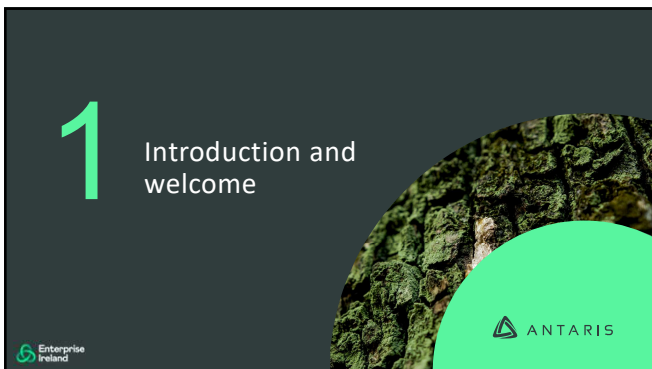




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Sustainability Action Planning Report

You will be required to complete a form at the end of this workshop which will include:

- Overview of key company challenges relating to sustainability
- Outline work undertaken and/or required to build a Sustainability Plan

SDG	Priority Actions	KPI	Timing	Lead Responsibility
13	Identify carbon footprint	Baseline Footprint completed	Q1 2024	Joe Bloggs - Sustainability Lead
13	Implement energy-efficient practices in our Material Resourcing	TBA	Q3 2025	Jacinta Murphy - Operations Director Joe Bloggs - Sustainability Lead
13	Explore solar energy options for production facility	3 quotes and technical advice sought	Q1 2024	Joe Bloggs - Sustainability Lead Mike Greene - Production Manager
8	Put training pathways in place to allow progression from factory floor to management from within	Training identified and offered at performance review	Q4 2024	Sarah Collins - CEO Brian Deegan - HR

Note to EI Client Advisor in relation to next steps or further supports
 We are seeking support for Climate Action Voucher and Green Start Funding. We also need guidance on tracking/ reporting tools to monitor our progress and information on other incentives for sustainability projects—is there someone we can talk to in EI?



4

Who We Are

Founded in 1994, we are an independent, Irish-owned consultancy born out of the belief that long-term partnerships, commitment and fearless curiosity pave the way for future success.

We are industry-leading experts in sustainability consultancy: a dynamic team of innovators, creators, and change-makers working across the sustainability sector.

Each day, our team of expert consultants offer guidance and assurance, acting as on-the-ground advisors, forever pushing forward to do the best we can for our partners, their people and always, our planet.

We act on the imperative of sustainability, one workday at a time.

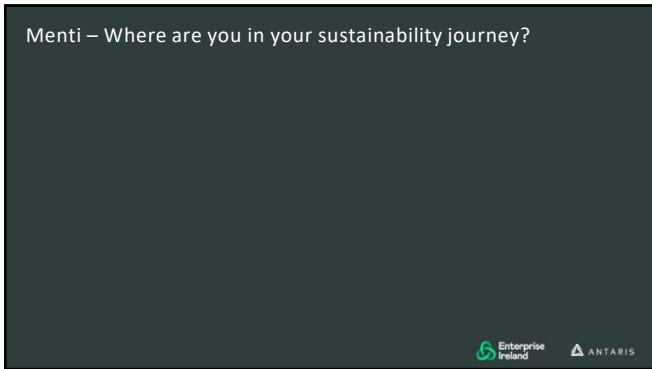


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Menti – what sector are you in?



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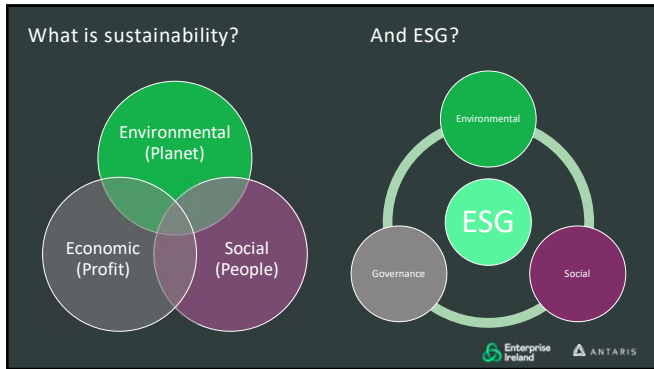
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Climate Change

Unprecedented changes are being observed in every region and across the whole climate system

Unless there are **immediate, rapid, and large-scale reductions** in greenhouse gas emissions, limiting warming to close to 1.5°C or even 2°C will not be achievable

AR6 Climate Change 2021: The Physical Science Basis

Enterprise Ireland, ANTARIS

12

Humanity stands at a crossroads with regard to the legacy it leaves to future generations.

Biodiversity is declining at an unprecedented rate, and the pressures driving this decline are intensifying.



Convention on Biological Diversity

Enterprise Ireland ANTARIS

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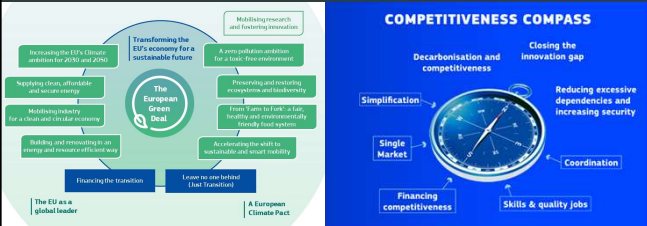
3 Regulatory landscape



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The Broader ESG Policy System



The diagram illustrates the Broader ESG Policy System, centered on 'The Europe on Green Deal'. It includes components like 'Transforming the EU's economy for a sustainable future', 'Financing the transition', and 'The EU as a global leader'. To the right, the 'COMPETITIVENESS COMPASS' is shown with a compass rose, highlighting 'Decarbonisation and competitiveness', 'Closing the innovation gap', 'Single Market', 'Financing competitiveness', and 'Skills & quality jobs'.

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The Legislative context

- Climate Action and Low Carbon Development (Amendment) Act 2021
- Gender Pay Gap Information Act 2021
- Protection of the Environment Act 2003 (as amended)

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UK's PPN 06/21 - NHS Supplier requirements

- Medical device manufacturer in Co. Limerick:
 - Carbon footprint baseline for 2023.
 - Emissions reduction target for 2027, including action plan.
- Medical diagnostics business based in Dublin:
 - Carbon footprint baseline for 2022, reported again for 2023. Currently calculating 2024 emissions.
 - Evergreen supplier assessment.

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4 Market drivers


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Business Drivers




Win new business
Strong environmental credentials will better position your company to win public and private tenders. Make sure your company can show evidence of a plan to minimise carbon footprint and environmental impact.



Measure sustainability
Customers and investors are increasingly focused on credible sustainability reporting. Learn how to measure and enhance your company's environmental performance to give you the best chance of success in today's market.



Customer needs
Thinking about sustainability creates innovation opportunities. Address changing customer preferences and explore opportunities for higher value-added products, services and business models to drive your growth.



Drive cost savings
Resources like energy, water and materials continue to become more expensive - and carbon taxes are now impacting the bottom line for international companies. Stay competitive by learning proactive techniques to offset rising costs.

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Sustainable Business Benefits

Competitive Advantage
→ Sustainable business and products lead to increased brand loyalty and recurring sales.

Attract and Retain Talent
→ Career professionals and graduates want to work for a company who value sustainability.

Cost Savings
→ Energy efficiency, adoption of renewable energy and lean methods drive cost competitiveness.

Attract Investment
→ Favorable to green and sustainability linked lending and investment capital.

Value Creation
→ Development of new sustainable products to meet customer demand and new markets.

Brand Reputation
→ Increased loyalty and trust with customers and wider stakeholders.

Compliance & Regulation
→ Meet requirements of upcoming reporting, regulation and supply chain.

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A License to Operate! – What would you do?

“Sustainability is now an integral element to AstraZeneca’s business strategy. We intend to grow our business in collaboration with suppliers who align with our sustainability strategy.”

AstraZeneca’s Minimum Requirements			
Standard Companies			
RED	ORANGE	GREEN	BLUE
Not participating in SBTi	Committed to SBTi portal	Submitted to SBTi	Verified on SBTi portal

Suppliers must commit to SBTi through the SBTi website before the end of 2023. AstraZeneca requires all suppliers to set near-term targets which are 1.5 °C aligned; however, we recommend that you also set long-term targets.



Minimum Requirements also apply re:

- Eco Vadis
- Carbon Disclosure Project
- Diversity & Inclusion policy

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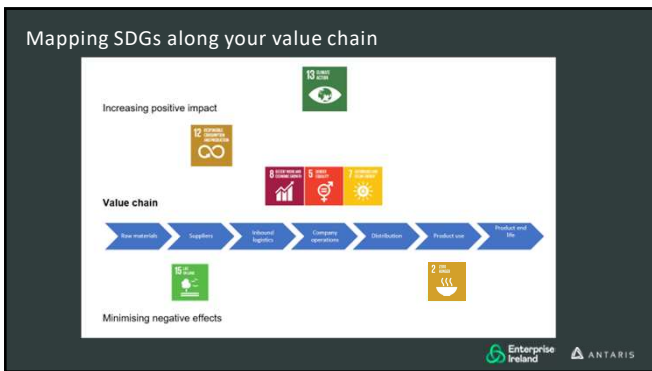
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Case study example

What we do (purpose)

How we do it

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Exercise – Breakout Rooms

Which 3 issues are the most relevant to your business?
To which SDG can you align them?

- Discuss issues
- Align to SDG
- We'll give you a 2-minute warning!

We will be asking groups to report back to the group

Sustainable Development Goals (SDGs)

Enterprise Ireland ANTARIS

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SDG mapping - feedback

Which SDGs did you select?

SUSTAINABLE DEVELOPMENT GOALS

Enterprise Ireland ANTARIS

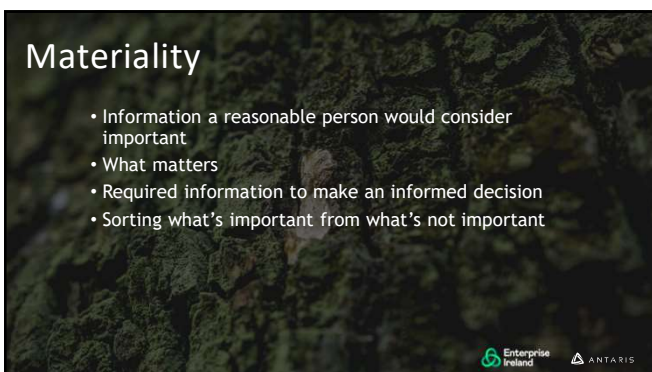
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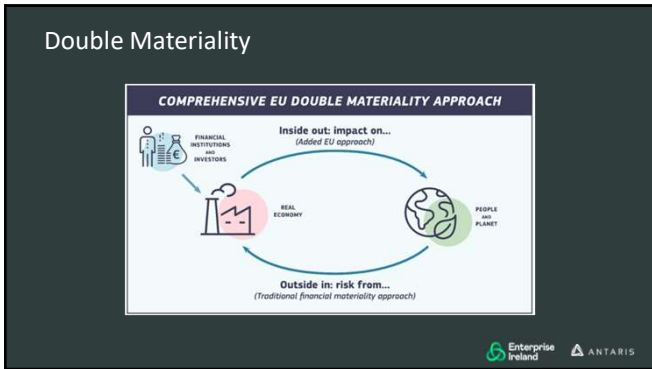
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Mentimeter: Risks and Opportunities

What are the main risks to your business in regards to ESG?

32

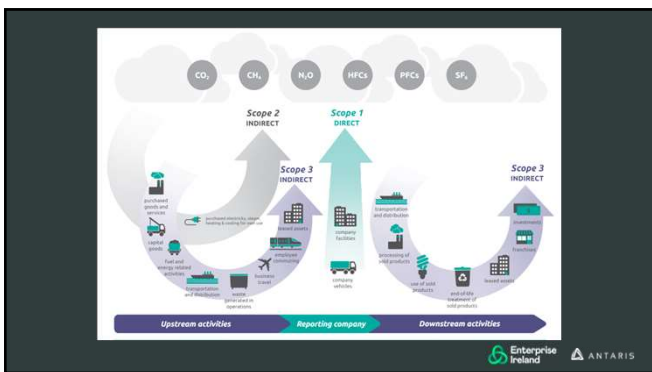
Mentimeter: Risks and Opportunities

What are the main opportunities to your business in regards to ESG?

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Breakout: Operationalising your Sustainability Strategy

What is the most significant challenge to operationalise sustainability in your organisation?

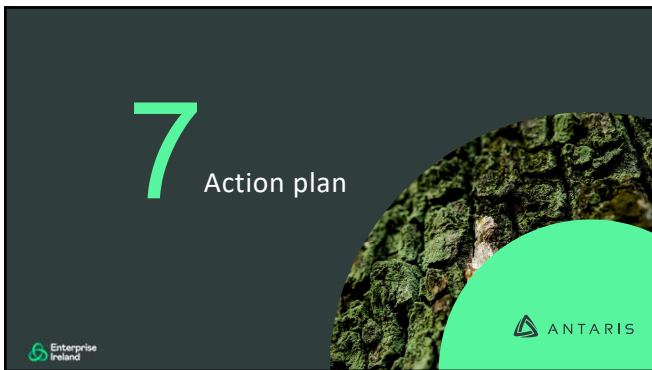
Discuss in your groups (10 mins)
Feed back into the main group (5 min)

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Action plan exercise - instructions

1. Divided into breakouts.
2. Based on the SDGs selected before, choose up to 5 actions from the suggested list OR propose your own. They can be as simple as creating a Sustainability/ESG team in the business. - 5min
3. Assign a KPI, responsible person/role, budget and timeframe for each. -15min
4. Recall the barriers and obstacles to operationalising sustainability and test your actions, are they suitable, feasible, acceptable in the context of the issue your addressing? - 5 min

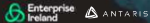
We will be asking for volunteers to feed back to the main group.



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Report on your action plan.

Priority Actions	Aligned SDG	Timeline	Lead Responsibility	KPI	Budget



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8 Available support



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Enterprise Ireland

Enterprise Ireland's Green Transition Fund is designed to support companies to prepare for a low-carbon, and more sustainable future, whether a company is starting out on their sustainability journey or has already started.

The fund is comprised of two separate streams, which support the different aspects of the decarbonisation and sustainability journey for Irish enterprise.

1. The Climate Planning Fund for Business
2. The Enterprise Emissions Reduction Investment Fund

enterpriseireland.com

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In detail: Sustainability Grant Supports

Climate Planning Fund for Business		Enterprise Emissions Reduction Investment Fund	
<p>Start Your Plan Climate Action Voucher €1,000 funding for advisory support to develop an initial decarbonisation/sustainability or circular economy action plan.</p> <p>Improve Your Capability GreenPlus Up to €50,000 support for training projects to build capability.</p> <p>Begin Your Transition Access Advice - GreenStart Up to €5,000 to access advice to introduce sustainability best practice into your business, products and processes.</p> <p>Strategic Consultancy Up to €35,000 support to assist projects of strategic significance.</p>	<p>Measure your emissions, track energy and water usage Capital Investment for Energy Monitoring & Tracking Systems Up to €50,000 for companies to put in place systems to monitor and track energy and water usage.</p> <p>Innovate Through R&D Innovation and R&D Grants From €5,000 innovation business to large scale R&D projects to support the planning and development of new products, services or processes in the areas of sustainability and decarbonisation.</p> <p>Reduce Your Emissions Capital Investment for Decarbonisation Processes Access funding to support the decarbonisation of manufacturing heating processes.</p> <p>Energy and Environmental Aid Funding to accelerate the adoption of low carbon, efficient and sustainable production practices in your enterprise.</p>		

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VOYA

Global skincare and luxury products brand

Size: SME

Sector: Health and Beauty

Building Capability: Sustainability Leadership Programme Kickstarter Programme

Grant support: Green Start

What we do
VOYA is a global lifestyle brand which promotes sustainable organic luxury. In 2006 they became the world's first organic, oat-based deodorant brand. VOYA products are sold globally in over 42 countries, primarily in supermarkets, hotels, and retail outlets. VOYA has considered sustainability from the offset of their products through their drive towards sustainability packaging and formulation processes.

Project Objectives
→ B Impact Assessment (B Corp)
→ Undertake a gap analysis based on initial score
→ Develop improvement plans and scope exclusives and policies to improve ESG impacts


Result
VOYA engaged a green service provider to analyse their current environmental and social impact, using the B Corp B Impact Assessment framework. This baseline assessment tool equipped the business with an understanding of its current performance against rigorous social and environmental standards. From there, the assessment was used to identify areas for improvement and how VOYA could set about developing new products and services that are underpinned by sustainability ethics.

The assessment uses a holistic methodology of scoring the following categories: Governance, Workers, Community, Customer and Environment. By using a Green Start, VOYA identified 87 areas of potential improvement (within the 5 categories) to their overall B Impact score. Kickstarting their sustainability journey, VOYA complemented this activity with the capability supports, to educate key members of their team about their sustainability journey.

B Corp Impact Assessment & Employee Engagement

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O' Brien Fine Foods



Large Consumer foods manufacturer

Size
Large

Sector
Consumer Foods

Building Capability
Kickstarter Programme

Grant support:
Green Plus (x3)
Strategic Consultancy


What we do
O'Brien Fine Foods is a family run business established in 2000 with manufacturing sites in both Ireland and the UK, which specialises in the manufacture and marketing of premium meats. A Certified B Corp, employing over 600 people, OBFF supply both to branded and private label ranges, from three manufacturing sites. OBFF are also signatories of the Food Waste Charter.

Project Objectives
The objective of GPT was to develop OBFF's sustainability strategy, GPT to align to ISO 14001 & ISO 50001, GPT to align to SBT requirements. The purpose was to train key staff to implement sustainability best practice.

Key objectives included:
 -> Develop a sustainability framework, policies and action plan
 -> improve employee engagement with the creation of Green team on site
 -> Align to ISO 14001 (Environmental management) and ISO 50001 (Energy management)
 -> Develop a decarbonisation roadmap in line with SBT with FLAG (Forest, Land and agr culture) targets
 -> Prioritise sustainability issues, identify sustainability risks and opportunity, engage with stakeholders

Result
The following training was performed how to:
 *Implement Responsible Sourcing
 *Implement sustainability best practice (Align to ISO standards and SBTs)
 *Calculate OBFF Carbon footprint and set new SBT net zero and FLAG targets
 *Engage with stakeholders, and communicate sustainability actions

Impact
"For instance, for our first Green Plus, we developed our sustainability strategy, and we got technical expertise to come in and support us with that development process. The second Green Plus, we got technical expertise to come in and support us in building proper environmental and energy management systems. And the current one we're using at the moment it to help us update our SBTs (science based Targets initiatives), as well as then develop a decarbonisation roadmap, and how we can actually go about achieving that."
 - Nick Reynolds - Head of ESG, OBFF



Click to watch Nick Reynolds on the Sustainable Enterprise Podcast

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KORE/Airpacks



Award-winning manufacturer, designer and supplier of Expanded Polystyrene insulation solutions

Size
SME

Sector
Construction Products and Systems

Building Capability
Kickstarter Programme
Sustainability Leaders Programme

Grant support:
Green Start
Green Plus x 3
Energy Monitoring & Tracking

What we do
KORE is an established Irish cladding and insulation manufacturer based in Co. Cavan. Founded in 1997, the company has expanded to employ 76 people and has developed a range of insulation products and solutions. KORE has developed a fully certified, low-carbon insulation product.

Project Objectives
Kore Insulation developed a net zero commitment for its business to work towards by 2050. To help achieve this ambition and develop internal capability, the company enrolled in the Sustainable Enterprise Ireland Sustainability Leaders Programme. The key objectives of this course were to:
 - Develop a holistic sustainability charter that identified opportunities for sustainability action.
 - Increase internal sustainability knowledge and skills.
 - Identify and prioritise sustainability related risks and opportunities to business
 - Identify UN Sustainable Development Goals that can be incorporated into KORE's charter
 - Define measurable targets, resources and impacts of proposed actions.

Result
Kore Insulation completed the programme and developed a comprehensive initial plan to achieve their Net Zero ambition by 2050. Their charter identified 7 environmental, social and governance related initiatives that aim to monitor and reduce scope 1, 2 and 3 emissions and increase their impact as a socially responsible business. Each initiative assigned a resource within the company and identified next steps, as well as short and long term targets. While their long prioritised creating quality and certified sustainable products, the business now has a clear pathway and next steps to embed this charter and its wider sustainability objectives, within its own operational strategy.

Impact
"We became the first company in our sector in Ireland to obtain ISO 14001 Environmental Management Certification. Our new system helps us manage both immediate and long term environmental impacts our products, services and processes may have."

Sustainability Strategy: ISO 14001, ISO 50001, ISO 14004-1 & Energy Metering

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Local Enterprise Office Green Supports*

Green for Business:
- FREE SUPPORT- 2 days advice and/or technical support with a Green Consultant

GreenStart:
- Maximum project cost €6,300, Maximum Grant of €5,000 (grant rate of 80% of eligible costs, based on 7 days advisory services where the eligible costs are capped at €900 per day)

Energy Efficiency Grant:
- To support enterprises to invest in technologies and equipment identified in Green for Business, GreenStart or SEAI Energy Audit
 - 75% of eligible costs from a minimum grant aid of €750 up to a maximum grant of €10,000.
 - Check your LEO for eligibility costs/criteria



*Open to micro & small enterprises (employing between 1 and 50) who are not currently a client of EI/IDA (and the business is trading for at least 6 months)

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Check out more client sustainability stories

EPS Water

CJ Sheeran

Portwest

Watershed Group

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9 Q&A

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Please take this time to complete your action plan form

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Thank You

Find out more:
<https://www.enterprise-ireland.com/en/sustainability>
Contact your Client Advisor
Or email green@enterprise-ireland.com

