



Climate Action Plan

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Foreword from IDA Ireland's CEO

Climate action and sustainability are strategic imperatives for IDA Ireland. The need to address environmental impact has never been more pronounced and it is critical that we strive to lead in areas of environmental and sustainable importance.

IDA Ireland is steadfast in our commitment to drive sustainability, decarbonisation and energy efficiency across our organisation. Our targets are ambitious and achievable. Working as a team across the agency we plan to reduce our total carbon and GHG emissions by at least 51% and increase our energy efficiency by at least 50% by 2030.

In 2024 we completed a global review of all parts of our business and established a robust baseline for reporting our carbon and energy related emissions across Scopes 1, 2 and 3. Our analysis shows a positive trend, with a 26% reduction in energy use from our baseline year and an 18% reduction in carbon emissions. This progress is commendable, however we recognise that more needs to be done.





To help us meet our carbon reduction and energy efficiency targets by 2030 our climate action plan has identified and prioritised actions and initiatives to be implemented across the business. Our plan focuses on decarbonising our business, improving energy efficiencies, integrating renewable energy solutions across the business, adopting wholistic green procurement practices and ensuring best practice in waste reduction across the organisation.

Our commitment to sustainability goes beyond meeting regulatory requirements and we have established a dedicated team and governance structure to manage and deliver on our commitments. And importantly, our Climate Action Plan will foster a culture of environmental stewardship and innovation that will benefit all of IDA, our clients, our stakeholders, and the community at large.

To support this ambition, we are committed to conducting climate action leadership training for board members, senior management and all team members across the organisation. Engaging our staff will be core to our strategy.

The path ahead will have challenges however, we are confident in our ability to meet our targets and contribute to a more sustainable future. We are committed to making a positive impact on our environment and fostering a culture of sustainability within our organisation and contributing to a sustainable future for IDA Ireland, our clients and the communities we serve.

A handwritten signature in black ink, appearing to read 'Michael Lohan', written in a cursive style.

Michael Lohan
Chief Executive
IDA Ireland

01 Introduction

IDA's first climate action plan establishes a baseline of emissions for the organisation, it focuses on actions to deliver on IDA's 2030 Scope 1 and Scope 2 efficiency and decarbonisation targets, and it includes actions and initiatives that go beyond the current mandated emissions targets.

The plan is ambitious and will have challenges. Our emissions reduction projects are consistent with, and aligned with, best practice. Our annual climate action plan will report on progress made, update actions, make new recommendations, and adopt new initiatives accordingly, over time.

Our data is captured, through monthly and annual billing information and reported through SEAL's monitoring and reporting system. SEAL models our data inputs, with standardised assumptions and publishes a report of IDA's Gap-to-Target data annually. Overall, targets are interrelated

and co-dependent, and successful delivery of each requires action on fossil fuel reductions and impactful energy efficiency measures.

1.1 Background to IDA Ireland



Our mission

IDA Ireland is the Irish Government's inward investment promotion agency. We are a non-commercial autonomous statutory agency with responsibility to contribute to Ireland's economic development through the promotion of inward investment in the economy. IDA Ireland provides comprehensive support for new and established businesses to expand their operations in Ireland, to invest in talent development, to collaborate with Ireland's research and development community and to transform business through digitalisation and sustainability.

Over the past 75 years, Ireland has won significant foreign direct investment (FDI) projects into Ireland across many industry sectors such as life sciences, technology, financial services and engineering. Today, we work with more than 1,800 multinational companies who employ over 300,000 people directly and approximately 240,000 people indirectly throughout Ireland.





Our team

IDA Ireland has 395 staff members globally. Our global headquarters is located in Three Park Place, Upper Hatch Steet, Dublin 2, D02 FX65. Ireland's regional headquarters is in IDA Business and Technology Park, Athlone, Co. Westmeath.



Our buildings

IDA Ireland owns our regional HQ building in Athlone and we share five offices with Enterprise Ireland in Cork, Waterford, Galway, Dundalk and Letterkenny. Our largest office is our global headquarters at Three Park Place, Dublin. We have a 25-year lease over the period 2019 – 2044, with 10,433 square metres. In the same building, IDA Ireland sub-leases 4,733 square meters office space to Sustainable Energy Authority of Ireland, Taighde Éireann-Research Ireland (previously Science Foundation Ireland) and Marine Institute Ireland.

Additionally, to complement Ireland's Foreign Direct Investment proposition, IDA Ireland is the owner and manager of Business and Technology Parks and Strategic Sites. These properties and assets are dedicated to industry use, with buildings and offices leased or owned by IDA Ireland and Enterprise Ireland clients or other industry users.

IDA Ireland does not own or operate any company vehicles.



Our climate targets and commitment

IDA Ireland plans to meet the requirements of the Public Sector Climate Action Mandate. Our Executive Leadership team and Board have approved this Climate Action Plan, which will be reviewed and updated annually.

The Public Sector Climate Action Mandate sets emissions reduction and energy efficiency targets for IDA Ireland.

- ✓ **51% reduction in energy related GHG emissions in 2030 (2016-2018 baseline)**
- ✓ **50% increase in the improvement of energy efficiency by 2030 (2009 baseline)**
- ✓ **A net zero energy-related emissions target for 2050 at the latest**



1.2 Progress to date

Since the energy efficiency baseline year of 2009, IDA has actively worked to increase our energy efficiency across the organisation. These projects included:



Upgrading LED public lighting in our business parks.



Relocated global headquarters from Wilton Park House, Dublin 2 to Three Park Place, Dublin 2 (LEED Platinum building), in 2019.



Incorporated operational efficiency upgrades in our regional offices (Waterford, Galway, Athlone).

These investments in efficiency have delivered a 26% improvement in Irish energy consumption compared to our 2009 baseline.

Our Carbon Emissions

The table opposite shows IDA's carbon emissions baseline (average 2016 – 2018), our carbon emissions in 2022 and our 2030 carbon emissions target. This is separated further into our thermal emissions, electricity emissions and transport emissions.

Carbon Emissions	Baseline (avg. 2016-2018) (kgCO ₂)	2022 (kgCO ₂)	Target (2030) (kgCO ₂)
Thermal	162,026	161,936	79,393
Electricity	1,274,325	1,018,089	272,997
Transport*	0	0	0
Total Emissions	1,436,351	1,180,025	352,390

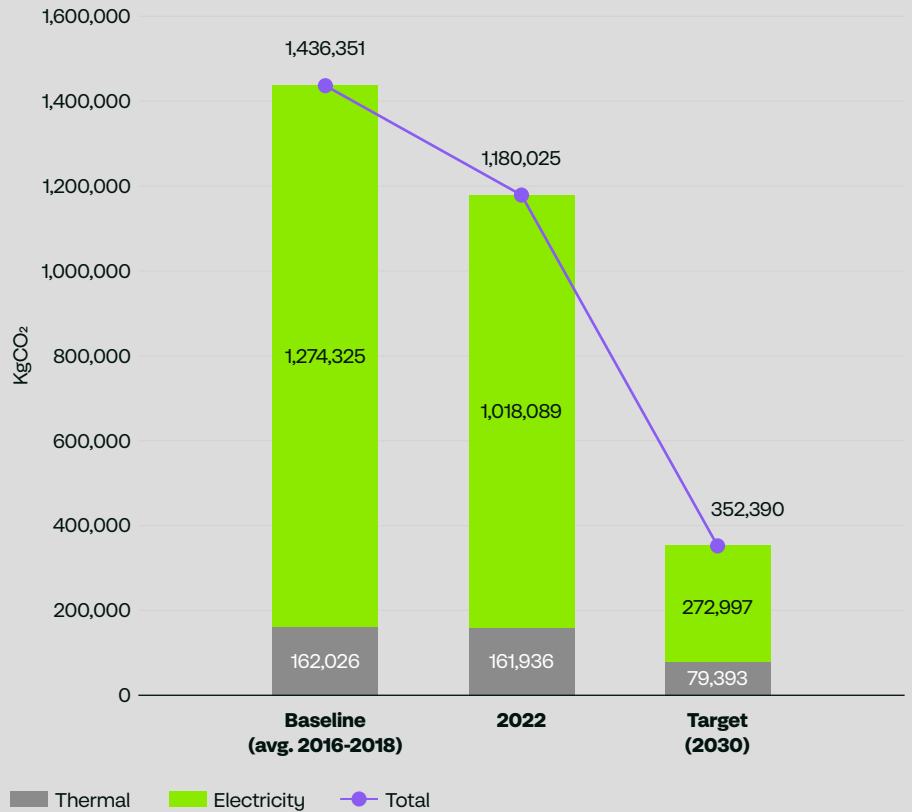
IDA plans to reduce our GHG emissions by 51% by 2030 in line with public sector targets

*IDA does not own any company vehicles / vehicle fleet

The data above is also detailed in the following graph which shows a visual representation of the breakdown of our carbon emissions for our baseline year, 2022 and 2030 targets.

We expect to make good progress in reducing GHG emissions in 2024 and 2025 with the focused energy efficiency and decarbonisation initiatives delivered through the 2023 / 2024 upgrade and retrofit of offices in Athlone and Sligo.

Carbon Emissions Progress to Target



Our Energy Use

IDA's energy use in 2009 was 11,250 kWh; reducing in 2022 to 8,326 kWh. The table below shows our energy use for our baseline year (2009), 2022 and our 2030 target.

	Baseline (2009) (kWh)	2022 (kWh)	Target (2030) (kWh)
Energy Use	11,250	8,326	5,625

02 Our People - Leadership and governance

2.1 Executive Leadership and Board of IDA Ireland commitment.

IDA Ireland's Executive Leadership team and Board are wholly committed to driving organisation-wide, climate action initiatives that will deliver sustainable and environmental impact; deliver on our sustainability targets; position us to meet our regulatory obligations; and foster a culture of environmental stewardship and innovation to the benefit of our organisation, clients and communities we serve.

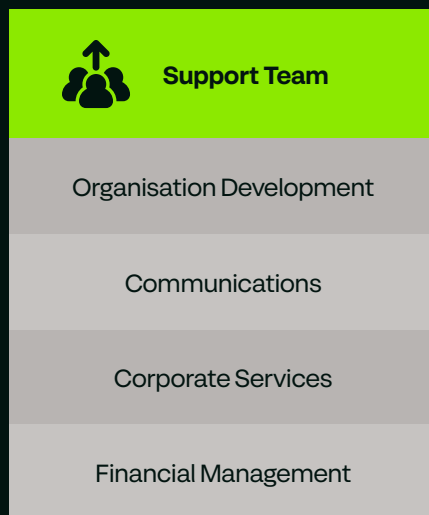
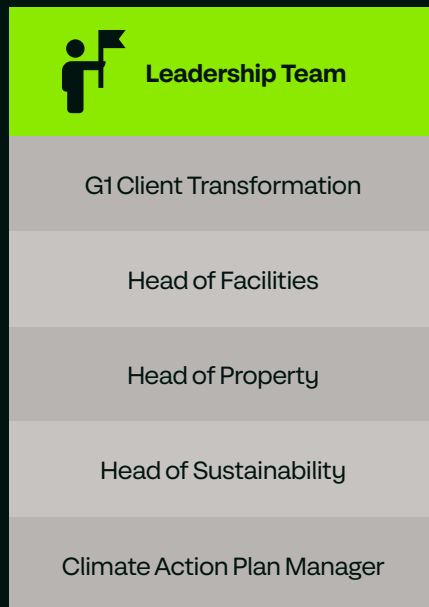
2.2 Governance structure for climate and sustainability

IDA Ireland's Climate Action Plan puts in place ambitious goals with challenging actions and initiatives to deliver on incrementally and progressively, year on year, between now and 2030.

IDA Ireland's Executive Leadership Team, the Board of IDA Ireland and the Board's dedicated Innovation and Sustainable Development Committee (ISDC) fully support these goals.

IDA Ireland's Climate and Sustainability Champion is Matt Kennedy, Divisional Manager, Client Transformation, and member of IDA Ireland's Executive Leadership Team.

The Climate Action Plan has established and empowered a dedicated 'Green Team,' led by Divisional and Department managers, and relevant decision makers, to focus and deliver on agency goals and objectives.



Our governance activities include:

- Establishing and resourcing a 'Green Team' to report into IDA's Executive Leadership team on climate and sustainability actions and initiatives.
- Nominating a member of the Executive Leadership team as the Climate and Sustainability Champion with responsibility for implementing and reporting on the Public Sector Mandate.
- Incorporating appropriate climate action and sustainability training into learning and development strategies for all staff members.
- Organising staff workshops to engage on climate issues and decreasing the organisation's carbon footprint.
- Conducting climate action leadership training for senior management, members of IDA Ireland's Board and the 'Green Team'.

2.3 Green Team Structure

The 'Green Team' is responsible for implementing the goals and objectives of IDA Ireland's Climate Action Plan and delivery of all Public Sector Climate Action Mandate targets.

Members of IDA's Green Team

Position	Name	Roles and Responsibilities
Divisional Manager, Client Transformation	Matt Kennedy	Chair and Climate and Sustainability Champion
Divisional Manager, Corporate Governance, Global Communications, IT and Facilities	Shane Nolan	Global Facilities
Global Facilities Manager	Gareth Sheehan	Facilities and Energy Management
Department Manager Property	Sarah O'Connell	Property
Department Manager Sustainability	Ian O'Hora	Sustainability
Project Manager Sustainability	Brendan Fay	Sustainability

Support Members of IDA's Green Team

Position	Name	Roles and Responsibilities
Department Manager Global Communications and Marketing	Paul Bailey	Communications and Publishing
Department Manager Corporate Services	TBC	Procurement and Travel Policy
Department Manager HR and Organisation Development	Ronna Doocey	Organisation Training
Department Manager Financial Management	Regina Gannon	Travel/Mileage Reporting

03 Our People

- Engaging our staff

We are working across all parts of IDA, with all teams, empowering our staff to make a difference in the way we work, how we support our clients and ensuring knowledge and talent is core to our business.



Adding technical, behavioural and ‘green’ procurement training into learning and development programmes for all staff.



Organising staff workshops to engage on climate issues, including a focus on decreasing IDA Ireland’s carbon footprint.



Ensuring all senior management, IDA’s Board members, and IDA’s ‘Green Team’ complete a climate action leadership training course.



3.1 Staff training plans

Training will be delivered across the organisation in three areas:



Staff engagement workshops will be held regularly throughout the year and focus on supporting knowledge development, and building capability across the organisation.



Climate action training will be incorporated into colleagues' ongoing learning and development programmes.



Climate action leadership training will be delivered to all senior management, to upskill our leadership capability and to support our teams and client companies.

04 Our targets

IDA's priority is to deliver on the goals and objectives of our climate action plan and achieve the targets set out in Ireland's National Climate Action Plan and Public Sector Climate Action Mandate.

 <p>Reduce our total carbon / GHG emissions by 51% by 2030</p>	 <p>Increase energy efficiency within our organisation by 50% by 2030</p>	 <p>Achieve a net zero energy-related emissions target for 2050 at the latest</p>
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4.1. Carbon Emissions

Our baseline for carbon emission reporting

The baseline we use for our carbon emission reporting is the average of years 2016 to 2018. Our carbon emissions are reported via SEAI's Monitoring and Reporting (M&R) system.

Emissions trends by 2030 with no additional actions

SEAI's Gap-to-Target modelling projects IDA's total carbon emissions for 2030 to be 450,758 kgCO₂ achieved through various projects and initiatives and supported by the decarbonisation of the electricity grid over the next six years. This is trending towards a reduction of 69% in carbon emissions from our 2016-2018 average baseline year (1,436,351 kgCO₂).

IDA has no plans to increase use of fossil fuel and will continue to proactively implement decarbonisation projects to reduce our fossil fuel emissions by 51% by 2030.

(Appendix 1 | Detailed Gap-to-Target analysis)

05 Charting our progress towards energy efficiency

Current Projects

Buildings

We currently operate out of ten office buildings in Ireland: our headquarters in Dublin and nine regional offices across the country. We own our regional headquarters in Athlone and we share five office buildings with our sister agency, Enterprise Ireland,

which owns four of five buildings. We lease the remaining offices including our Dublin headquarters.

In 2019, we relocated our headquarters from Wilton Park House, Dublin 2 to Three Park Place, Dublin 2.

Three Park Place is a LEED Platinum building; and some of its features include rainwater harvesting and solar PV panels on the roof, complete building insulation, energy efficient lighting and its proximity to public transport.





Meeting the Public Sector Climate Action Mandate

IDA Ireland will ensure all our buildings continue to comply with the requirements as set out in the legislation. IDA's Facilities Department will ensure there is a Display Energy Certificate (DEC) in all our office buildings in Ireland, where required. We will also complete an overview of our building stock plan in Ireland over the next 12 months.

Through our Facilities and Property Divisions, we will update procurement and design procedures to comply with non-fossil fuel heating in new builds and office refurbishments from 2024. This process began in 2023 with the upgrade of our Athlone office building (see more details below).

Embracing climate action goals

IDA is reviewing the carbon footprint of our property solutions to minimise impact in line with the Public Sector Climate Action Mandate along with considering retrofit opportunities of existing stock.

IDA's property portfolio extends beyond buildings, to Business & Technology Parks, Strategic Sites and Industrial Estates. Within this portfolio, IDA is responsible for the installation and maintenance of the public lighting network and any pumping stations.

IDA has completed 15 LED public lighting upgrades and 24 more public lighting upgrades are underway. We have also completed upgrades to two pumping stations with three additional upgrade projects planned. Each of these projects has led to significant energy efficiencies.

Within our office network, we will work to reduce carbon emissions and increase energy efficiency by 2030.

Projects include:

- ✔ **Sligo office building**
– upgrade building including installation of heat pumps (eliminating the use of LPG).
Status: due for completion in Q4, 2024.
- ✔ **Dublin headquarters building**
– additional controls and zoning of existing HVAC system, supporting the reduction of heating and cooling energy use across our office floors.
Status: due for completion in Q4, 2024.
- ✔ **Dublin headquarters building**
– additional controls and zoning of existing lighting system and installation of an upgraded lighting control platform to reduce energy use across our office space.
Status: due for completion in Q4, 2024.



Recently completed refurbishment projects include:

- ✓ **Athlone office building**
– upgraded with heat pumps installed (eliminating use of LPG). Solar PV panels installed on the roof.

Status: completed in Q1, 2024.

- ✓ **Waterford office building**
– upgraded with heat pumps installed.

Status: completed in 2023.

- ✓ **Galway office building**
– upgraded with heat pumps installed.

Status: completed in 2023.

Vehicles and Transportation

As an organisation, IDA Ireland does not own any company vehicles; all our staff members use public transport or their own vehicles for business travel. Where appropriate, we are installing EV charge points across our office network as part of the office refurbishment upgrades.

As an organisation, we will continue to promote using public transport when travelling for business, as appropriate. We will continue to promote alternatives to car use, such as public transport, cycling or walking to and from work, as appropriate.

Future Actions

Reporting on Climate Action Activity in our Annual Report

We will report on the following items in the IDA Ireland Annual Report:

- Greenhouse Gas emissions
- Implementation of the Climate Action Mandate
- Sustainability activities across the organisation
- Compliance with Circular 1/2020: Procedures for offsetting the emissions associated with official air travel.

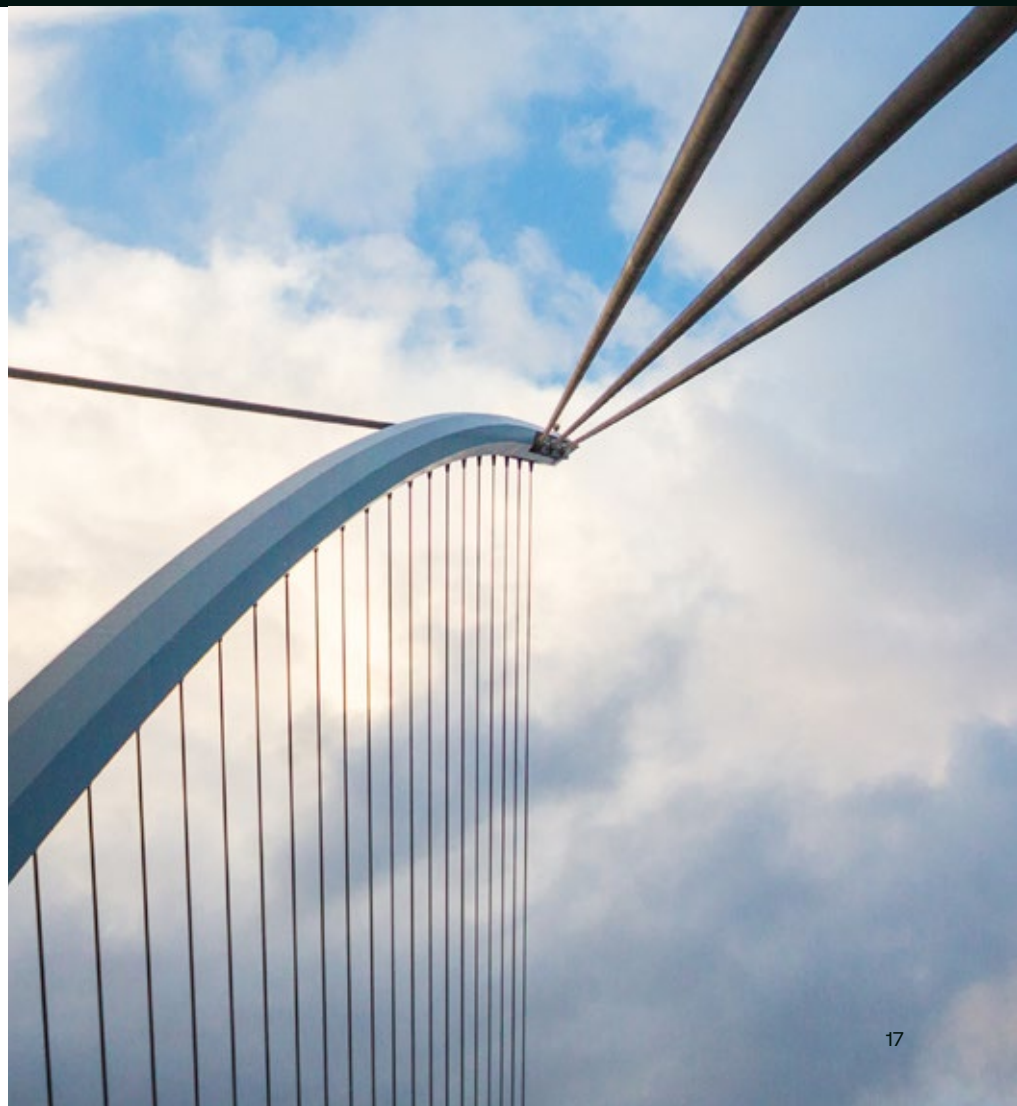
Every year, we will report on how we implement the Public Sector Climate Action Mandate requirements using [SEAI's Public Sector Monitoring & Reporting System](#) and will adopt a “comply and explain” approach, as required.

We will also focus on the following activities to reduce our carbon footprint and increase energy efficiencies as set out in the Mandate.

Energy Management

IDA Ireland will:

- **Audit** IDA offices for energy management and will implement projects to address this, where possible. We will report energy efficiencies across our offices every year via SEAI's M&R system.
- **Review** SEAI's Energy Management Action Plan (EMAP) system to support us in increasing energy efficiencies across our global office network.
- **Report** on energy management improvements across the organisation to the senior leadership team, as required.



Green Public Procurement

IDA Ireland will:

- **Implement** Green Public Procurement in accordance with the [EPA's Green Public Procurement guidance](#) for all tenders including works, goods and services tenders.
- **Follow** the Office of Government Procurement's online Green Public Procurement criteria search tool as a resource when drafting tenders
- **Incorporate** Green Public Procurement training into Learning and Development programmes for staff members
- **Strive** to measure the environmental and climate benefits achieved from applying green criteria in future procurements which will be extremely important for our Property and Facilities departments.
- **Gather** data on Green Public Procurement implementation and record it in a system which we plan to implement.

Construction

- As per the Climate Action and Low Carbon Development (Amendment) Act 2021 IDA's Property and Facilities departments will specify low carbon construction methods and low carbon cement material as far as is practicable for procured construction and refurbishment projects in our tender processes.
- We plan to follow best-practice guidelines for preparing resource and waste management plans by contractors for construction and refurbishment builds. This will form part of the procurement process for these projects.

Food waste

- We will measure and monitor all food waste generated on IDA premises from 2024 by using a standardised approach to food waste measurement as set out in the EPA Pathway.
- New contract agreements for canteen and food services, including onsite events and conferences, will include measures to address food waste with a specific focus on food waste prevention and food waste segregation.
- We will work closely with our catering contractor and staff to minimise food waste across the organisation. We will do this by:
 - **Calculating** our food waste benchmark
 - **Setting** annual targets to reduce food waste
 - **Identifying** actions required to meet our food waste targets
 - **Reporting** on food waste reduction annually in our Climate Action Plan.
- We will make our catering contractor aware of the EPA's Food Waste Charter and encourage them to sign up.
- From 2025, IDA will support the National Stop Food Waste Day (held in March each year) and promote this to staff to encourage the reduction of food waste. And promote and share Stop Food Waste resources with all IDA staff members on a regular basis.

Paper

- We will review paper-based processes and assess the possibility for digitisation processes so it becomes our default approach. In 2023, our IT department launched a new CRM system which has already eliminated numerous paper-based processes. We also use board circulation software for all Committee and Board meetings.
- Where we need to procure paper, we ensure our chosen vendor supplies recycled paper.
- We will continue to measure and monitor paper consumption across the organisation.
- We will measure paper waste by quantity and expenditure, such as wastepaper collected onsite for shredding, as appropriate.



Water

- We provide drinking water through filtered taps for staff members and visitors across IDA's offices, where suitable. IDA Facilities monitors the water consumption of these filtered taps.

Single Use

- IDA Ireland will cease using disposable cups, plates and cutlery across our offices including when hosting onsite client events and meetings, where feasible.
- We will also identify and eliminate all single-use items within the organisation, and from events and conferences we organise, fund, or sponsor in Ireland and overseas, where feasible.

Other Materials

- IDA supports Ireland's Producer Responsibility Initiatives through the collection and recycling of products.
- We will continue to use waste collection services that are segregated into a minimum of three streams which includes:
 - residual / general waste
 - recycling waste
 - organic / biowaste
- IDA will support our catering contractor to track food waste generation and we will also track waste generation in the following areas:
 - general waste
 - dry recyclables
 - organic waste
 - waste electrical and electronic equipment

06 Our wider climate action Ambition

We constantly strive to implement climate initiatives across our business in line with the UN Sustainable Development Goals and Ireland's National Climate Action Plan.



IDA has ambitious plans to investigate and develop renewable energy generation and biodiversity projects across our network of business parks and strategic sites. We will progress and implement these plans over time.

Significant and exciting opportunities exist to power all IDA electricity requirements from renewable energy, to integrate renewable energy technologies widely into our business parks, to attract new types of businesses and to be at the front of Ireland's renewable energy transformation.

Examples of projects IDA is investigating.

- **Renewable Energy Generation**
– In line with renewable energy generation opportunities, IDA is currently working to deliver distributed Solar PV on at least four sites across our property portfolio to displace an estimated 1,640 MWh energy.
- **Geothermal**
– Development of a pilot geothermal project on one of our sites which is currently being assessed in conjunction with the GSI as an opportunity.
- **Biodiversity**
– IDA has completed 13 biodiversity projects across our business and technology parks, and has additional biodiversity projects planned over the course of 2025 – 2029.

- **Green Leasing**

– IDA incorporates appropriate green lease provisions in the 999-year lease and 20-year occupational lease template to promote the sustainable operation, occupation and management of IDA's buildings and business parks.

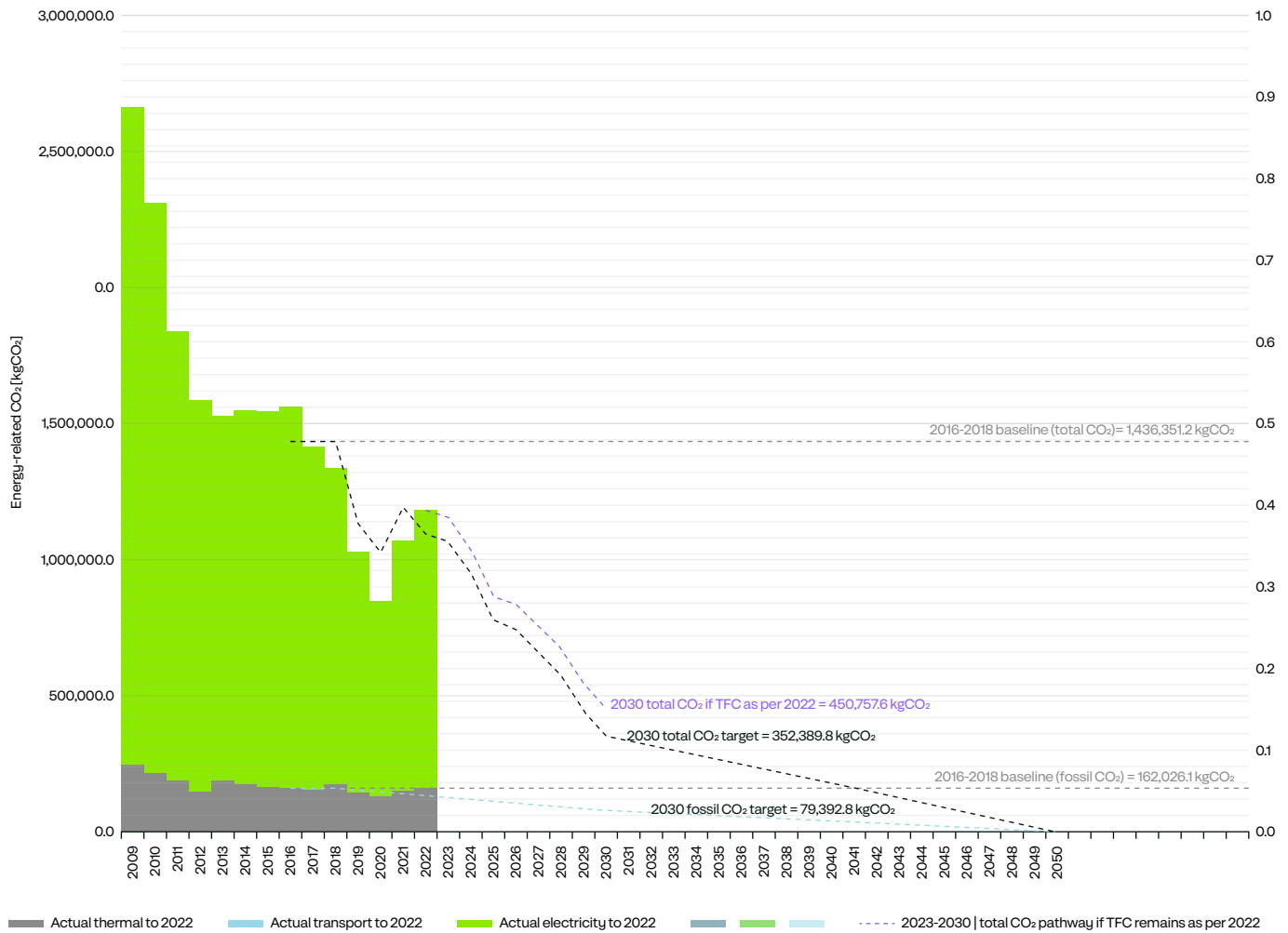
IDA has participated in several community-based initiatives including the **100 Million Trees Project**. In March 2024, IDA colleagues planted 2,600 trees at our Athlone Business & Technology Park, in partnership with the 100 Million Trees Project. It is estimated that a mini forest of the scale planted in Athlone will displace 14 kgs of CO₂ per tree over 50 years which is equivalent to 1,750 tonnes over the lifetime of this mini forest (Tree Council of Ireland).

Appendix 1

Detailed Gap-to-Target Analysis

With IDA actively progressing decarbonisation projects, we will achieve 352,390 kgCO₂ total carbon emissions by 2030. IDA's Gap-to-Target is the difference between 450,758 kgCO₂ total carbon emissions (SEAI modelled data) and 352,390 kgCO₂ total carbon emissions as shown in the graph below.

Total CO₂ pathways & targets | IDA Ireland

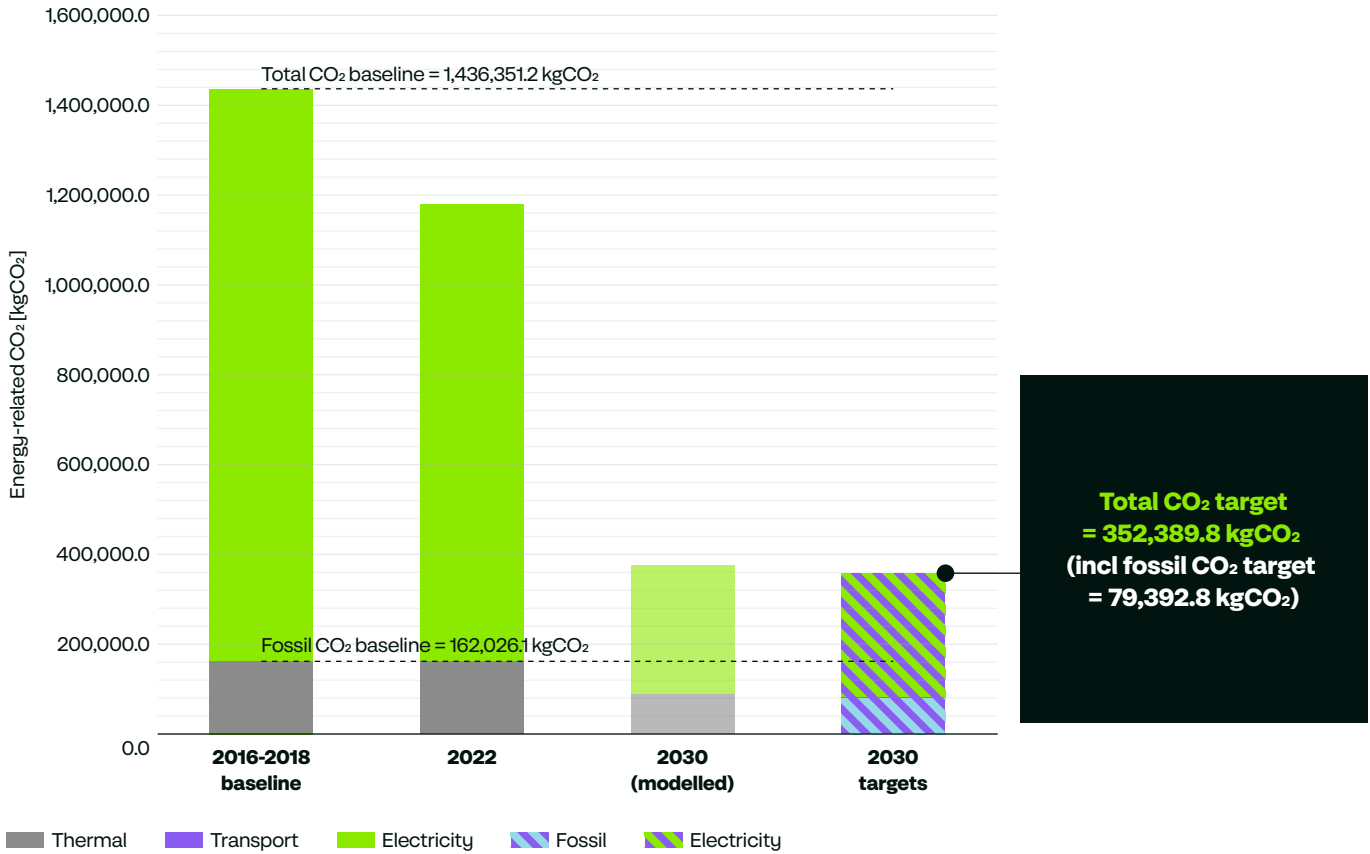


We plan to reduce our total carbon emissions from 1,180,025 kgCO₂ in 2022 to 352,390 kgCO₂ by 2030. As outlined in the graph above, this comprises 79,393 kgCO₂ thermal emissions (which is a 51% reduction in fossil fuel emissions from our baseline) plus 272,997 kgCO₂ in electricity emissions.

The graph above also shows our pathway to reduce total carbon emissions (thermal plus electricity) through to 2050 to reach net-zero. It shows the work we need to do to meet both the 2030 and the 2050 emissions targets as set out in the public sector climate action mandate.

This graph also identifies our Gap-to-Target of 98,368 kgCO₂ which we will address by 2030.

A graphic representation of our Gap-to-Target (2030 modelled versus 2030 targets) for total carbon emissions, as determined through SEAI's M&R system, is shown in the chart below.



For IDA to meet our total carbon emissions target of 352,390 kgCO₂ and reduce our Gap-to-Target to zero carbon emissions from 98,368 kgCO₂, we will focus on building upgrades and office refurbishments, increasing energy efficiencies and replacing fossil fuel technology with heat pump solutions across our office network, where possible.

Energy efficiency analysis

IDA Ireland's baseline year for energy efficiency is 2009 where we measured 11,250 kWh of energy use. Our target is to achieve a 50% increase in energy efficiency across the organisation by 2030, reducing our energy use to 5,625 kWh.

In 2022, we measured a 26% reduction in energy use from our baseline year. IDA's energy use for 2022 was 8,326 kWh. Based on SEAI's current modelled projections, IDA is trending to achieve a 44.7% increase in energy efficiency from our baseline year of 2009 by 2030.

A summary of our energy performance indicators are as follows:

- Our energy use in our baseline year was 11,250 kWh.
- Our energy use in 2022 was 8,326 kWh.
- Our glidepath to 2030 where we have to increase our energy efficiency across the organisation by 50% is a target of 5,625 kWh.

To achieve our target of 50% increase in energy efficiency, we will continue to implement energy management programmes across our property build portfolio and our office network. We will achieve this through refurbishment upgrades of our buildings, upgrading public lighting across our business parks and implementing energy efficiencies across our office network.



