

Enterprise Ireland's

Sustainability Kickstarter Workshops



Client
Solutions Hub



Today's Workshop

1. Introduction & Welcome
2. Sustainability Context
3. Regulatory Landscape
4. Market Drivers
5. Sustainable Development Goals (SDGs)
6. Sustainability Strategy
7. Action Plan and Tools
8. Available Funding and Next Steps
9. Q&A



1

Introduction and welcome

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
	Identify carbon footprint	Baseline Footprint completed	Q1 2026	Joe Bloggs - Sustainability Lead

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
	Identify carbon footprint	Baseline Footprint completed	Q1 2026	Joe Bloggs - Sustainability Lead
	Implement energy-efficient practices in our Material Resourcing	TBA	Q3 2027	Jacinta Murphy - Operations Director Joe Bloggs - Sustainability Lead

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
	Identify carbon footprint	Baseline Footprint completed	Q1 2026	Joe Bloggs - Sustainability Lead
	Implement energy-efficient practices in our Material Resourcing	TBA	Q3 2027	Jacinta Murphy - Operations Director Joe Bloggs - Sustainability Lead
	Explore solar energy options for production facility	3 quotes and technical advice sought	Q2 2026	Joe Bloggs - Sustainability Lead Mike Greene - Production Manager

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 CLIMATE ACTION	Identify carbon footprint	Baseline Footprint completed	Q1 2026	Joe Bloggs - Sustainability Lead
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Implement energy-efficient practices in our Material Resourcing	TBA	Q3 2027	Jacinta Murphy - Operations Director Joe Bloggs - Sustainability Lead
 7 AFFORDABLE AND CLEAN ENERGY	Explore solar energy options for production facility	3 quotes and technical advice sought	Q2 2026	Joe Bloggs - Sustainability Lead Mike Greene - Production Manager
 8 DECENT WORK AND ECONOMIC GROWTH	Put training pathways in place to allow progression from factory floor to management from within	Training identified and offered at performance review	Q4 2026	Sarah Collins - CEO Brian Deegan - HR

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 CLIMATE ACTION	Identify carbon footprint	Baseline Footprint completed	Q1 2026	Joe Bloggs - Sustainability Lead
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Implement energy-efficient practices in our Material Resourcing	TBA	Q3 2027	Jacinta Murphy - Operations Director Joe Bloggs - Sustainability Lead
 7 AFFORDABLE AND CLEAN ENERGY	Explore solar energy options for production facility	3 quotes and technical advice sought	Q2 2026	Joe Bloggs - Sustainability Lead Mike Greene - Production Manager
 8 DECENT WORK AND ECONOMIC GROWTH	Put training pathways in place to allow progression from factory floor to management from within	Training identified and offered at performance review	Q4 2026	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?

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.

Menti – what sector are you in?

Menti – Where are you in your sustainability journey?

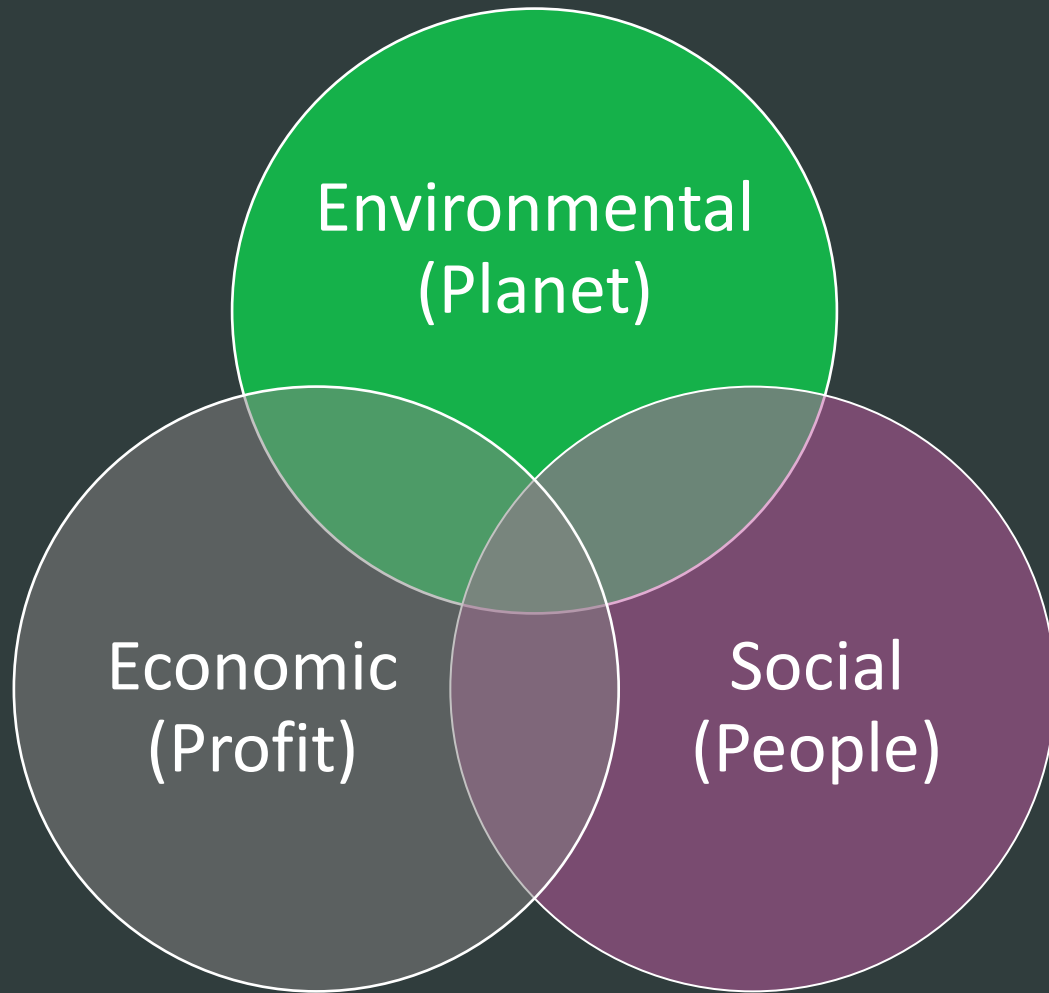
Breakout: What's your organisation's sustainability journey?

Have you implemented any sustainability initiatives?
Do you have a Sustainability/ESG team?

2

Sustainability Context

What is sustainability?



And ESG?



Sustainability issues

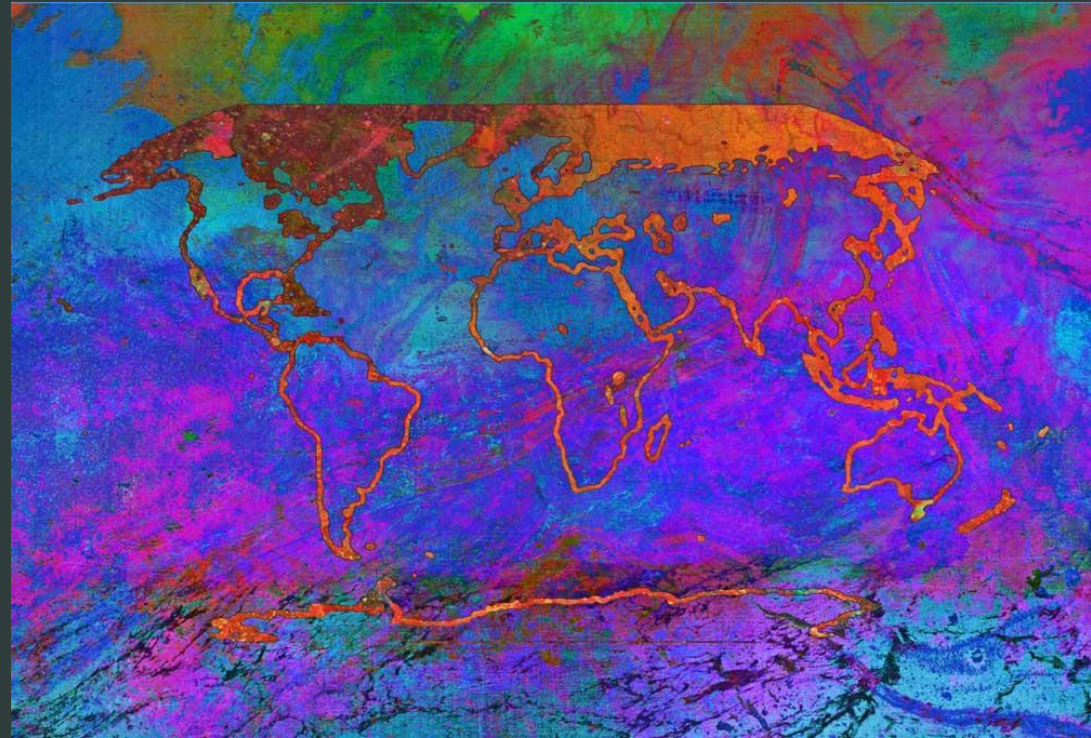


Climate Change

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

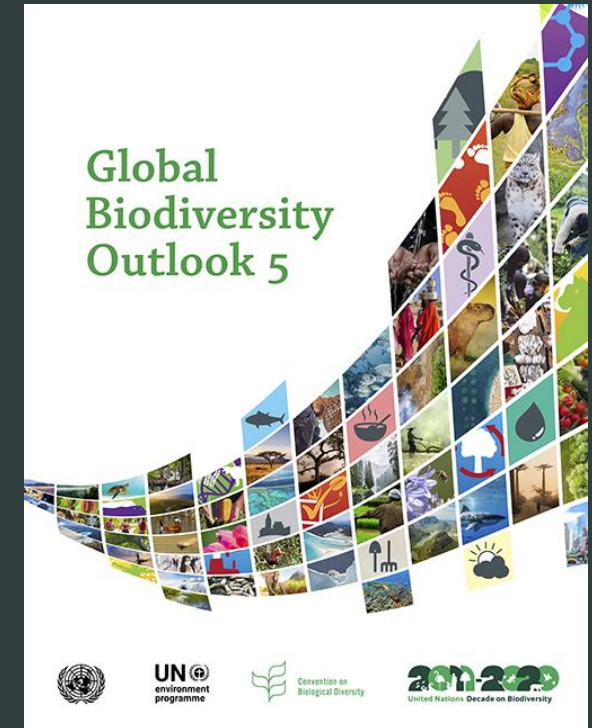
Unless there are **immediate, rapid, and large-scale reductions** in greenhouse gas emissions, limiting warming to close to 1.5°C or even 2°C will not be achievable

AR6 Climate Change 2021: The Physical Science Basis



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.



3

Regulatory landscape



The Broader ESG Policy System



COMPETITIVENESS COMPASS



The Legislative context



Climate Action and
Low Carbon
Development
(Amendment) Act 2021

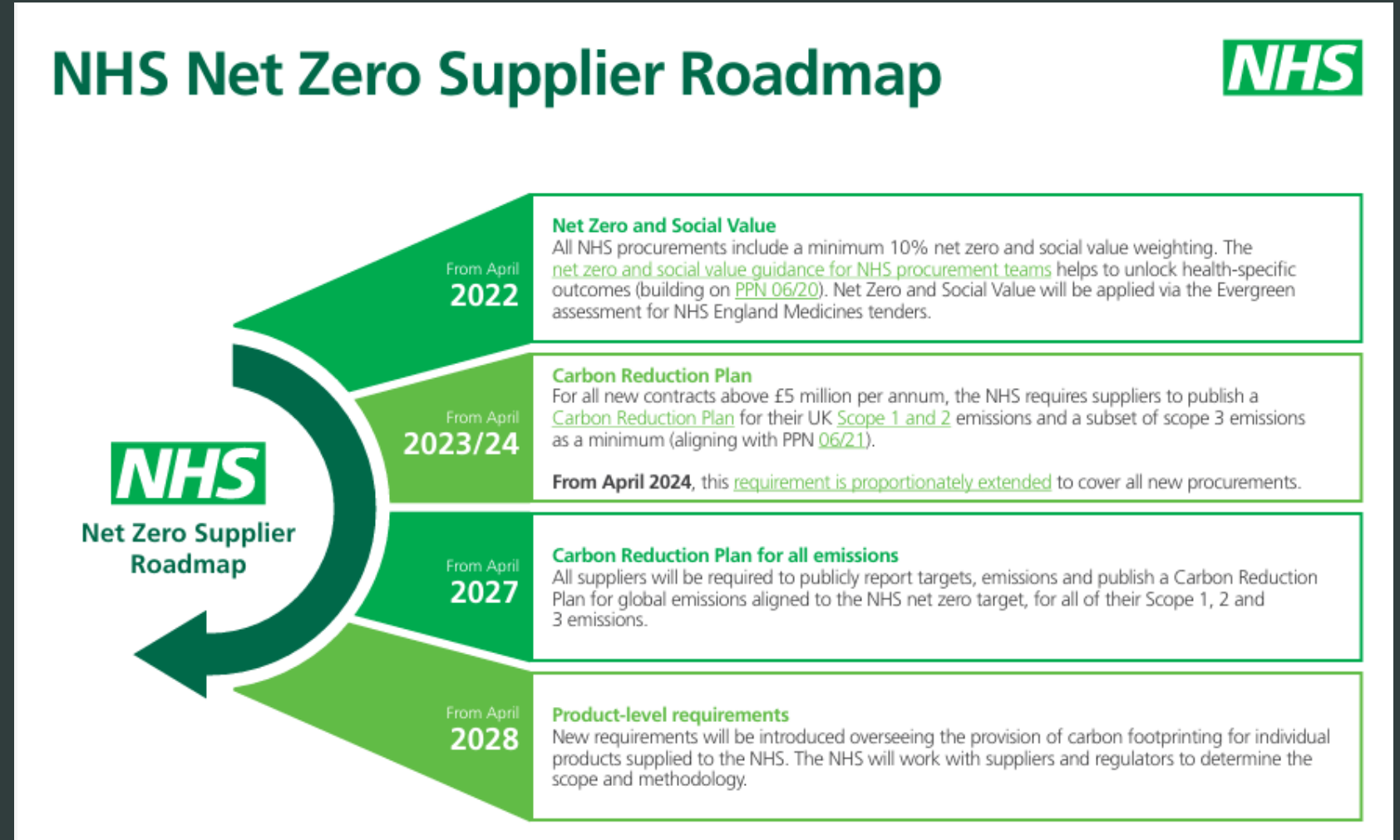
Gender Pay Gap
Information Act 2021

Protection of the
Environment Act 2003
(as amended).



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.



4

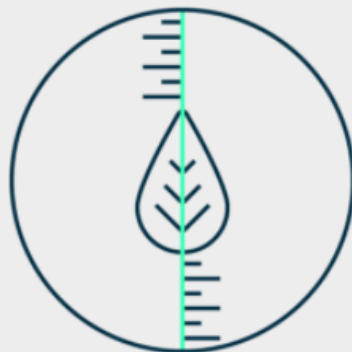
Market drivers

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.

Sustainable Business Benefits

Competitive Advantage

→ Sustainable business and products lead to increased brand loyalty and reoccurring sales.

Cost Savings

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

Value Creation

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

Attract and Retain Talent

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

Attract Investment

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

Brand Reputation

→ Increased loyalty and trust with customers and wider stakeholders.

Compliance & Regulation

→ Meet requirements of upcoming reporting, regulation and supply chain

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	AMBER	GREEN	BLUE
Not participating in SBTi	Committed on 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:

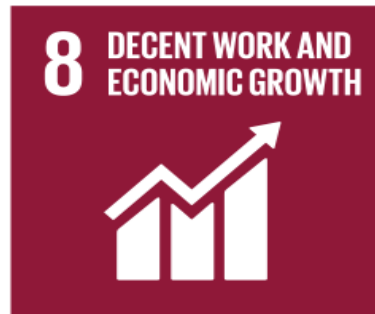
- Eco Vadis
- Carbon Disclosure Project
- Diversity & Inclusion policy



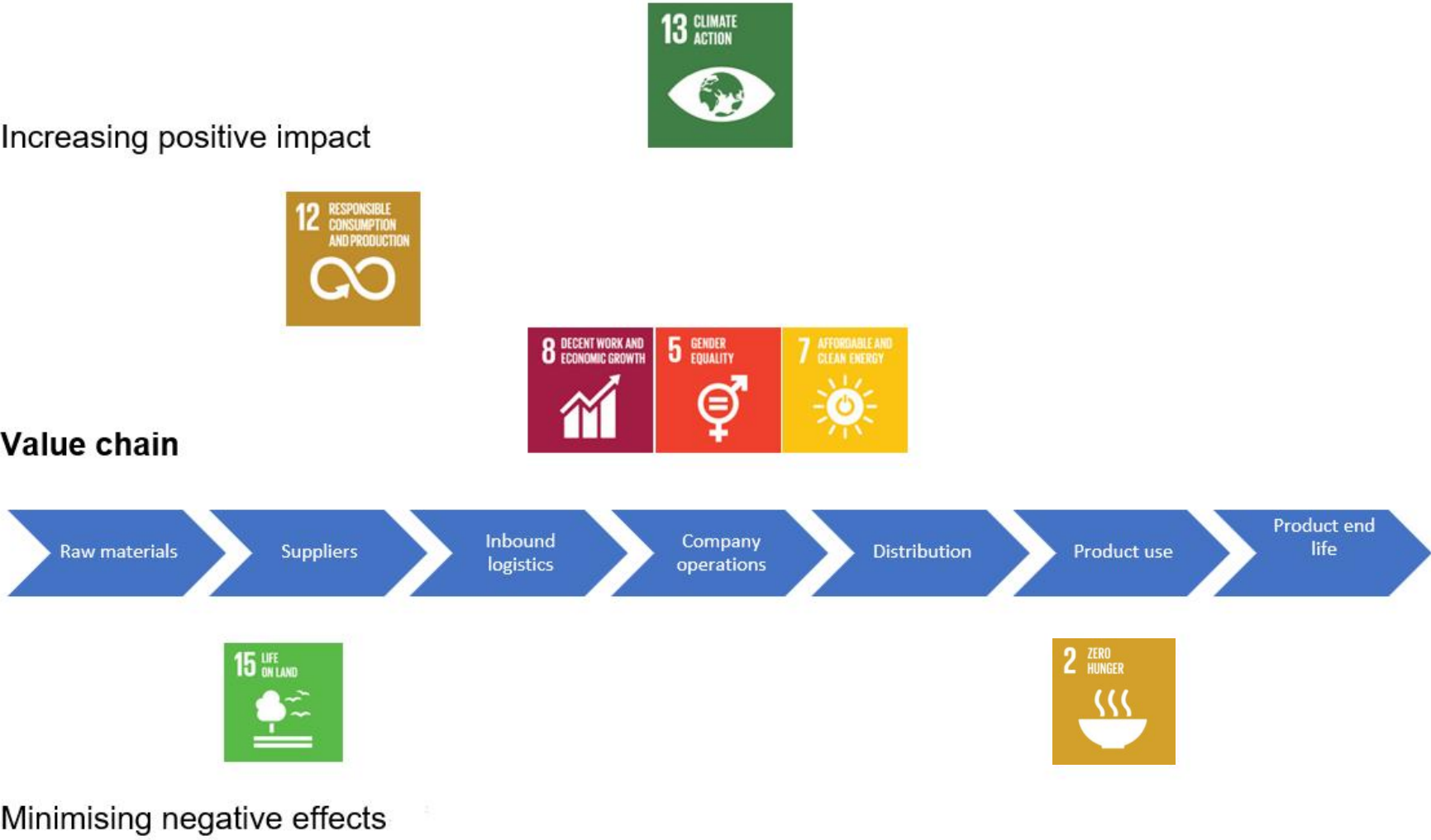
5

SDG Mapping

SUSTAINABLE DEVELOPMENT GOALS



Mapping SDGs along your value chain



Case study example



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)

ESG in the SME Sector – Enterprise Ireland Sustainability Kickstarter Workshop



SDG mapping - feedback

Which SDGs did you select?





BREAK



6

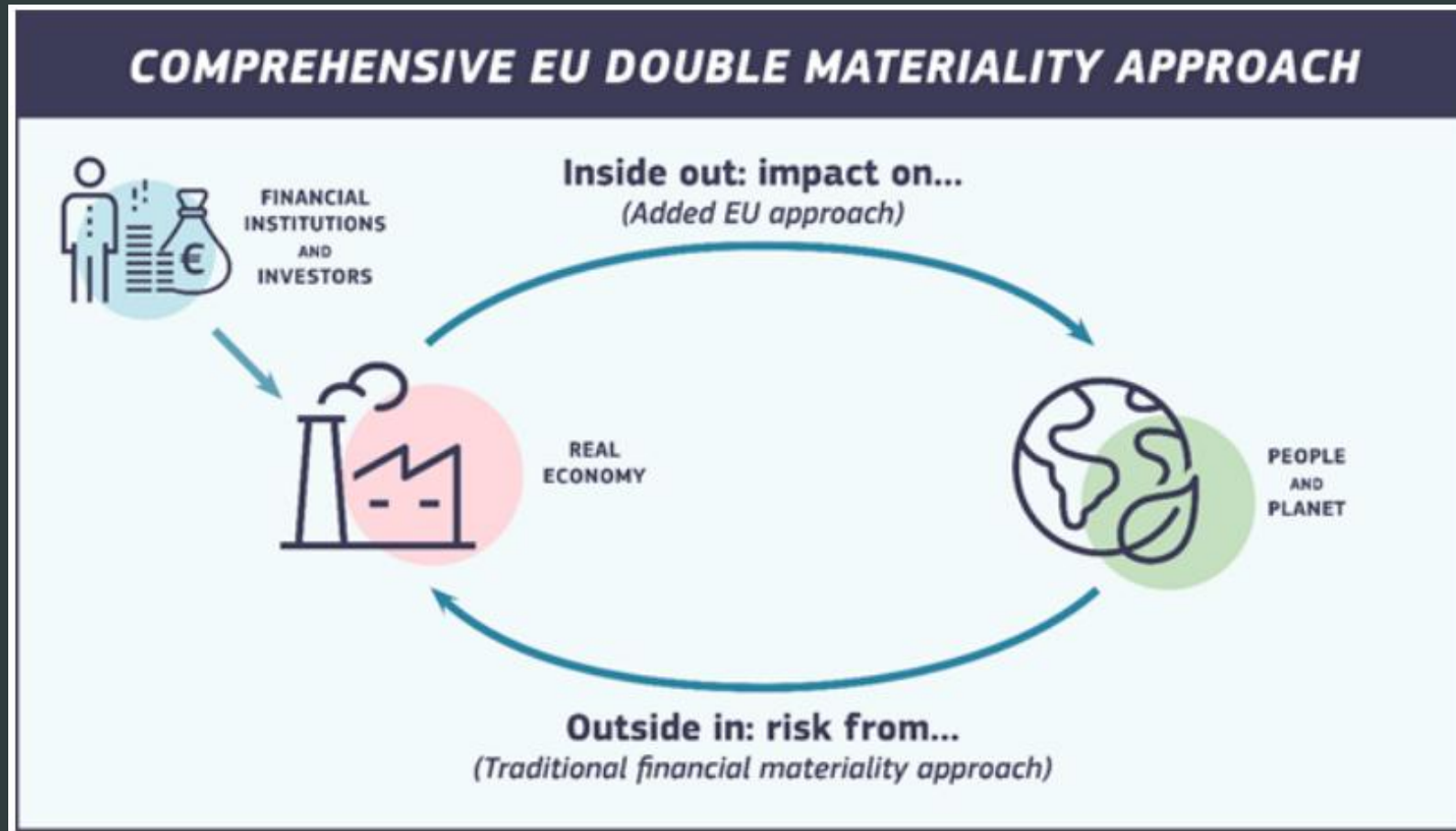
Sustainability strategy



Materiality

- Information a reasonable person would consider important
- What matters
- Required information to make an informed decision
- Sorting what's important from what's not important

Double Materiality



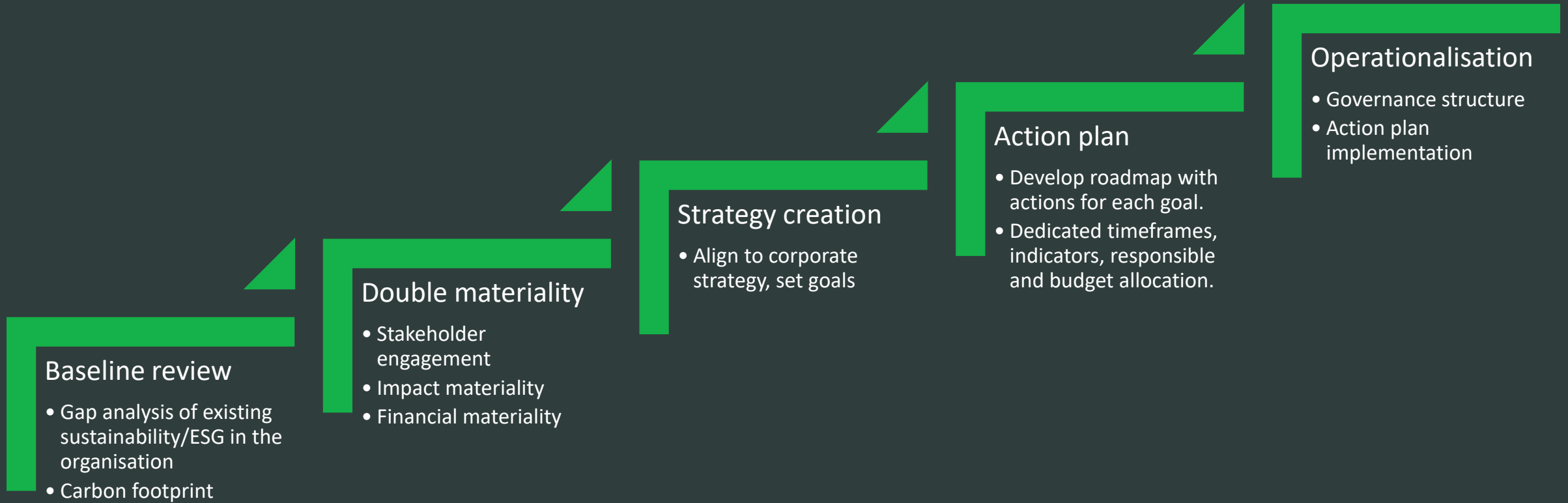
Mentimeter: Risks and Opportunities

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

Mentimeter: Risks and Opportunities

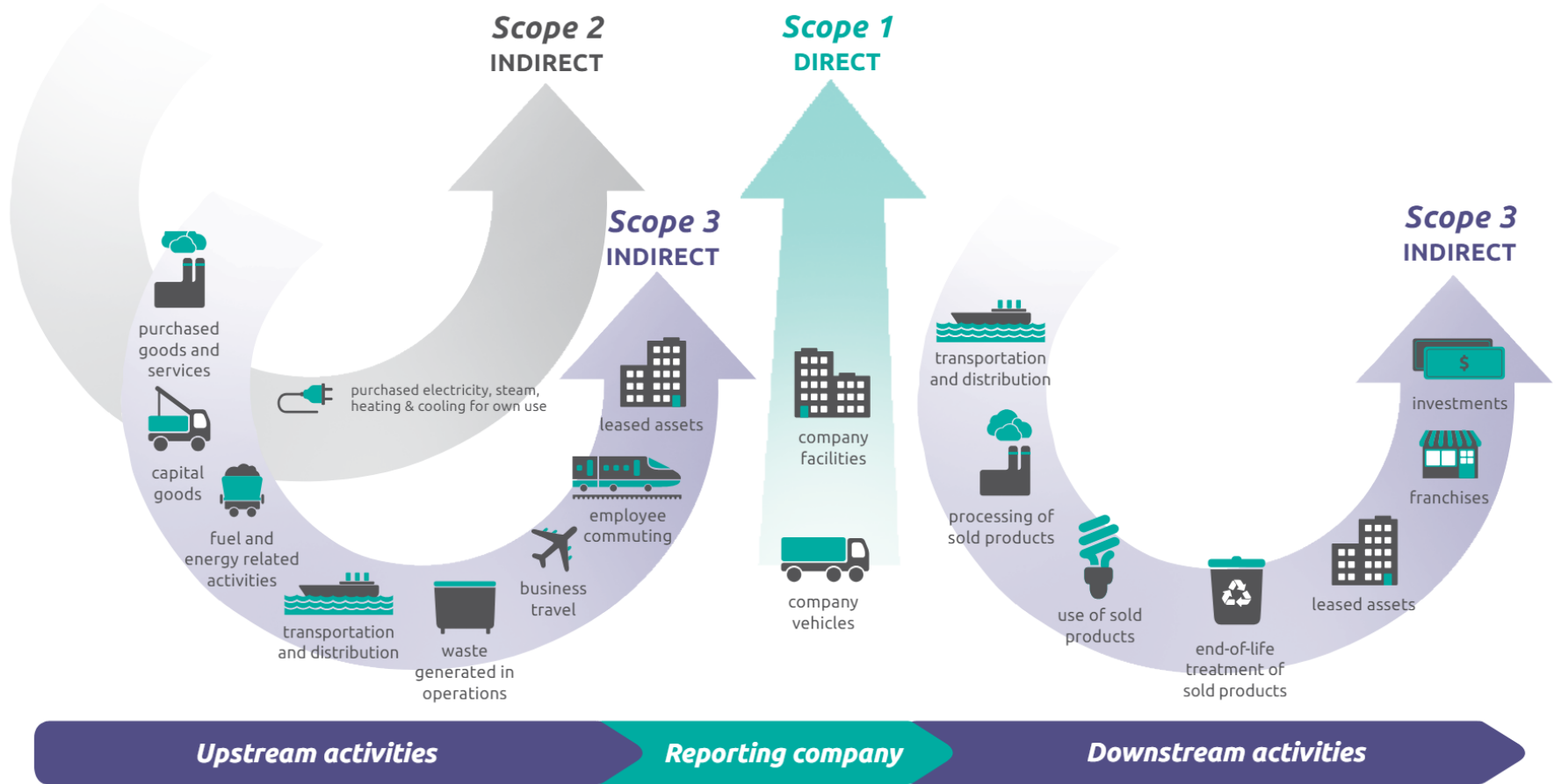
What are the main opportunities to your business in regards to ESG?

How to develop a sustainability strategy?



We recommend

<https://climatetoolkit4business.gov.ie/>



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)



BREAK



7

Action plan

Antaris SDG suggestion tool

SDG

12. Sustainable consumption and production

Possible Actions

Develop sustainable procurement policy

Develop Waste management policy

Ensure proper Hazardous Waste Disposal

Monitor and Report on Non-hazardous Waste

Implement Recycling Programs: office waste, IT equipment,

Implement Actions to reduce paper consumption

Develop Resource Use Policy

Circular economy initiatives or programmes

Increase resource-use efficiency

Ensure air quality - minimise air pollution

Supply Chain Management

Materials Sourcing & Efficiency

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.

Report on your action plan.

Priority Actions	Aligned SDG	Timeline	Lead Responsibility	KPI	Budget

8 Available support

Further education support

Enterprise Ireland and Skillnet Climate Ready Academy program consisting of 6 interactive sessions. Participants will develop a **sustainability strategy and action plan**.

- Fully-funded 6 – 10-week program
- 2-hour sessions
- Online via Zoom
- Peer-to-peer learning/networking
- **Result:** Participant develops a full sustainability plan with expert guidance, further education, peer network and micro-credential from University of Limerick.

Places are limited – register [here](#).



Sustainability Leaders Programme

The Sustainability Leaders Programme from the Skillnet Climate Ready Academy aims to support Irish businesses in developing the skills and talent required to meet the challenges of climate change and integrate sustainability into their business model.

Key Outcomes

- Improve your organisation's **environmental performance** and **sustainability credentials**.
- Develop an ability to critically evaluate current business risks and future opportunities by developing a **Sustainability Action Plan**.
- Understand the **key principles** of sustainability resource management for industry.
- Develop the **leadership skills** to recognise and catalyse change in an organisation.
- Complete a **sustainability strategy** and action plan to communicate and report your sustainability KPIs.

Key Benefits

-  **SAVE RESOURCES AND MONEY**
-  **DEVELOP A CHARTER AND ACTION PLAN**
-  **PROTECT THE ENVIRONMENT**
-  **FULLY FUNDED PROGRAMME, EARNING MICROCREDENTIALS**

The Green Transition Fund

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

In detail: Sustainability Grant Supports

Climate Planning Fund for Business

Start Your Plan

Climate Action Voucher

€1,800 funding for advisory support to develop an initial decarbonisation/sustainability or circular economy action plan.

Improve Your Capability

GreenPlus

Up to €50,000 support for training projects to build capability.

Begin Your Transition

Access Advice - GreenStart

Up to €5,000 to access advice to introduce sustainability best practice into your business, products and processes.

Strategic Consultancy

Up to €35,000 support to assist projects of strategic significance.

Enterprise Emissions Reduction Investment Fund

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.

Innovate Through R&D

Innovation and R&D Grants

From €5,000 Innovation Vouchers 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.

Reduce Your Emissions

Capital Investment for Decarbonisation Processes

Access funding to support the decarbonisation of manufacturing heating processes.

Energy and Environmental Aid

Funding to accelerate the adoption of low carbon, efficient and sustainable production practices in your enterprise.

9 Case Studies

Bean and Goose Chocolate

Bean and Goose

Premium chocolate brand

Size
HPSU

Sector
Consumer Foods

Building Capability:
Sustainability Kickstarter &
Sustainability Leaders Programme

Grant support:
Climate Action Voucher



What we do

Bean and Goose, headquartered in Wexford, has a team of 11 employees producing premium chocolate. Bean and Goose is a High Potential Start Up Company, and has investment from Enterprise Ireland and Leader Funding.

Project Objectives

Completed Sustainability Kickstarter and Skillnet Sustainability Leaders Programme, where founders developed an initial sustainability action plan.

- B Corp certification identified as a strategic priority
- Avail of CAV to undertake B Impact Assessment with a Green Service Provider
- Prepare for certification and evaluation

Result

- From CAV, a clear set of requirements and data points were identified.
- Bean and Goose were able to develop a comprehensive strategy for the B Impact Assessment process which is ongoing.

B Corp certification is an internationally recognisable sustainability certification frameworks with consumers and is a compelling competitive advantage in this sector.

iSupply

End-to-end service provision for print and signage.

Size
SME

Sector
Industrial Sub-Supply

Building Capability
Sustainability Leadership Programme
Kickstarter Programme

Grant support:
Climate Action Voucher
GreenStart x 2



What we do

iSupply, headquartered in Galway, has a team of 20+ and provides print, signage, event branding, web, and graphic design, promotional products, and direct mailing services to all of Ireland.

Project Objectives

- Develop an environmental policy and align company goals and objectives with the UN SDGs.
- Establish monitoring process for waste management, and resource and energy efficiency.
- Develop capability to implement ISO 14001 Environmental Management System.
- Position the company as one of Ireland's premier sustainable printing partners.

Result

- Awarding and embedding of the ISO14001 Environmental Management System in the company
- Reduction in Scope 1 (21%) and Scope 2 (44%) GHG emissions, transition to 100% renewable energy, and achieving an 86% recycling rate.
- Hiring of a full-time sustainability officer, who also conducts research with Ulster University to develop solutions for the sector.
- Launching of a Carbon Balanced Paper initiative to offset the currently unavoidable emissions.
- Establishing of circular waste pathways.
- National recognition for their efforts at the 2024 Green Awards, 2025 PwC Sustainable Business Awards, and the 2025 Green Awards.

Impact

“The support given to us by Enterprise Ireland has allowed us to turn the concept of becoming a more sustainable company into a fully fledged strategy, with an ISO certification backing it up. We transfer the value gained from this project to our own clients by helping them to lower their carbon emissions, and helping them to meet their CSRD requirements. We now have the confidence and accreditations to call ourselves a sustainable printing partner.”

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 seaweed-based skincare brand. Voya products are sold globally in over 42 countries, primarily in spas, hotels, and retail outlets. Voya has considered sustainability from the offset of their products through their drive towards sustainably packaging and formulation processes.

Project Objectives

- B Impact Assessment (B Corp)
- Undertake a gap analysis based on initial score
- Develop improvement plans and scope initiatives 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 areas.

The assessment uses a holistic methodology of scoring the following categories: Governance, Workers, Community, Customers 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**

Large Consumer foods manufacturer

Size
Large

Sector
Consumer Foods

Building Capability
Kickstarter Programme

Grant support:
Green Plus (x3)
Strategic Consultancy



[Click to watch Nick Reynolds](#)

Enterprise
Ireland

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 branded and private label ranges, from three manufacturing sites. OBFF are also signatories of the Food Waste Charter.

Project Objectives

The objective of GP1 was to develop OBFFs sustainability strategy, GP2 to align to ISO 14001 & ISO 50001, GP3 to align to SBTi 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 SBTi with FLAG (Forest, Land and agriculture) targets
- Prioritise sustainability issues, identify sustainability risks and opportunity, engage with stakeholders

Result

The following training was performed on how to:

- *implement Responsible Sourcing
- *implement sustainability best practice (Align to ISO standards and SBTi)
- *Calculate OBFF Carbon Footprint and set new SBTi 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 is to help us update our SBTIs (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

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 Skillnet/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, resource 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 Kore has 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.”

10

Pulse survey



11

Other
available
supports

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)

Check out more client sustainability stories



EPS water



CJ Sheeran



PortWest



Watershed Group

Next Steps:

1. Contact your EI Client advisor to book a 1 to 1 session with the Sustainability Solutions team to discuss next steps for your action plan and relevant supports or email (green@enterprise-ireland.com)
2. Visit Enterprise Ireland's [Sustainability Website](#) for more detail on the Green Transition Fund Supports & a resource library of webinars and case studies.
3. Register for upcoming training programs – [Skillnet/ EI - Sustainability Leaders Programme](#).
4. To commence a carbon footprint assessment visit [Climate Toolkit 4 Business | Zero Carbon Journey](#)

12 Q&A

Please take this time
to complete your
action plan form

Thank You

Find out more:

<https://www.enterprise-ireland.com/en/sustainability>

Contact your Client Advisor

Or email green@enterprise-ireland.com