back up power supply and energy resilience, but also offer reduced costs by storing energy during low tariff periods so that it can be used when tariffs are higher.

ESB is committed to continued investment in wind energy, Ireland's fastest growing renewable energy source. As we continue to develop our wind infrastructure, we are equipped to deliver more and more renewable energy to our business customers.

Other decarbonisation offerings

decarbonisation and cost solutions, we also front the costs of upgrades through our decarbonisation financing scheme, a €75 million fund available to our large energy user customers to provide upfront funding for these energy-saving projects, with the repayments financed by the resulting savings.

Every business has a different path to decarbonisation but at ESB's Smart Energy Services, we're equipped to partner with you, no matter your requirements.

*Let's create a brighter future for your organisation – get in touch with us at [smartenergy@esb.ie](mailto:smartenergy@esb.ie) or visit [www.esb.ie/smartenergy](http://www.esb.ie/smartenergy) to find out more.*



Energy for  
generations

BAM

# Building a sustainable tomorrow

**BAM Ireland believes Ireland's construction industry can play a crucial role in reversing the effects of climate change**

**A**s a responsible business, BAM's leadership position on the CDP A list along with our long-term sponsorship of the Chambers Ireland Sustainable Business Impact Awards and the UN Sustainable Development Goals (SDGs) resonate with our purpose to 'Build a sustainable tomorrow'.

The construction sector in Ireland is increasingly aware of the need to reduce its environmental impact and BAM is playing a leading role in addressing this by signing up to the IGBC 'Building a Net Zero Ireland' roadmap to decarbonise Ireland's Built Environment across its Whole Life Cycle.

Alasdair Henderson, Executive Director at BAM Ireland, commented: "As a purpose-led business, we aim to create a sustainable infrastructure that meets the needs of society whilst ensuring that we leave a lasting legacy. The continuously increasing loss of biodiversity and the climate crisis is a severe threat to our planet and our industry can play a crucial role in reversing their effects and managing finite resources."

Our Sustainability Strategy provides a clear plan of action to achieve this, with a series of ambitious targets for 2030. It focuses not just on decarbonisation but also on biodiversity, social value, circularity, safety, health & inclusion and climate adaptation. It is only



**“ AS A PURPOSE-LED BUSINESS, WE AIM TO CREATE A SUSTAINABLE INFRASTRUCTURE THAT MEETS THE NEEDS OF SOCIETY WHILST ENSURING THAT WE LEAVE A LASTING LEGACY**

through a broad range of initiatives that we can achieve real change to the practices the construction sector has depended on in the past.

BAM's carbon target – to become net zero in its direct operations by 2026 – is at the forefront of the Irish construction sector and it continues to work towards achieving this aim. One of BAM's decarbonisation highlights is switching from diesel to certified sustainable biofuel – hydrotreated vegetable oil (HVO) – across our business.

BAM is always looking at ways to support our customers and supply chain partners with their own sustainability journeys. Currently, we

are working on the delivery of the civil balance of plant component of Bord na Mona's Derrinlough wind farm, which comprises 21 turbines and will have a maximum export capacity of 105 MW.

Our MHI facility in Cavan delivers new levels of precision in planning, optimising the use of scarce skills and resources in a more valuable way that can ultimately reduce unknown costs, which can be applied to any type of building, not just housing.

Recently, the Wills BAM JV handed over the N5 to Mayo County Council. This 25km dual and single carriageway incorporates 38 dedicated mammal crossings for badgers and 7km of the

Great Western Greenway at Westport.

On climate adaptation, BAM's goal is to ensure that the built environment is more resilient to weather events. The installation of a Blue Roof drainage system beneath a Green roof vegetated finish on the Green Acre residential project for Marlet Property Group incorporates biodiversity enhancement and climate adaptation measures.

Sustainability doesn't just apply to the environmental sustainability of our built environment; it's about the wider social and economic development of people in society.

On the health and safety front, BAM's safety performance and safety culture is about making a commitment that every worker goes home safely every day. "Safety leadership is critical to us," commented Alasdair Henderson. "We are not asking people to commit to safety; we are asking them to commit to the principle of everyone going home safe every day, a less abstract and more human goal. Our incident rate has reduced by a third over the last year.

"Gender balance is a high priority for us but we're also talking about disability, ethnicity and LGBT+. We are looking at practical ways to increase diversity, including an updated flexibility policy and ensuring that inherent biases are taken out of the recruitment process.



Derrinlough Windfarm

## WINNING THE GREEN CONSTRUCTION CATEGORY AT THE 2023 GREEN AWARDS WAS AN IMMENSELY PROUD MOMENT FOR US

We are delighted that 30% of our senior team in Ireland are now female, including operation roles."

From 2026 onwards, BAM has committed to invest 35% of social value in all projects and contracts over €10 million. BAM Community

Benefit Fund at the National Children's Hospital is a prime example of this. The €500,000 fund has enhanced the local communities of Dublin 8 and 12. To date, 68 local organisations have benefited and over 1,000 children and young people have engaged in the programme.

Climate change affects all of us and its negative impact grows daily. The civil engineering and construction industry is responsible for 39% of all global carbon emissions and approximately 36% of all energy use. At BAM we know that we're part of the problem, but that means that our industry can be part of the solution too.

Winning the Green Construction Category at the 2023 Green Awards was an immensely proud moment for us. Alasdair Henderson adds: "It's a positive reflection on the many people in BAM and across the shortlisted businesses who are addressing the climate adaptation challenges faced by society, construction and infrastructure and can justifiably claim to be the industry of the future."



BAM Team winning Green Construction Award 2023 GREEN AWARDS



# Exquisite design in Waterford

Intricate, authentic and masterful crystal pieces come to life at the House of Waterford factory



“EXPLORE THE INTRICATE PROCESS OF CRYSTAL MANUFACTURING THROUGH OUR GUIDED FACTORY TOUR WHICH ALLOWS VISITORS TO EXPERIENCE THE EXCEPTIONAL SKILL OF OUR ELITE MASTER BLOWERS, CUTTERS, SCULPTORS AND ENGRAVERS

**C**rafted since 1783, Waterford continues to be at the forefront of exquisitely designed and expertly crafted crystal creations. House of Waterford's esteemed factory is the beating heart of Waterford's crystal manufacture and is where our intricate, authentic and masterful crystal pieces come to life. The factory is located in the heart of Waterford City in Ireland, a Viking city built in 914 AD, and is surrounded by a cluster of museums which detail the proud history of this great city.

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## Communication (LIC)

### AIB

#### AIB Sustainability Conference

In October 2022, AIB hosted the sixth annual Sustainability Conference, themed 'No Time to Waste.' This event marked the inauguration of Climate Finance Week Ireland, an initiative in which AIB held the position of lead sponsor. The goal was to foster discussions around the challenges of climate change, with an emphasis on the roles that both individuals and businesses play in catalysing transformative change. Central to the approach were two pillars: 'Platforms' and 'Pioneers.' AIB took a comprehensive approach by spotlighting influential speakers who utilise their platforms to inspire others. This session was led by actor Cate Blanchett, alongside Dr. David Donnelly, Annie Flahavan and David Forde. The second panel was dedicated to shining a light on individuals who've already embarked on impactful journeys. Dr. Jane Goodall spearheaded this panel, followed by a roundtable discussion featuring Eoin Cluskey, John Mullins and Flossie Donnelly. The aim was to facilitate a conversation on the challenges of climate change, focusing specifically on the role of individuals and businesses.



### An Post

#### An Post - Shaping Our World

In 2022, An Post extended invitations to employees and the community, urging their embrace of sustainability through 'Shaping our World' and Employee Engagement Campaigns. An Post secured accreditation as the inaugural Irish enterprise to run a year-long employee engagement program exclusively focused on sustainability. Guided by insights from a 2021 employee survey, which underscored an overwhelming inclination towards contributing positively to sustainability across professional, domestic and communal spheres, the company embarked on an innovative campaign. This initiative was devised to ignite motivation and cultivate inspiration for actionable steps in areas such as eco-transport, renewable energy and biodiversity. The commitment extended further, entailing a collaborative partnership with TheJournal.ie for the enlightening Climate Literacy Campaign - a series of articles unraveling the implications of UN SDGs. An Post also celebrated the ethos of diversity through the 'Shaping our World' campaign, fostering a workplace that cherishes and thrives on the strength born of cultural diversity.



### Hostelworld Group

#### Staircase to Sustainability

In a groundbreaking endeavour, the 'Staircase to Sustainability' initiative was launched, forging a tailored sustainability framework and management platform tailored for the hostel sector. This visionary project empowered hostels to comprehensively record and communicate their sustainability initiatives, ensuring a uniform and transparent approach. Rooted in the commitment to promote sustainable tourism, Hostelworld championed this movement, recognising the latent potential of hostels in the realm of sustainability. Fueled by the understanding that hostels needed a sector-specific means to showcase their efforts, 'Staircase to Sustainability' was introduced. In mid-2022, the development of an adaptable sustainability framework commenced, catering to hostels of varied sizes and markets while resonating with the collective customer base. This symbiotic approach aimed at truly reflecting the authentic sustainability efforts of the hostels. Phase 2 marked the integration of sustainability criteria filters and badges, granting travellers the ability to consciously select the most environmentally considerate lodging options.



This initiative was devised to ignite motivation and cultivate inspiration for actionable steps in areas such as eco-transport, renewable energy and biodiversity

An Post

## Communication (LIC)

### KPMG

#### KPMG Gender Action Plan

Embarking on a comprehensive Gender Action Plan, KPMG solidified their commitment to empower women's career trajectories and achieve a significant milestone: elevating women's representation in partner promotions to 50% by 2025. This undertaking commenced with a review of their Gender Equity strategy in 2021, entailing staff engagement through focus groups and the establishment of a gender committee comprising firmwide volunteers. This collective input laid the foundation for KPMG's revised strategy. A resolute commitment emerged in 2022, affirming the ambition for 50% women partner promotions by 2025. Anchored in three key pillars - leadership accountability, partner behaviors and practical supports - the Gender Action Plan was conceived. Recognising that effective communication was pivotal for success, a multifaceted internal and external communications campaign was launched in conjunction with the 2023 International Women's Day celebrations. This campaign aligned with KPMG's steadfast aspiration to attract, retain and empower talented women within their ranks.



### Uisce Éireann

#### Uisce Éireann Water Stewardship Programme

Envisioned as a catalyst for sustainable water management, the Uisce Éireann Water Stewardship Programme extended invaluable support to business clients. Rooted in the pursuit of optimised water usage, cost reduction and environmental protection, this initiative emerged as a resource for enterprises striving to make a positive impact on climate action targets. The eight-week Certified Water Stewardship Programme, endorsed by the European Water Stewardship (EWS) Standard, embodied international best practices. Delivered collaboratively by 20FIFTY Partners and Uisce Éireann, facilitated through the Water Stewardship Ireland and Lean & Green Skillnet platforms, the program aimed squarely at water management professionals within companies. Navigating an online landscape, participants engaged with sustainability experts, delving into water stewardship fundamentals, usage mapping and strategic action plan development. Empowered with skills and insights, participants departed equipped to drive change, ready to implement conservation techniques within their business domains.



**This campaign aligned with KPMG's steadfast aspiration to attract, retain and empower talented women within their ranks**

**KPMG**

## Communication (MNC)

### ALDI Ireland

**Tackling Food Poverty: an ALDI and Barnardos approach**

In 2020, ALDI Ireland harnessed the collective strength of a strategic partnership with esteemed charity Barnardos to shed light on the pressing issue of food poverty across Ireland. Guided by its commitment to community support, ALDI recognised the need to address growing food poverty challenges in the nation. Recognising Barnardos' pivotal role as Ireland's leading children's charity, both entities aligned their efforts to magnify awareness. A milestone of this collaboration was the publication of research in February 2022, substantiating the launch of the 'Barnardos Food Poverty Forum' bolstered by ALDI's support. A year later, a second wave of research was commissioned to assess the situation amidst a cost-of-living crisis. The "Food Insecurity in Ireland – Impact on children and their parents" report, powered by ALDI's backing, became a potent tool to elevate awareness of food poverty prevalence and to advocate for increased supports, channeling Barnardos' influence toward driving impactful change.



### HEINEKEN Ireland

**"What's the Suss?" – HEINEKEN Ireland Sustainability Engagement programme**

The transformative 'Brew a Better World' sustainability program underwent an inclusive metamorphosis, poised to engage every HEINEKEN Ireland employee. A suite of custom video content, volunteering initiatives and revamped collateral formed the crux of this campaign, empowering employees to rally behind HEINEKEN's sustainability strategy both within and beyond organisational boundaries. The program's central thrust revolved around transforming individual sustainability champions within the organisation into a dynamic community of 'changemakers,' collectively driving sustainability at HEINEKEN. To guide this initiative, baseline understanding and awareness of sustainability and the 'Brew a Better World' concept were gauged among employees. This informed the campaign's objectives, including bolstering employees' comprehension of the sustainability strategy, fostering functional engagement with the program, establishing a 'Sustainability Champions' team, creating a dedicated Sustainability Hub, promoting a newly designed collaborative hub within the Cork brewery and spotlighting emerging sustainability prospects to the entire business.



### Intel Ireland

**Shaping stakeholder engagement through strategic communications**

Intel Ireland developed an annual communications strategy that features signature themes. These themes are chosen based on ongoing engagement, conversations and feedback from employees, local communities and industry partners. Having these themes in place has driven Intel Ireland to create thoughtful and strategic content that meets a defined purpose. Intel deliver these themes across a wide range of channels which include intel.ie, Intel Ireland newsroom and social media channels such as Twitter, Facebook and YouTube. In 2022 the strategic themes were; people, the construction environment, environmental sustainability, the IDM 2.0 strategy and setting Intel apart. Intel first implemented this theme-led approach in 2020 and have seen very strong results. For example, a 50% increase in reach and engagement on our social platforms, a 40% increase in readership on internal communication portal and a 20% increase in readership of content published to their external newsroom.



### Virgin Media Television (VMTV) and The Six O'Clock Show

**The VMTV and Six O'Clock Show Sustainability and Communications Pledge**

Embedded within VMTV's sustainability manifesto, the transformative journey of 'The Six O'Clock Show' unfurled. Undergoing a complete sustainable studio overhaul, the initiative encompassed a 100% sustainable re-fit. The retired set found new purpose through donations to local community groups and educational institutions, while the innovative circular fit-out for the new studio materialised. The initiative simultaneously supported local businesses and embarked on an eco-learning expedition with suppliers. The subsequent phase witnessed the VMTV and Six O'Clock Show Sustainability and Communications Initiative branching into dual realms. First, crew education in climate crisis/action literacy was pursued, equipping the team to devise actionable plans for carbon footprint reduction. This newfound knowledge was harnessed to forge pioneering climate-conscious television content – aligning with the Six O'Clock Show's reporting ethos, aimed at catalyzing a nationwide audience towards embracing a more sustainable lifestyle.





## Community Programme (LIC)

### AIB

#### AIB Community €1 Million Fund 2022

Debuting in May 2022, the AIB Community €1 Million Fund reflects AIB's unwavering commitment to nurturing resilient communities. Anchored in local support and branch network connectivity, the fund was ingeniously divided: €700k for public charities, €200k for employee charities and €100k for employee matched funding. Over 70 charitable organisations received funding, fortifying their respective missions. Nominations flowed from customers and colleagues, infusing a profound connection to cherished causes and organisations. May and June saw the nomination fervour across five regions, culminating in a shortlist of six entities with the highest nominations in each region. The top four winners and two runners-up in each region were celebrated. The launch, amplified through AIB's multifaceted channels, harnessed PR, Social and Branch Network synergies. Fund allocation to nominated entities materialised in October 2022 following comprehensive presentations before the judging panel.



### ESB

#### ESB Brighter Future Arts Fund

Anchored in the pursuit of net-zero emissions by 2040, ESB's steadfast commitment to Ireland's climate ambitions spurred the creation of the €250,000 Brighter Future Arts Fund. In partnership with Business to Arts, this initiative ingeniously harnessed the power of the arts to catalyse community engagement around energy transition, sustainability and climate change. Aligning artistic support with strategic business goals and ESG objectives, five dynamic projects spanning Limerick, Waterford, Derry, Carlow and Dublin were meticulously chosen for funding by a panel of independent judges alongside ESB and Business to Arts representatives. Since May 2022, over 100 workshops have ignited intergenerational groups from diverse backgrounds, fostering meaningful dialogue. Notably, Limerick hosted its inaugural Climate Arts Festival in May 2022, witnessing the participation of over 88 artists and a direct audience impact of over 3,000 individuals, reinforcing the profound societal impact of this creative movement.



### Glenveagh Homes

#### Glenveagh Homes - Building Lasting Communities

Glenveagh's mission transcends mere home construction, as it aspires to shape vibrant and sustainable communities. The 'Building Lasting Communities' initiative forms the cornerstone, directed at enhancing the lives of community members. Underpinning this endeavor are six strategic pillars: Education, Sustainability, Health & Wellbeing, Sports & Fitness, Local Economy and Charity. Commencing in 2022, Community Days fostered neighborhood connections and fundraising for charity partners—the Jack & Jill Foundation and ALONE. The local economy thrives through a commitment to local recruitment, encouraging subcontractors to achieve 20% local employment on sites. Partnerships with local clubs and national sponsorship of the Gaelic4Girls program bolster community engagement and promote girls' participation in sports. Bridging education and empowerment, Glenveagh delivers Construction Site Safety talks in local schools and facilitates staff volunteering support for causes central to the heart of communities.



**Since May 2022, over 100 workshops have ignited intergenerational groups from diverse backgrounds, fostering meaningful dialogue**

**ESB**

## Community Programme (LIC) *cont'd*

### Irish Life

#### The Irish Life GAA Healthy Clubs Steps Challenge

In 2021, Irish Life unveiled the inaugural Irish Life GAA Healthy Clubs Steps Challenge, a transformative endeavour in partnership with GAA Healthy Clubs. Hosted on the MyLife app under the banner 'Every Step Counts,' this initiative reflects a shared aspiration: to see all clubs flourish as Irish Life GAA Healthy Clubs. The five-week walking challenge, meticulously crafted for clubs and community members, resonates as a potent catalyst for health and well-being. Its design thrives on the ethos of collective efforts, beckoning communities to stride together, thereby enriching their physical, social, and emotional well-being. The challenge beckons GAA clubs to collectively conquer a 4,000km mark, vying for provincial draws featuring €20,000 in vouchers. Encouraging safe group walks, forging friendships and nurturing motivation, 'Every Step Counts' not only advances exercise goals and health benefits but also reinforces community ties, fostering connection and shared accountability.

### Stillgarden Distillery

#### Stillgarden Social Botanists

The Stillgarden Social Botanist Project thrives as a haven for kindred spirits united by their devotion to shared environments. Launched in 2020, this venture galvanised efforts to cleanse a neglected green space, transforming it into a vibrant 450sqm public haven. Offering pre-seeded botanical grow kits to unemployed community members facilitated newfound skills, as their nurtured botanicals returned to create a flourishing community garden. What commenced as a bid to foster camaraderie evolved into an expansive initiative, amassing over 300 participants. With the planting of 150 trees, endorsement of the All Ireland Pollinator Plan and monthly community clean-ups, this project echoes profound environmental dedication. Innovative measures, such as wormeries for composting and wildlife walks for urban wildlife awareness, underscore its holistic commitment to sustainable coexistence.

### ESRI Ireland

#### Esri Ireland 'Live Green & Give Back' Initiative

Esri, a global leader in Geographic Information Systems, demonstrated a steadfast commitment to driving positive influence across the economy, environment and society. Embracing Living Green and Giving Back principles, sustainability underscored every facet of business. Customer advocacy, environmental stewardship and community support took center stage as strategic priorities. Esri's technology catalysed transformative change. Collaborating with Inland Fisheries Ireland, it empowered sea angling enthusiasts as 'citizen scientists,' tracking fish populations across 3,000 km of coastline, safeguarding marine ecosystems. Leveraging Esri's prowess, Bord na Móna revitalised vital peatlands for the Peatland Climate Action Scheme, regenerating 33,000 hectares within five years. North Coast World Earth utilised Esri's software to collect, document and address litter pollution along Northern Ireland's coast, exemplifying technology's potential for meaningful change and advocacy.



**Innovative measures, such as wormeries for composting and wildlife walks for urban wildlife awareness, underscore its holistic commitment to sustainable coexistence**

Stillgarden Distillery



## Community Programme (MNC)

### Boots Ireland

Boots Ireland Partnership with The Hygiene Bank Ireland

Hygiene poverty, a circumstance where basic hygiene and personal grooming products become unaffordable, is a harsh reality for many. Limited by low income, individuals find themselves in a dilemma, having to choose between essentials like heating, rent, food or personal cleanliness. The Hygiene Bank Ireland (THBI), a grassroots organisation, takes a stand against hygiene poverty by distributing donated hygiene and household cleaning products to Community Partners dedicated to assisting vulnerable and marginalised communities. THBI also advocates for lasting change, aiming to eliminate barriers that prevent access to essential hygiene products. Boots partnered with THBI in 2022, recognising its unique ability to contribute to the fight against hygiene poverty. Boots enables customers to directly donate hygiene products through THBI drop-off points and provides direct product donations.



### Ecclesiastical Insurance

A Movement for Good

Charitable giving is at the heart of what Movement for Good does; they give all available profits to charitable causes. The Movement for Good Awards is the annual programme of giving. For a fifth year, they are giving over €1 million to charities and good causes. The awards are open to nominations from charities and individuals throughout the year to enter into draws that take place three times during the year. Over 500 charities benefit from these draws. Nominations are limited to registered charities, not-for-profit organisations and community interest companies. Also, charities may apply for larger grant awards ranging from €10,000 to €75,000. These grants are for transformational projects that will positively impact the communities and causes the charities serve. Over €500,000 is available via this route.



### Three Ireland

Making Arranmore the most connected island in the world

A lack of employment and social opportunities meant that Arranmore's population declined over several years. Connectivity helped the community turn this tide, provide employment, learning opportunities, enhanced social services and help increase diaspora visiting and staying on Arranmore. Three delivered a range of connectivity solutions to Arranmore to demonstrate its capabilities including: bringing connectivity to a Digital Hub with exceptional upload and download speeds, including a secure managed network and cloud-based video and audio-conferencing. Providing broadband connectivity, enhanced WiFi and Local Area Network to a variety of community services including the Co-op, Hostel, Community Centre and Ferry. Three also delivered IoT solutions to key areas including fisheries, environmental and older persons to make island living more sustainable. This included weather patterns and sensors to help older people maintain their independence and keep them safe at home and IoT fishery sensors to keep catch safe.



**Charitable giving is at the heart of what Movement for Good does; they give all available profits to charitable causes**

**Ecclesiastical Insurance**

## Community Programme (MNC) *cont'd*

### Workday

Workday / Technological  
University Dublin  
Business App

This project's aim is to turn a business board game into an application. The end result is that students who participate in the workshops will be using both the application and the paper game. There are fundamental reasons why it is advantageous to use both. Firstly, the students are encouraged to be diligent with their data such as the balance sheet. Secondly, it encourages the students to think through the process and perform the operations themselves. By inputting their decisions in the application, students can view a live "scoreboard" of the various companies created. At the end of the exercise, they will be able to cross reference and corroborate their calculations against those created by the tech application.

### HEINEKEN Ireland

Inclusivity In Action with  
International Mixed Ability  
Rugby Tournament

What the Mixed Ability Rugby Tournament does for players, families and the wider community is astounding; people whose lives were spent largely behind closed doors are part of something bigger than themselves. Families are given a lifeline and it sets a new model for Diversity & Inclusion. This year's event was a true celebration of inclusion and diversity, with over 1,100 mixed ability rugby players and 28 teams from 14 countries taking to the pitch in a week long tournament that showcased skill, teamwork and the togetherness of sport. HEINEKEN Ireland championed this barrier-breaking event that embodies their values of Caring for People and Enjoying Life and builds on HEINEKEN's rugby heritage as sponsors of the European Champions Cup for over 30 years. Sixty HEINEKEN Ireland volunteers played their part in contributing to the event and brought 'Brewing the Joy of True Togetherness' to life.



**This year's event was a true celebration of inclusion and diversity, with over 1,100 mixed ability rugby players and 28 teams from 14 countries taking to the pitch in a week long tournament that showcased skill, teamwork and the togetherness of sport**

HEINEKEN Ireland





## Diversity, Equity & Inclusion (LIC)

### A&L Goodbody

Putting inclusion at the heart of our business

In 2014, A&L Goodbody established a Diversity & Inclusion Group (D&I) to help drive change and implement the firm's D&I strategy. A&L Goodbody has five main areas of focus - gender (DARE), disability, sexual orientation (OneALG), social mobility and cultural diversity. A&L Goodbody has four D&I leads made up of two senior partners, Talent Director and Head of Responsible Business who are responsible for setting the strategy and overseeing implementation and progress. A&L Goodbody also has employee led sub committees that support the implementation of objectives in each of these five areas of focus. This involves creating new initiatives, introducing policies, organising education and awareness events, partnering with external organisations to support the firm in their objectives and being founding members of legal D&I networks for e.g. OUTlaw and the Disability Legal Network. The goal, ultimately, is to ensure that the policies and practices match A&L Goodbody's commitment to equality and inclusion.

A&L Goodbody

### Bus Éireann

Inclusive Recruitment: A Career Built Around You

Bus Éireann has a gender pay gap of 10.2% in favour of women. Only 10% of the workforce are female, with underrepresentation in three areas including apprenticeships. With apprentice application numbers declining, Bus Éireann examined the selection criterion and recruitment process for Apprentice Heavy Vehicle Mechanics. Their aims were to help attract and select more female apprentices and apprentices from underrepresented groups, increasing their diversity profile and working to address female underrepresentation. Job information was gathered through several workshops from key job experts within Bus Éireann, yielding a newly designed selection process with practice test material, meeting requirements and feedback reports. In their marketing campaign, Bus Éireann showcased a young female mechanic surrounded by hi tech tools and parts of an electric bus in the classic Airfix style symbolising that the perfect career is built around the candidate. This work has been ongoing with a major focus in the past 9-12 months.



### Cpl

Cpl's BeProud Cafes fostering a culture of awareness and inclusion

Launched in March 2022, 30 of Cpl's Be Proud Cafes have been held on a wide range of DEI Topics. Each calendar invite includes a description of what the topic up for discussion is (Menopause, Disabilities/Accessibility/Cultural awareness/LGBTQ/Parents/Carers). The cafes are hosted by employees who are knowledgeable or passionate about a topic. Some questions are selected to get conversations started. Depending on numbers, breakout rooms may or may not be used and a live document is shared for people to have suggestions captured.



### KPMG

KPMG Multicultural Week

Led by KPMG's Ethnicity ERG, Multicultural Week was designed to shine a light on all the cultures and countries that KPMG people are from and how we come together to form a strong and inclusive community. Key milestones of the week included an 'Around the World' party where 600+ employees gathered to embrace food, beverages and music from around the globe and a guest speaker session with Irish Rugby hero, Bundee Aki who spoke about his journey of embracing Irish culture, being welcomed by the Galway community and the privilege of wearing the green jersey. Other milestones included a moving video series featuring KPMG colleagues from different countries who told their personal stories of moving to Ireland; daily newsletters featured fun facts about different countries; an interactive map that showed all the countries represented by KPMG Ireland colleagues; and KPMG's staff restaurants served up a dish of the day with food from different continents on offer.



## Diversity, Equity & Inclusion (MNC)

### Concentrix

To improve Diversity, Inclusion and Equity throughout Concentrix

In 2022 Concentrix focused on improving diversity, inclusion and equity throughout the business. Concentrix's targets were aligned to their ESG report in Ireland to create Staff Resource Groups (SRG) (Appendix A) aligned to three key target groups: Network of Women, ABILITY and AURORA/PRIDE. From Listening Circles, areas for improvement were identified such as career development. There was a desire for a platform where people could connect with likeminded peers in a judgement free environment. The lack of women in IT and Delivery was also identified. Three innovative events were then achieved as a result: firstly, EMPOWER was brought in to support career development. Secondly, virtual 'Brave Rooms' were introduced as a safe environment to engage with likeminded peers. Thirdly, a Network of Women Metaverse experience was introduced to support women in leadership and technology.



### SSE Airtricity

New Policies

Some of SSE Airtricity's new policies include an additional 7 weeks paid leave for partners of parents who take maternity or adoption leave. Together with Paternity Leave, this gives partners 9 weeks' paid leave in total. Two weeks leave at full pay is provided for employees who suffer a pregnancy loss, including partners. There is also up to two weeks leave for fertility treatment, at full pay. Enhancements to existing policies include employees returning from any type of leave for new parents (no longer just Maternity and Adoption Leave) can work 80% of their contractual hours for 100% pay and benefits for up to six months if they take at least three months continuous leave. Also, paid leave is already in place and has been extended to allow partners leave to attend two antenatal classes for each birth rather than as a once-off right. Employees are entitled to two days paid leave to attend fostering appointments.



### Three Ireland

Diversity, Inclusion & Belonging in Three Ireland

Since 2019, Three Ireland has been working hard to enhance its culture of diversity, inclusion and belonging activity within its organisation. Taking guidance from Irish Centre for Diversity, the company has built a best-in-class programme of activity. The programme is sponsored by a member of the Executive Leadership Team and led by a proactive employee committee. It is driven by employee insight and commenced with a new vision, mission and policy. Key activities within the programme include a diverse calendar of cultural and religious events, new policies, partnership with Trinity College for 25 STEM scholarships for women, gender health propositions and gender balance targets. The programme is ever-evolving with three key focus areas; Gender (including sexual orientation), Ethnicity and Disability (including neurodiversity). Three Ireland's work has achieved the Investors in Diversity Gold accreditation and they are one of only six companies in Ireland to have achieved this recognition.



### Workday

Workday's 'Future Females in Tech' initiative

Workday's Future Females in Tech Engagement Programme, launched in 2018, helps to address the gender imbalance in the technology industry. It aims to dispel myths about tech careers and challenge stereotypes by showcasing diverse roles for women. The flagship event is a two-day immersive conference at Workday's Dublin office, featuring career skills workshops, design-thinking challenges and team shadowing. The programme doesn't end there - attendees can stay connected through social media groups, college meet-ups and mentorships. In their penultimate year, participants can apply for a six-month internship, with the opportunity for full-time roles upon graduation. Workday has seen a 67% increase in female applications for tech roles and continues to see positive results year on year, with over 150 female participants in the five years of the programme. Success is attributed to the enthusiasm of all participants, including all colleagues and continuous improvement through sentiment surveys.



## Environment (LIC)

### An Post

#### An Post De-carbonisation strategy

As the operators of one of Ireland's largest vehicle fleets and with over 2m square feet of property under management, the transition to a sustainable fleet and renewable energy is core to An Post's decarbonisation strategy. Some of An Post's main initiatives in 2022 were reducing their Scope 1 and 2 emissions by 12% year-on-year due to improved fleet and energy management, including the installation of more smart energy management systems in their properties. An Post also aimed to increase the proportion of its fleet running on alternative fuel sources to over 30% and launched its 'Concept Properties Programme' which focused on installing solar panels, air-source heat pumps, battery electric storage systems and public fast chargers in two An Post sites. In order to leave a mark they are proud of, An Post strives to ensure that its products and services are procured responsibly and sustainably, with 97% of its tenders having sustainability as an evaluation category.



### Diageo Ireland

#### Guinness Malting Barley Regenerative Agriculture Pilot

In February of 2022, Guinness announced an extensive three year farm based programme to highlight opportunities for reducing the carbon emissions of barley production. Regenerative agriculture is an approach to farming that works in harmony with the natural environment to put back more than it takes out. Recognising the need to tackle the twin climate and nature crisis, Guinness is conducting one of the most ambitious regenerative agricultural pilots to take place on the island of Ireland in tillage. Guinness' ambition is to first work alongside Irish barley farmers participating in the pilot to support them in the transition towards regenerative agriculture or bolster regenerative practices they already have in place. Guinness aims to scale up the adoption of practices that employ nature-based solutions which support the production of low carbon barley and improve shared natural resources such as biodiversity and water under a regeneratively grown model.



### Naomh Breandáin Credit Union

#### 3D Imaging Model

Sustainable Energy West was established in 2018 to stimulate a local movement of energy efficiency and sustainable living, where everyone benefits. It has done enormous projects and worked on an EMP and 13 Energy Audits, a 5 Year Strategic plan and a 3D Energy Model. Sustainable Energy West also engaged with local schools, colleges and universities and many other stakeholders in completing those projects. A brand new website was also created for Sustainable Energy West. A biodiversity garden is visible in the CU car park and two charge points are free to members. Sustainable Energy West have also worked with TY students on air quality measurements and water quality testing. Sustainable Energy West received funding from the Credit Union, GRD/Leader/SEAI/ Galway CoCo and Derrybrien Wind Farm in support of these initiatives and it won the Deloitte Sustainable Award in 2021 which recognised its work in the local community.



**Guinness is conducting one of the most ambitious regenerative agricultural pilots to take place on the island of Ireland in tillage**

**Diageo Ireland**

## Environment (LIC) *cont'd*

### Port of Cork Company

#### Port of Cork Company Renesting Improvement Project

Since 2010, a sub-colony of Common Tern nested at Ringaskiddy and this breeding site quickly became the largest in Cork Harbour. Unfortunately, for a number of years, chick survival at this nesting site became extremely low. In 2017, the Port of Cork proposed conservation measures to be implemented in Ringaskiddy, Co. Cork - including the installation of purpose-built pontoons to provide safe breeding sites for the birds and ongoing monitoring. Knowledge gained over the years allowed for re-modifying of the pontoons to help effectively keep the predators away from the nests. In 2021 and 2022, a large number of terns nested - with even more expected to nest this year (April - August 2023). All evidence to date suggests that the terns nesting on the pontoons are well protected from their principal predators (grey herons and otters) and so their pontoons appear to provide suitable alternative breeding sites for Common Terns in Cork Harbour.



**Uisce Eireann provided water stewardship training to businesses, growing this programme to over 600 organisations as certified water stewards**

Uisce Eireann



### Press Up Hospitality

#### Press Up Rethink Green Project

Press Up Hospitality's RE Think Green initiative is an environmental program that involves eight hotels and restaurants, with over 100 volunteers sharing the same vision of creating a sustainable culture and reducing energy usage. They launched the program with a Re Think Green Workshop, featuring guest speakers including the Minister of the Environment, Eamon Ryan. As part of its partnership with the 50 Shades of Green Program, Press Up Hospitality significantly reduced its energy and waste usage in Q1 2023. An online workbook was created to track progress across all its properties and Press Up have introduced WorkVivo, a communication tool, to facilitate collaboration between teams. The program extends beyond hotels, with volunteers supporting local communities. They provide regular training sessions to teams to keep them informed and engaged in their sustainability journey.



### Uisce Éireann

#### Sustainable Water Services

In 2022, Uisce Éireann made significant progress to improving its sustainability and businesses and communities through numerous actions. Uisce Éireann implemented an Energy Efficiency Programme, achieving over 34% improvement. They also implemented low carbon, nature-based solutions, installing innovative sustainable, sludge reed beds and Integrated Constructed Wetlands, with 19 sites under construction and 28 sites in the detailed design phase. Uisce Éireann planted 130,000 native trees, implementing biodiversity enhancement measures on 200 sites nationally. They also progressed a circular economy model for sludges, with 90% of their water sludge now going to CE outlets, from a starting point in 2016 of 70% going to landfill. Uisce Éireann provided water stewardship training to businesses, growing this programme to over 600 organisations as certified water stewards. They partnered with An Taisce's Green-Schools programme, with over 300,000 students and teachers participating in the programme, and with An Taisce's Clean Coasts programme and Think Before You Flush campaign. Finally, they are an expert water partner in the GAA Green Clubs programme.





## Environment (MNC)

### ALDI Ireland

#### ALDI's Food Waste Strategy - 'Low Waste to No Waste'

ALDI understands that as a large retailer, business growth must go hand-in-hand with a robust Corporate Responsibility (CR) strategy and that business activities can have a significant impact on climate and the environment. Under the 'Greener' pillar of ALDI's CR Strategy 'Better Everyday', ALDI has introduced a 'Low Waste to No Waste' strategy that consists of a wide range of projects and initiatives to help deliver a 50% reduction in food waste by 2030. Stores are encouraged to either distribute or reduce any food that is fit for consumption so that nothing goes to waste. This is supported by the following initiatives with the aim to reduce food waste by 60 tonnes year on year: food waste KPI's to encourage stores to redistribute and repurpose food waste as a priority, sale of reduced products (30%,50%,75%), Surprise Bags via Too Good To Go (TGTG) and FoodCloud Charity Donations.



### Boots Ireland

#### Recycle at Boots

Recycle at Boots' is a first-of-its-kind recycling scheme available in 50 Boots stores across the country. It allows customers to recycle plastic packaging from beauty and wellness items that cannot be recycled at home. Hard to recycle items, such as mascara wands, lipstick tubes, toothpaste tubes, toothbrushes and cosmetic pumps cannot be recycled via household waste bins as they cannot be cleaned or completely emptied. This scheme allows people to recycle them at Boots stores in drop off points. After dropping off in-store, the empty products are sent to Boots' recycling partner, where they are then transformed into new items such as reusable storage containers that are now being used at Boots warehouses. Products can be from any brand and for every five items recycled, customers receive, via their loyalty card, 500 points (€5).



### Concentrix

#### Concentrix Sustainability League

Concentrix have set out ESG goals that we aim to achieve by 2025. The Sustainability League recognises outstanding performance in environmental sustainability across 12 key metrics including: energy efficiency improvement, LED lighting conversion, waste segregation, paper recycling, trees planted, environmental volunteer hours and other employee engagement metrics. The top country in the league table demonstrates the best commitment in the key areas of sustainability including energy, waste and ecosystems. This initiative embodies the 'Think Global, Act Local' principle. Locally, the team are based at their site in Dublin or are part of their work at home population located across the 26 counties of the Republic of Ireland. Collectively they make up our 850 strong team in Ireland. They are amazed by the efforts every day, efforts which make an impact on both the community locally and the overall Concentrix global effort to achieve their ESG goals.



**After dropping off in-store, the empty products are sent to Boots' recycling partner, where they are then transformed into new items such as reusable storage containers**

**Boots Ireland**

## Environment (MNC) *cont'd*



**Achieving net positive water use will rely on a combination of water conservation and restoration. Intel Ireland have introduced a new filtration system that will help save 484 million litres of water every year**

Intel Ireland

### Intel Ireland

#### Water Efficiency through Nanofiltration

One of Intel's key sustainability targets is to achieve net positive water use. This means that by 2030, they aim to put more water back into the external water network than is taken out by them. Currently, approximately 88% of the water that they take in at their campus is returned to the River Liffey. Achieving net positive water use will rely on a combination of water conservation and restoration. Intel Ireland have introduced a new filtration system at campus that will help save 484 million litres of water every year. The new system – called a nanofiltration system – will capture water that is lost during the onsite process water filtration process and redirect it for use in other parts of the manufacturing operations. The nanofiltration system is the most significant water conservation project to ever be implemented at the Leixlip campus and came into operation in Summer 2022.



### KPMG Ireland

#### Action outside Energy

Whilst KPMG have de-carbonised their offices with 100% renewable electricity and 100% biomethane supplies, protecting our environment is so much more than the traditional energy related measures. With this in mind, they have shifted their focus to key topics affecting their local flora, fauna, habitats, resources and communities. In the past 12 months, KPMG has established an internal working group on both Biodiversity and Waste and utilised IBAT tool to understand and quantify biodiversity impact. KPMG also became a signatory for the All-Ireland Pollinator Plan, became founding members of "Business for Biodiversity", designed and installed bespoke bug hotels, eco volunteering at UNESCO Biosphere site, Bull Island, reduced water consumption by 3.2 million litres, conducted independent waste audits via Voice Ireland, installed AI waste bins and reverse vending machines on site, introduced a deposit and return scheme for coffee cups, set a target of Zero to Landfill and routed all food waste to anaerobic digestion.



## Partnership with a Social Enterprise

### Canada Life Reinsurance

#### Use Me Baby One More Time

Vytal Ireland is a collection of like minded people, passionate about reducing waste and protecting the environment. The concept is to enable and encourage people through the use of their smartphones to borrow, use and return reusable cups and containers through a network of partners including cafes, restaurants and supermarkets.

CLRe have partnered with Vytal to enable a roll out of this innovative and impactful project that will reduce food and beverage waste packaging in communities and offices throughout Ireland.

Vytal's reusable containers can be used over 200 times and even 10 uses can save up to 30kg of CO2, compared with polystyrene or aluminium packaging. To date, CLRe have directly purchased and donated over 6,500 containers and cups to Vytal Ireland to support their operations, with an additional 7,000 planned for 2023. CLRe and Vytal Ireland have also collaborated with regard to the marketing of this outstanding product.

### DPD Ireland

#### Lough Ree Access For All 'Resilience' Boat Initiative

Access for All acquired a custom-built boat which was built in Tallinn and is the first licenced passenger boat of its kind in Britain and Ireland. It can carry up to eight wheelchair users and crew on each sailing. The initiative behind Access for All is proudly supported by DPD Ireland who assisted in providing funding for human resources and to acquire a new building.

The innovative boat uses a quick 'collapsing bow' design allowing easier, more comfortable access to wheelchair users who had otherwise required lifting or hoisting assistance from a third party. By engaging with the wider community and providing additional training and advice, they can now offer a range of activities to individuals who may have struggled with access in the past.

Alongside their new national facility, these unrestricted activities such as angling and power boating have opened up a new world to individuals with disabilities.

### IRD Duhallow

#### IRD Duhallow Relove Paint Project

A collaboration between Cork County Council, Cork City Council and three Cork social enterprises (IRD Duhallow in Newmarket, Northside Community Enterprise (NCE) in Farranferris, Cork City and Cycle Sense based in Skibbereen), the Relove Paint project sees unwanted paint collected from both local authority civic amenity sites by the social enterprises who then filter, remix and recolour the paint to produce a high quality but low cost paint which is distributed back into the community. As well as helping to protect the environment, Relove Paint also delivers economically. These three fantastic social enterprises epitomise the circular economy at its very best. IRD Duhallow, Cycle Sense and NCE are delivering for their local economy in terms of job creation and reducing the costs for individuals, community groups and businesses who are using the paint.



**By engaging with the wider community and providing additional training and advice, they can now offer a range of activities to individuals who may have struggled with access in the past**



DPD Ireland

## Partnership with a Social Enterprise *cont'd*

### Irish Prison Service, Eco Mattress & Bounce Back Recycling

Purchasing wisely for social and environment good

Every year, approximately 1,200 mattresses must be removed from Irish prisons. Sending these mattresses to landfill has a significant environmental impact as synthetic foam, fibers and hazardous flame-retardant chemicals can leach into drinking water. It takes 80-120 years for a normal mattress to break down in a landfill.

In 2021, the IPS sought to divert such waste and conducted a mini-tender process for the removal and recycling or repurposing of discarded mattresses. The tender also required the contractor to employ former offenders as being employed greatly reduces the likelihood of returning to prison.

Environmental compliance was assessed based on the provision of evidence of appropriate waste permits, standards certificates and quality control procedures provided.

This contract was the first time the IPS implemented social clauses.



Since 2004, Cill Ulta has transformed the 8-acre site into a social enterprise centre and test beds for sustainability and economic development

Momentum



Seirbhís Phríosúin  
na hÉireann  
Irish Prison Service

### Momentum Educate + Innovate

Cill Ulta, food sustainability and circular economy transforming the region

Cill Ulta is long associated with regional regeneration. It began in the late 1960s by Gaeltarra Éireann, the national development agency for the Gaeltacht. 36 staff with an additional 26 seasonal workers grew tomatoes, potatoes, carrots and lettuce under eight acres of oil-heated glasshouses supplying the Dublin markets. When the price of oil skyrocketed in the 1980's, the enterprise was no longer profitable and the glasshouses were abandoned. Since 2004, Cill Ulta has transformed the 8-acre site into a social enterprise centre and test beds for sustainability and economic development. Their mission is to champion the bioeconomy, food sovereignty, sustainable energies, farm-to-fork research, circular economy, Irish agricultural heritage and the Irish language. It does this in a special place – it counts two Special Protection Areas and a Special Area of Conservation within its boundaries. Cill Ulta also facilitates an Agricultural European Innovation Partnership (EIP-AGRI), spearheading cutting edge approaches.

momentum  
[educate + innovate]

### SERI: Social Enterprise Republic of Ireland

The Buy Social Corporate Challenge with SERI and CBRE

SERI have partnered with the procurement team in CBRE to support the growth of the Social Enterprise sector and provide business opportunities so that SE's can increase their earned income through large and recurring contracts. They have 50 registered SE's on the programme and provide a holistic support package including mentoring, peer support, access to procurement experts and opportunities to pitch to new companies.

 SERI

## Partnership with Charity (LIC)

### A&L Goodbody LLP

#### Partnership with Depaul

ALG's partnership with Depaul stands out as one of our most impactful and enduring charity partnerships to date. It is illustrative of the phrase - the whole being greater than the sum of its parts. At a strategic level, ALG has supported the ongoing development of Depaul through engagement at leadership level and through pro-bono legal support on significant service advancements, such as one of the largest transfers of services in the Irish voluntary and community sector. Depaul provides opportunities for their people to engage in meaningful volunteering opportunities to better understand the systemic causes of homelessness. What makes their partnership so impactful and successful is their strong shared values and their ongoing shared commitment to doing everything they can together, to improve the lives and the outcomes for people who are homeless in Ireland.

**A&L Goodbody**

### Arthur Cox LLP

#### Arthur Cox and the Alzheimer Society of Ireland

As part of their charity partnership, Arthur Cox have worked with The Alzheimer Society of Ireland on its education programme for secondary schools. This included funding the development and delivery of an e-learning platform that focuses on creating a Dementia Inclusive Generation, with research showing that almost one third of young people in Ireland know someone with dementia, the programme aims to reduce stigma around dementia through intergenerational work between schools, their communities and people living with dementia. For the pilot programme, 19 schools participated in the Creating a Dementia Inclusive Generation programme. The programme has since been rolled out to a further 50 schools for the academic year 2022/23.

**ARTHUR COX**

### Buck & Hound

#### Dublin Simon Community - The Busk

The Busk has become a Christmas institution since its inception a decade ago, with artists such as Bono, Dermot Kennedy and Glen Hansard performing on the streets of Dublin to raise funds for Dublin Simon. The pandemic created barriers to community activity, with one example being the cancellation of The Busk in 2020. While Dublin Simon continued to provide meals, care and shelter to those experiencing homelessness, fundraising shortfalls resulted in additional pressure being placed on these services. To bridge a €1.2m funding gap in 2021, Collective Films organised a livestream with The Busk artists from St. Patrick's Cathedral, which was immortalised to vinyl for sale in 2022, with all profits going to Dublin Simon. In order to boost the media presence of the record and the return of The Busk in 2022, Dublin Simon enlisted the pro bono support of Buck & Hound as part of its ongoing retainer.

**BUCK &  
HOUND**



**To bridge a  
funding gap in  
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St Patrick's  
Cathedral,  
which was  
immortalised to  
vinyl for sale in  
2022**

**Buck & Hound**

## Partnership with Charity (LIC) *cont'd*

### Kerry Group

Realigning Agriculture to Improve Nutrition (RAIN) in Niger

The Concern/Kerry partnership aims to use the technical expertise and the shared ambitions of both organisations to improve health, nutrition and livelihood outcomes for the extreme poor. Their flagship programme, RAIN (Realigning Agriculture to Improve Nutrition), took place in the Tahoua region of Niger. The UN Human Development Index 2021 ranks Niger 189th out of 191; it is one of the poorest countries in the world.

This four-year programme ran from April 2018 – March 2022, supported with sponsorship from Kerry Group, with five key objectives:

1. Increase food production and diversity of nutrient-rich fruit and vegetables
2. Promote key health practices for improved maternal and child nutrition
3. Improve access to reliable and safe water sources and improved sanitation
4. Reduce inequalities experienced by the extreme poor and vulnerable, particularly women and girls
5. Strengthen the capacity of local structures to identify issues and solutions within the community.

 KERRY

### Matheson LLP in partnership with Irish Rule of Law International

Commercial Law Training Programme in South Africa

Matheson is a long-standing supporter of the Irish Rule of Law International. The Commercial Law Training Programme is IRLI's oldest programme and was developed to provide lawyers from disadvantaged backgrounds in South Africa with access to high-quality legal training and to overcome some of the structural inequalities that remained.

The Programme was traditionally delivered in person in South Africa. With a view to promoting greater access in terms of geographical reach and participant numbers and in response to Covid, Matheson, in partnership with IRLI, Law Society of South Africa and South African law firm, Cliffe Dekker Hofmeyer, developed and delivered a bespoke online Programme. Twenty-five Matheson lawyers provided tailored legal training to 100+ South African lawyers. The Programme was delivered over five weeks covering contentious and non-contentious matters, risk management and developing a sustainable commercial practice. Each participant benefited from feedback and mentoring.

 Matheson



**The Programme was developed to provide lawyers from disadvantaged backgrounds in South Africa with access to high-quality effective legal training**

**Matheson LLP**

## Partnership with Charity (MNC)

### ALDI Ireland

#### ALDI and Barnardos partnership

In 2020, ALDI spotted an opportunity to further build on the company value of helping its community and customers by lending its support to the issue of child food poverty in Ireland. Barnardos' work provides real change and it became clear that ALDI could contribute to that change. The issue of child food poverty in Ireland prevailed in 2022, with research finding that parents had skipped meals, borrowed money and cut down on paying bills so that they could feed their children. ALDI knows that together with Barnardos, a substantial difference can be made in tackling food poverty and supporting vulnerable families through this social crisis. The impact and synergy between ALDI and Barnardos is inimitable and as a result, the partnership has been extended for a further two years, pledging to raise a further €1 million for Barnardos to continue to work against food insecurity across Ireland.



### Bank of America

#### Bank of America and Social Entrepreneurs Ireland: Ideas Academy

BofA has been supporting the SEI Ideas Academy since 2018. This 3-month programme supports high-potential social entrepreneurs with early-stage innovative ideas to solve social problems. Participants in the Ideas Academy are supported to clearly articulate, refine and progress their solution to build skills, accelerate learning in core areas of importance to social entrepreneurship and to move from idea to action. In 2022, the Ideas Academy supported 45 social entrepreneur-led projects at the idea stage of their journey, who had a unique insight into a social problem - usually through personal experience - a new or better idea to tackle it, an entrepreneurial mindset and the commitment and ambition to develop their idea. The Ideas Academy is crucial in providing funding, tailored training, peer support and an extensive network to move their idea to action.



### BNP Paribas

#### Helium Arts

BNP Paribas & Helium Arts partnership began over 10 years ago. The partnership increases awareness of the BNP Paribas brand and links with its core values, which include 'culture' - aligning perfectly with what Helium Arts does for children. The relationship shows that BNP Paribas is not just about day-to-day banking, but is part of the larger community in Ireland. It also engages staff, fulfills our organisational strategy for arts sponsorship and represents excellent value for money for our investment.

From 2013-2018, the partnership supported 'Cloudlands' This was an arts initiative run by Helium Arts in Children's University Hospital, Temple Street working with children experiencing serious illnesses like cancer and cystic fibrosis. Since 2018, the journey has continued, supporting Helium Arts to grow Creative Health Hubs in Cork, Limerick and Galway. Here, they run art programmes in hospital Outpatient Departments while children wait for medical appointments and provide community arts and online workshops at weekends and school holidays.



**The issue of child food poverty in Ireland prevailed in 2022, with research finding that parents had skipped meals, borrowed money and cut down on paying bills so that they could feed their children**

ALDI Ireland

## Partnership with Charity (MNC) *cont'd*

### Boots Ireland

**Boots Ireland in partnership with the Irish Cancer Society**

Boots' partnership with the Irish Cancer Society is now in its twelfth year and the work undertaken to support this partnership is embedded throughout the organisation. What began initially as a fundraising initiative continues to evolve through the work carried out by Boots Irish Cancer Society Information Pharmacists (BIIP), helping patients to manage the side effects of treatment and the Boots Cancer Beauty Advisors (BCBA), helping customers to feel more like themselves again through practical hints and tips on skincare and beauty. In conjunction with this, they also carry out fundraising, all of which goes directly to support the Irish Cancer Society Night Nursing service. This service provides free end of life care, allowing patients to pass at home surrounded by family and loved ones. To date, they have raised over €2.8m and over 8,000 nights of care.



### Three Ireland

**Three Ireland's Charity Partnership with Aware**

Three concentrates its charity strategy around mental health and since 2020 they have partnered with Aware. Aware aims to create a society where people affected by stress, anxiety, depression, bipolar disorder and mood related conditions are understood, supported, free from stigma, and are encouraged to access appropriate therapies. Over the past three years, Three has supported Aware through annual corporate financial donations, employee fundraising events, awareness raising campaigns and service support. Aware's Support Line service is key to its operation, handling over 30,000 calls a year. Up until 2020, this service was manned by 115 trained volunteers from its head office location in Dublin. When Covid-19 forced Aware's office to close, Three provided its cloud-based telephony system called 3Connect to Aware to allow its volunteers to take calls from home. Aware was able to keep its vital service going with no interruption; a lifeline at a critical moment.



Over the past three years, Three has supported Aware through annual corporate financial donations, employee fundraising events, awareness raising campaigns and service support

Three Ireland



## Sustainable Impact by a Small Business

### Bee Green Ireland

Native Irish Honey Bee Initiative

Bee Green Ireland is promoting the importance of the native Irish honey bee, encouraging corporate responsibility in the area of their environmental impact thus improving their local ecosystem and creating awareness around the decline of native Irish pollinators. For a small monthly fee, Bee Green Ireland installs and manages beehives for organisations. This provides a unique opportunity for businesses to learn about beehives firsthand, raise awareness of the issues and promote sustainability and biodiversity actions for their organisation.



### Birthday Press

Picker Pals

Picker Pals is an integrated content and activity environmental programme designed for primary school children and their families. Litter-picking activity is motivated through immersion in a story world, video and social media content, and a Picker Pack containing adult and child litter-picking tools that is taken home by a different student every week. The Picker Pals programme includes printed content (readers and activity books), all the equipment required for litter-picking, teacher support materials to run the Picker Pals programme, Picker Pals TV episodes and digital resources. The programme offers funders an opportunity to become part of a positive cycle operating at the heart of communities to engender and encourage environmental stewardship. This allows people to make the world better and have fun doing it.



### One Step Closer

Trinity College Dublin  
- student, staff and  
community sustainability  
engagement

For over four years, Trinity College Dublin has run 19 campaigns using One Step Closer, with the results from each helping to hone the direction of their sustainability initiatives. From plastic-free refectories to funding for Green Laboratories, each campaign gives audiences choices to vote for, linked to wider Sustainable Development Goals the university is targeting. Promoted via social media, society groups, noticeboards and interested media, voting is easily accessible on any digital device. Participants get instant results and can see the impact when the action is implemented. The most ambitious campaign - to rewild the 400 year-old lawns at the entrance - garnered 14,000 votes from students and the wider community and resulted in positive media coverage in over 50 outlets in Ireland and around the world. Subsequently, Trinity's reputation for sustainability was three-times greater than other universities in Ireland and the university has real data for reporting and decision-making.



### Ballykilcavan Brewing Company

Decarbonisation project at  
Ballykilcavan Brewery

The most important step in the project has been reducing energy usage and making the brewery more energy efficient. Measures taken in 2022 included recovery of heat from a glycol chiller, the installation of a separate smaller hot water tank for cleaning water, better re-use of hot water from the brewing process, re-using pre-heating water and reducing the cooling used for packaged beer and beer in the fermenters. They installed an 11kW solar panel on the brewery roof in 2021 and added a further 39kW array in October 2022, with the aim of using as much of this energy as possible, while additional exported energy is paid for under the micro-generation support scheme. They also switched their grid energy supplier in January 2022 to a supplier which sells 100% renewable energy and a 22kW hydro plant is now in pre-planning with Laois County Council.



## Sustainable Impact by a Small Business *cont'd*

### GORM

#### Intercultural Creative Agency

GORM is a social enterprise on a mission to unify differences and advance belonging for marginalised communities. GORM's vision is to spark a movement of unity and shared understanding through innovative creative media and diversity training to demonstrate that difference does not mean division. With the unique blend of expertise in creative media and social psychology, they aid in the sustainable goals of reducing inequality and peace, justice and strong institutions. Their vision as a social mission business is to be the leading creative company in Ireland that is committed to advancing belonging for marginalised groups through media, training and events.



**Positive Carbon aims to help foodservice businesses take control of their food waste, reduce their costs and improve their environmental impact**

Positive Carbon



### Positive Carbon

#### Food Waste Reduction in Foodservice Businesses

Positive Carbon aims to help foodservice businesses take control of their food waste, reduce their costs and improve their environmental impact. Food waste is such an extensive problem, as it's difficult to track and created across different teams with multiple sources. Positive Carbon gives this visibility to kitchens. They have developed a camera that sits above the bin in any kitchen which tracks and analyses every single food item that is thrown away. This information is accessed by chefs and management on a dashboard where they get daily, weekly and monthly reports on their food waste to identify the largest sources of waste and the environmental and financial impact of this waste. This provides clients with the ability to credibly demonstrate they are integrating sustainable practices into their operations and meeting their sustainable targets.



### The Big Idea House

#### The Big Idea

Young people are inheriting some big problems and need creative thinking skills to help them navigate these challenges. The Big Idea programme works with Transition Year and Leaving Cert Applied students, as well as Youthreach and DEIS learners aged 15-19, providing free learning materials and inclusive methods to cater for all abilities.

In just three years, the programme has been rolled out in 22 counties, with a Northern Ireland pilot and EU projects in motion. During the 14-week programme, learners develop a creative mindset and co-create projects with their peers, aligned to UN Sustainable Development Goals.

The programme has already had a sustainable impact on 6,500 young people, increasing their confidence, resilience and empathy and giving them the creative thinking skills they need to tackle real problems that they face.

With support from 700+ industry mentors, the young people are set up for success in a complex and challenging world.



## Sustainable Impact by a Medium Business

### Galway International Arts Festival

#### Introducing Sustainability

Cognisant of the damage being done to the planet by human activity, Galway International Arts Festival aims to transition the festival to a sustainable future by significantly reducing its carbon footprint over the next number of years. The goal is to save the environment by reducing climate change impacts and risks, consider nature and biodiversity, whilst enhancing economic growth nationally and locally. Supporting the local artist is at the heart of the Festival.



### Gardiner Family Apothecary

#### Gardiner Family Apothecary Launch

Gardiner Family Apothecary are progressing towards the vision of a 'circular economy', in which resources are re-used rather than going to landfill. They are doing this by minimising single use packaging, particularly non-recycled and single use plastic. So far they've switched most of their pump packs for products to be completely made from plastic, with no metal parts to impede its recycling. It is also produced using 60% fewer parts typically found in a traditional dispenser and has optimised restitution of up to 98%, offering protection of formulations and 100% recyclable plastic packaging.

GARDINER FAMILY  
APOTHECARY  
SINCE 1934

### Lárionad Acmhainní Nádúrtha LAN CTR Cill Ulta

#### Sustainable Community Horticulture

Cill Ulta, located along the Wild Atlantic Way in the Donegal Gaeltacht in a Special Protection Area, began in the 1960's as a tomato growing enterprise supplying the Dublin early markets. When the price of oil skyrocketed in the 80's, the enterprise was no longer profitable and the glasshouses were abandoned. Over the years, various community groups have worked tirelessly to preserve as much of the structure as possible. One acre of glasshouse remains, with the rest of the site having been classified as industrial wasteland. In the late 1990's, Lárionad Acmhainní Nádúrtha (LAN), a non-profit with charitable status, was formed to use and revive the site.

 Cill  
Ulta  
Áitiúil • Blasta • Úr



**The goal is to save the environment by reducing climate change impacts and risks, whilst enhancing economic growth nationally and locally**

**Galway International Arts Festival**

## Sustainable Impact by a Medium Business *cont'd*

### The FACTORY

Make a Positive Impact

The FACTORY is attempting to prove that a sustainable business is better from environmental, social and financial perspectives. The FACTORY had been on an eco-path for many years. Founded in 2000, this small family business commenced publishing The Local Planet journal on sustainable living in 2004. The enterprise always had a sustainability focus. In 2018, when the founders' daughter, Lisa, joined the team, a renewed emphasis was placed on how The business could achieve its mission. The team decided that the enterprise should endeavour to become Ireland's most sustainable example business. Following a series of staff meetings, the team came to the conclusion that by becoming more environmentally and socially proactive, the enterprise would be more successful. If the team failed on its mission, there would be one less unsustainable business. However, they had learned, 'a business that stands for something is more likely to succeed' (Blaise Brosnan).

### UrbanVolt

Solar Made Easy

UrbanVolt found that many of the Irish companies who wanted solar energy the most were those who could afford it the least, and that's why they created their solar as a service model to make the transition to solar energy as easy as possible. They remove the barriers to clean energy by supplying, installing and maintaining rooftop solar arrays at no up-front cost to clients. They enter into a Power Purchasing Agreement (PPA) for between 10 to 20 years with clients who then pay a monthly fee for the clean energy generated by the panels on their roofs that they consume to run their business operations. This model enables clients to utilise the capital they may have used to purchase solar panels elsewhere in their business, which in the current economic climate can make a huge difference to Irish businesses.

### Wren Urban Nest

Dublin's first sustainable hotel

At Wren Urban Nest, the goal is to lead the way in sustainability. Constructed using the most advanced sustainable technologies, Wren is Ireland's first net carbon place to stay and one of the country's only "A" BER accommodation providers. The design of the hotel focuses on compact luxury and energy efficiency, with small format bedrooms decorated and accessorised with the best contemporary Irish craft, a showcase for Irish design from brand to bed, confidently supported with smart, sustainable technologies. Sustainability runs through the veins of the hotel and everything that is done is considered to ensure they are choosing the best option for the planet and for guests.



**This model enables clients to utilise the capital they may have used to purchase solar panels elsewhere in their business, which in the current economic climate can make a huge difference to Irish businesses**

UrbanVolt



Pat McDonagh, Owner Supermac's,  
Trócaire Supporter.

“MY BUSINESS  
HAS HELPED  
CHILDREN GO TO  
SCHOOL  
AND PROVIDED  
WATER TO  
VULNERABLE  
VILLAGES IN  
ZIMBABWE”

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# Volunteering

## Glenveagh Homes

**Glenveagh Homes - ALONE Maintenance Days**

A key element of the Glenveagh Building Lasting Communities programme is to provide targeted support to areas and communities where they are active. As a result, invaluable support has been provided to local charitable causes through volunteering with charities and worthy causes that help local communities to flourish. In addition, Glenveagh have actively fundraised for charity partners including ALONE with a total of €328,637 going to very worthwhile causes in 2022. Since March 2022, employees have taken part in three 8-hour volunteer days with ALONE at their housing facilities in Dublin, providing much needed support and landscaping skills, as well as helping with tasks such as painting. The results – a total of 346 volunteering hours for the charity, helping maintenance employees with their day-to-day workload and reducing their overall annual maintenance costs, as well as enhancing the housing facilities for its residents.



Glenveagh Homes

## John Sisk & Son

**Volunteering partnership with St Ronan's National School Clondalkin**

A group of enthusiastic Sisk employees got involved with BITC Time to Count programme with St Ronan's School in 2021. Time to Count is a numeracy programme to support third class children through chosen numeracy games and activities. The relationship between the staff and the students was one of instant admiration and appreciation. To support the school further, the team decided to undertake a major refurbishment of the school during the summer of 2022, in time for the new school term in September, with 60 volunteers over numerous days. The main areas of focus were as follows:

- Front (painting and garden remediation)
- Wild garden (perimeter, resoiling and reseeding)
- Wild garden (bank; new planting boxes, soil and general remediation)
- Wall painting (including sensory garden)
- Internal courtyard redecorated as indoor/ outdoor classroom
- Staff canteen – giving the staff some comfort during their breaks
- Sporting equipment, basketball hoops and goalposts – donated by Sisk.



## Mason Hayes & Curran LLP

**Family Reunification for Unaccompanied Minors in partnership with KIND Project**

The KIND project operates in many countries across the globe and in Ireland it is operated through a joint collaboration between the Immigrant Council of Ireland and the Irish Refugee Council. Mason Hayes & Curran partnered with the KIND project in 2022 to act for unaccompanied refugee children who have already been granted refugee status. The nature of the pro bono work involves preparing and submitting family reunification applications to the Department of Justice. If successful, the immediate family members of the refugee children can be granted permission to enter the country. In taking on the project, the firm assembled a small team of lawyers to oversee the initiative internally, as well as inviting volunteer lawyers at all levels to take on cases. The response to date within the firm has been overwhelmingly positive.

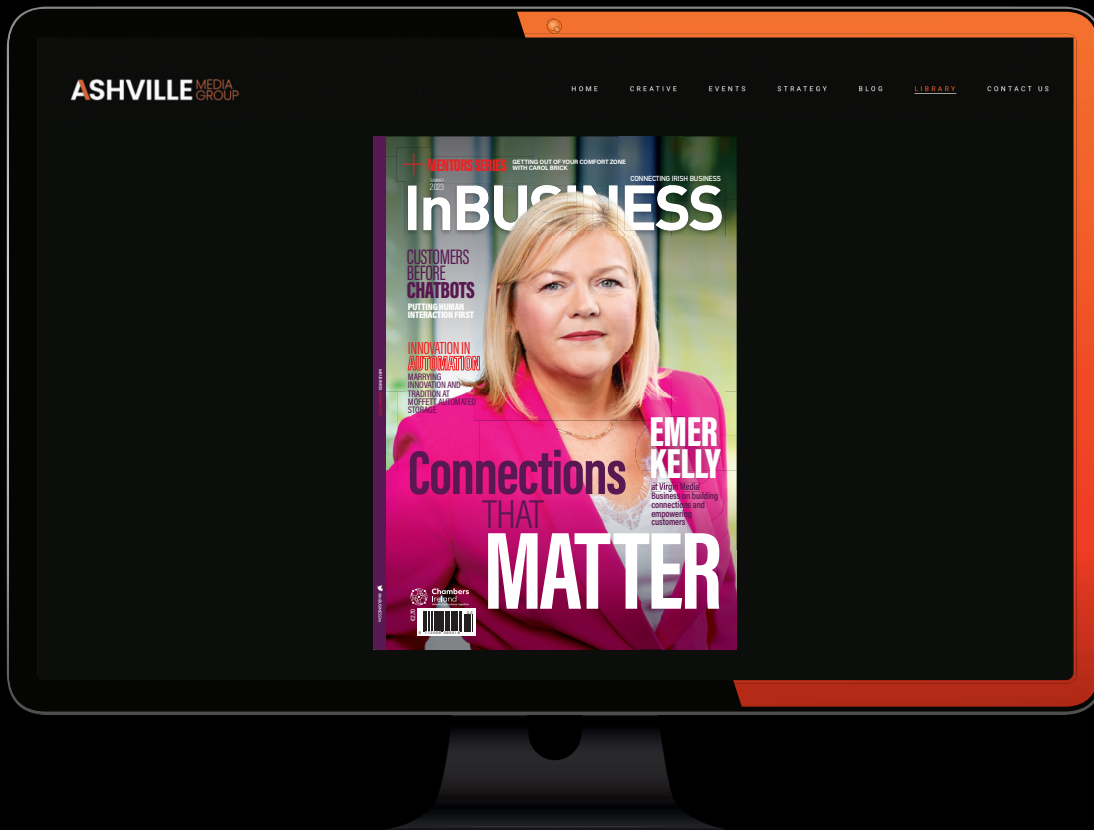


**Mason Hayes & Curran partnered with the KIND project in 2022 to act for unaccompanied refugee children who have already been granted refugee status**

**Mason Hayes & Curran**

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## Volunteering *cont'd*

### Matheson

**Legal community unites to support Ukrainians on Maynooth University campus**

In July 2022, over 840 Ukrainian refugees arrived at a temporary Ukrainian refugee facility in Maynooth University. A&L Goodbody LLP and Matheson LLP led a first of its kind collaboration between the Irish Red Cross and Ukraine Ireland Legal Alliance (UILA) to assist Ukrainian refugees in Maynooth over a six week period from July to August 2022.

With the involvement of six other law firms (Arthur Cox LLP, William Fry LLP, Walkers (Ireland) LLP, Philip Lee LLP, Dechert LLP and Comyn Kelleher Tobin LLP), a team of 124 volunteer lawyers, law firm professionals and interpreters provided a range of assistance. This included developing and resourcing the first onsite legal information clinics; distributing €40,000 worth of welfare vouchers; providing critical support in information gathering and data entry; and liaising with host families to assist in the location of suitable accommodation for 800+ Ukrainians who had to be re-located by 5 September 2022.

### Workday

**Workday's Transition Year Work Experience Programme**

Workday's programme inspires students to learn more about technology career paths. The programme is highly interactive and project-driven to maximise student engagement. Volunteers from across the organisation designed, developed and delivered as subject matter experts from UX Design to cyber security and coding. It is a 'hands on' initiative for students to learn directly from employees about their career journey, innovative work and relationship development. Students are drawn from four local DEIS schools: Mount Carmel Secondary School, St Paul's Brunswick Street, Stanhope Secondary School and Cabra Community College. It is a practical week where staff from across the organisation volunteer to teach these students about coding, multimedia, cybersecurity and general technology, while also facilitating tours of Workday's User Experience Lab and Security Operations Centre - while always ensuring they are supported, enabled and of course, well fed!



**Workday's programme inspires students to learn more about technology career paths. The programme is highly interactive and project-driven to maximise student engagement**

Workday

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## Workplace

### Boots Ireland

Wellbeing at Boots and Mental Health First Aid in the workplace

Care for customers, patients and colleagues is at the heart of everything Boots Ireland stands for. This helps inform the overall wellbeing strategy in four key areas:

1. Work – Supporting a safe and engaging workplace
2. Management – Developing manager confidence and capability
3. Specialist Support – Providing expertise to improve health and wellbeing
4. Personal Wellbeing – Providing expertise to encourage and enable personal ownership, developing a holistic approach to include physical, mental, financial and social wellbeing.

This involves the introduction of a range of initiatives encompassing all of the above e.g. from the option of purchasing additional holiday leave, to increasing maternity leave paid top up for colleagues to 10 weeks and the provision of free flu vaccinations. Recognising the importance of stigma reduction and the role mental health plays in colleagues' overall wellbeing, Boots have focused on increasing employee mental health supports and organisational capability.



### Hostelworld Group

Creating Culture: Building an Inclusive and Flexible Workplace

Hostelworld supports an inclusive culture, fostering innovative and agile policies that support team members at every career stage through industry leading family policies and initiatives including:

- Fertility Leave - time off to undergo fertility treatment or support partners through the process
- Pregnancy Loss Leave – time off for those affected by pregnancy loss
- Parental, Paternity and Maternity/Adoptive leave policies
- Surrogacy Leave - paid time off that matches Maternity or Adoption leave
- Wellness Days - paid time off for employees to look after their mental health
- Mental Health Champions – employees who are trained to offer support to colleagues and promote mental health awareness.
- Work from Abroad – facilitates working from abroad for six weeks.

Teams enjoy remote and hybrid working, facilitating their choice of working hours and location to maintain a healthy work life balance and remove location or family commitments as a barrier to employment.



### Irish Life Group

Life Matters | Series of Policies and Programmes Supporting our People

In 2018, Irish Life launched their initial suite of policies to support employees, including enhanced parental policies.

In 2019, partnering with DCU, they undertook extensive internal research to understand what else they could do. The results led to a partnership with Family Carers Ireland to develop a Caring Employers Programme.

This was followed in 2020 with a programme of parenting supports, in partnership with Platform55. In 2022, their Family Life ERG went further and launched the Life Matters Policy Framework to support employees as they navigate their working lives. This was based on extensive research with other corporate entities, national support and advocacy organisations, national statistics, as well as an in-depth analysis of employee demographic needs and current leave take up. Partnering with expert organisations to inform their approach, Irish Life provided training and awareness sessions for line managers and employees to support the rollout of paid leave and specific supports.



### Workday

Workday's 'Moments that Matter': creating 'caring' benefits for employee lifestyles

Workday aligned their benefits to key life moments that matter for employees.

"Caring" benefits include:

Return to work from parental care/leave:

Employees can avail of 24/7 support services, ranging from postpartum support to parenting advice, in addition to flexible working arrangements and "Returnity" workshops to help settle back in.

Enhanced Bonding Leave: Parents are eligible to take up to 12 weeks paid leave and receive 100% of base salary, whether birth or adoption.

Caregivers Leave: Employees with daytime caregiving responsibilities can request up to 12 weeks of leave and receive 50% of their normal salary.

Backup Carer Subsidy: Augmenting existing care arrangements, Workday provides up to approx €1,500 to supplement employee care needs when the unexpected happens.

Compassionate Leave: Paid compassionate leave allows employees to take up to 10 days paid leave per event, i.e. school closure.



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