



# ESRI Climate Action Roadmap 2025

V2.1 2025

(2025 H1 data update)

Economic and Social Research Institute (ESRI) | PSO-00153

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Dec 2024	V1.0	Issued Version	Management Committee
May 2025	V2.0	Per the Climate Action Mandate 2025	Management Committee
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## 1. Introduction

The purpose of this Climate Action Roadmap is to highlight the Economic and Social Research Institute's (ESRI) commitment to reducing our environmental impact and demonstrating our responsibility as a sustainable organisation. The Roadmap outlines how we aim to meet the requirements of the Climate Action Mandate and recognises the legal requirements.

The ESRI's approach to environmental responsibility and sustainable practices is reflected in our commitment to robust governance arrangements, adherence to public sector standards, and implementation of policies that ensure effective, efficient, and ethical operations, as outlined in our Annual Report 2024.

The ESRI has an established Climate and Sustainability Committee and appointed a Climate and Sustainability Champion. The Committee monitors progress and performance on a regular basis and ensures that the ESRI Climate Action Roadmap is implemented and updated annually to align with the latest requirements of public bodies and best practices.

The ESRI has appointed an Energy Performance Officer (EPO) and published its Energy Policy Statement to demonstrate our commitment to taking action to meet the Government's energy and greenhouse gas emissions targets. The Energy Policy Statement is in Appendix 1.

### 1.1. Organisational Context

#### 1.1.1. ESRI Background

The ESRI is Ireland's leading not-for-profit economic and social research institute. The mission of the ESRI is to produce economic and social research that informs public policymaking and civil society. Through its research, it has played a critical role in Irish life and policymaking, and has a reputation for independence, academic excellence, and objectivity.

The ESRI's [2024–2028 strategy statement](#) sets out how the ESRI will fulfil its mission to be a world-class research institute supporting the achievement of a more inclusive, prosperous, sustainable, and decarbonised Ireland. The ESRI Annual Report 2024 highlights our organisational sustainability actions and goals and also provides an overview of the ESRI's research outputs and activity including in the area of climate research. At 30 June 2025, the ESRI staff headcount was 118, the increase reflects seven short term interns recruited in the first half of 2025.

#### 1.1.2. ESRI Building

The ESRI has one office building, located in Whitaker Square, Sir John Rogerson's Quay, Dublin 2. It was constructed circa 2005/2006, is approx. 25,900 sq. ft./2408 sq.m and currently has a BER rating of E2. In compliance with the CAP requirement for public bodies to develop a building stock plan, the SEAI building register has been completed for the ESRI's building. As the sole ESRI energy using building, it accounts for 100% of the ESRI's building energy consumption. It is linked to the M&R system regarding energy use data.

The wider Whitaker Square campus and basement car park is owned by a superior landlord, and the car park is shared with all Whitaker Square occupants. The ESRI has eight car spaces, one which is let to our tenant and others are available to book by staff, tenants, visitors, and contractors as required, at a fee. The ESRI owns one bike cage and shares another, and the ESRI building has shower facilities. The ESRI has a tenant and shared services arrangements in place, with a tenant on one floor and shared offices with two other public bodies. In 2024, approximately one fifth (20 percent) of the ESRI building is leased/shared with other organisations.

The ESRI outsources its building and facilities management to a Facilities Management (FM) Company, procured via the OGP integrated facilities management framework. The FM company is responsible for maintenance and servicing of the building and for the provision of services such as waste services, advisory and audit.

In previous CAR reports we highlighted some challenges in achieving public sector targets due to the ESRI building, plant and equipment being near or at end of life. In 2024 the ESRI's Council and Management Committee initiated two key projects related to this and in the context of our accommodation needs in the hybrid working environment: a property services procurement process, which included a comprehensive technical survey of the building and advisory on options related to building refurbishment or relocation to more suitable and sustainable premises; a procurement process for integrated facilities management services, which included sustainability criteria. The outcomes of both projects are currently being evaluated. The ESRI commits to incorporating sustainability criteria into its plans and actions.

### 1.1.3. Compliance with legal requirement

The ESRI is aware of the legal requirements relating to energy and climate action and plan for compliance of these in its roadmap.

#### **Section 15(1) of the Climate Action and Low Carbon Act 2021:**

Section 15(1) point (d) of the Climate Action and Low Carbon Act 2021 states that: "A relevant body shall, in so far as is practicable, perform its functions in a manner consistent with the furtherance of the national climate objective."

The Act applies to public bodies, who are required to adopt practices that support the reduction of greenhouse gas emissions and the transition to a climate-neutral economy by 2050. The Climate Action Mandate applies to public bodies covered by the Climate Action Plan decarbonisation targets. The current Public Sector Climate Action Mandate was reviewed and updated as part of the preparation for Climate Action Plan 2025 (CAP25)<sup>1</sup>.

ESRI Response: The ESRI understands its obligations under the Act to contribute to Ireland's climate goals. We have developed this Climate Action Roadmap, which outlines how we will achieve energy efficiency and emissions reduction targets. The roadmap will be

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<sup>1</sup> The Public Sector Climate Action Mandate 2025 was published in CAP25.

reviewed and updated annually to ensure alignment with the updated Public Sector Climate Action Mandate.

**SI393/2021 Energy Performance of buildings:** This SI requires installation of Building Automation and Control by 2025 for buildings with HVAC rated output over 290kW; requires installation of electric vehicle charging points in carparks for new or refurbished buildings with more than ten car parking spaces.

ESRI Response: The ESRI understands its obligation in this regard. The Institute confirms that the HVAC output is below 290 kW. The ESRI has less than 10 car parking spaces.

**SI381/2021 Clean Vehicles Directive:** This SI sets targets for the procurement of clean light and heavy-duty vehicles, with the first target falling in 2025 and the second in 2030. The definition of clean vehicle changes to zero emission vehicles in 2025.

ESRI Response: The ESRI does not procure vehicles. This SI is not applicable to the ESRI.

**SI4/2017 Energy Performance of Buildings:** This SI requires all new public sector buildings built since 2018 to be “nearly zero emissions”.

ESRI Response: The ESRI building was built in 2006. This SI is not applicable..

**SI646/2016:** This SI requires that public bodies only procure energy-using products and vehicles that are on the Triple E register.

ESRI Response: The ESRI understands its obligation in this regard.. The Institute confirms compliance regarding supplied products where it was possible to do so, noting that due to the building’s aged/end-of-life mechanical and electrical (M&R) systems, related products and parts are replaced “like for like”, as newer components cannot be installed into old equipment for compatibility reasons. Upgrades to M&E would be required to ensure triple E rated parts could be supplied.

**SI426/2014 –** This SI requires the public sector to demonstrate exemplary energy management and requires public bodies to undertake energy audits every four years and also requires that the public sector can only lease or buy buildings with BER A3 or higher.

ESRI Response: The ESRI understands its obligation in this regard. The last ESRI building energy audit was conducted in 2021, with the next audit due in 2025. In the context of the highlighted challenges in achieving public sector targets due to the aged ESRI building and end-of-life plant and equipment, the 2025 energy audit is postponed until the outcome of management and Board deliberations on the future of the ESRI accommodation is decided.. The ESRI commits to incorporating sustainability criteria into its future building and accommodation plans and actions.

**SI749/2024 - Energy Performance of Buildings Directive,** banning public bodies from providing grants for fossil fuel boilers

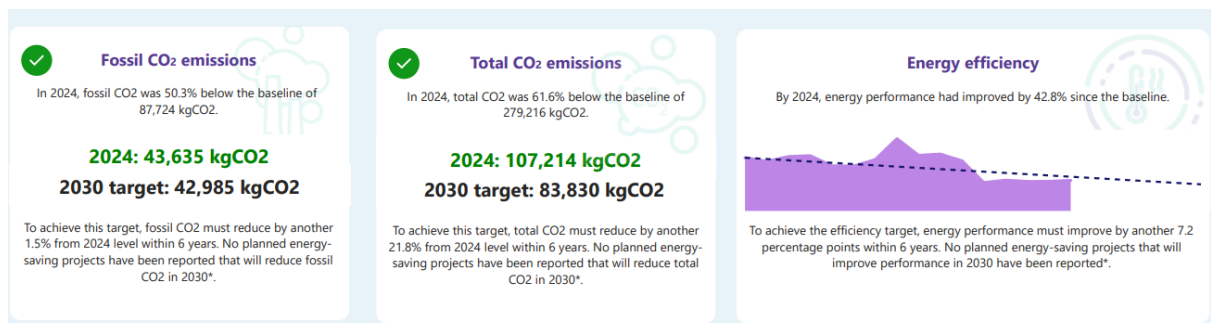
ESRI Response: Not applicable to the ESRI.

## 1.2. Summary - Energy and GHG Emissions Performance and Progress

The ESRI participates in the Sustainable Energy Authority of Ireland (SEAI) Monitoring and Reporting (M&R) system, which tracks the building energy consumption and carbon emissions and compares it with the baseline years. The ESRI's performance in 2024, per the SEAI Gap-to-target report 2024, shows the ESRI's progress towards achieving energy efficiency and greenhouse gas emissions reduction targets, i.e., In 2024:

- **Greenhouse gas emissions:**
  - Fossil CO<sub>2</sub> was 50.3% below the baseline of 87,724kgCO<sub>2</sub>. To achieve the target, the ESRI must reduce fossil CO<sub>2</sub> by another 1.5% from 2024 level within 6 years.
  - Total CO<sub>2</sub> was 61.5% below the baseline of 279,216 kgCO<sub>2</sub>. To achieve the CO<sub>2</sub> emissions target, total CO<sub>2</sub> must reduce by another 21.8% from 2024 levels within 6 years.
- **Total energy consumption (kWh):** 454,914 kWh, i.e., Electricity - 241,789 kWh and Thermal (natural gas) - 213,125kWh. Baseline (2009) 620,000 kWh.

Progress towards the 2030 energy efficiency target: Energy performance has improved by 42.8% since the baseline. To achieve the efficiency target, the ESRI must improve its energy performance by another 7.3 percentage points within 6 years.



The main factors that contributed to the ESRI's energy and carbon savings include:

- closer operational management of the heating, ventilation, and air conditioning system (HVAC) and lighting, and temporary, ad hoc downtime of HVAC plant due to technical failures.
- sharing of the building space with other organisations.
- adoption of remote working and online meeting arrangements, which reduced the ESRI's office-related energy use and emissions.

## 2. Our People - Leadership and governance

### 2.1. Senior Management Statement of Commitment

The ESRI's Management Committee recognises the critical importance of addressing climate change and is committed to leading by example and ensuring that the ESRI meets the requirements set forth by the Climate Action Mandate 2025. We have implemented a robust governance structure to oversee our climate and sustainability initiatives. This includes appointing a dedicated Climate and Sustainability Champion at the director level, along with an Energy Performance Officer to spearhead our energy efficiency efforts. Furthermore, we have established a Green Team reporting directly to senior management. The ESRI is committed to creating a sustainable future and reducing our greenhouse gas emissions and is making significant progress towards achieving the climate and energy goals.

### 2.2. Governance Structures

The Institute's governance structures for decision making and management of climate and sustainability matters are as follows:

- ESRI Climate and Sustainability Champion: The Director of the Institute is the Climate and Sustainability Champion.
- ESRI Climate and Sustainability (C&S) Committee. The Committee has responsibility for compliance and overseeing the implementation of the ESRI Roadmap.
- The ESRI Energy Performance Officer (EPO) provides oversight and leadership to ensure that the climate action plan is implemented and that successes/challenges are communicated to the Committee.
- The Green Team, reporting to the C&S Committee, drives sustainability projects.

Terms of Reference are in place for the C&S Committee and the Green Team.

#### Climate and Sustainability Committee:

Climate and Sustainability Committee	Name
Climate and Sustainability Cttee Chair and Energy Performance Officer (EPO)	Hugh Nolan, Head of Governance and Corporate Resources
Climate and Sustainability Cttee deputy Chair and Cttee Member	Eleanor Bannerton, Operations Manager
Climate and Sustainability Cttee Members	Amanda Brennan; Claire Keane; Conor O'Toole

#### Green Team:

Position	Name	Roles and Responsibilities
Head of Governance and Corporate Resources	Hugh Nolan	Energy Performance Officer
Operations Manager	Eleanor Bannerton	Climate and Sustainability Manager

Environment & Energy Researcher	John Curtis	Green Team member
IT Manager	David Gorman	Green Team Member
HR Manager	Claire Buckley	Green Team Member
Operations Administrator	LeAnnie Wilson	Green Team member

### 3. Our People - Engaging our staff

The ESRI commits to engaging staff on sustainability and energy related emissions and wider climate matters by incorporating appropriate climate action and sustainability training into learning and development strategies for staff, as outlined below.

#### 3.1. Staff training plans

The ESRI investigated options for climate and sustainability training for staff including technical, behavioural, and green procurement training. Staff involved in climate and sustainability reporting completed specific SEAI training courses, and the ESRI has scheduled green procurement training in 2025 H2, per action plan below.

#### 3.2. Climate action and sustainability workshops

The ESRI investigated the potential for speakers on climate issues to deliver workshops for staff. Whilst the ESRI did not organise a specific climate action and sustainability workshop in H1 2025, our ongoing research on energy, the environment and climate was presented at seminars and conferences in the ESRI, which staff were invited to attend. In 2025 these included a climate and energy policy seminar covering topics related to climate policy, the residential energy use, and the electricity sector.. The ESRI commits to organising workshops for staff in 2026, per action plan below.

#### 3.3. Senior Leadership Training

The ESRI investigated options for senior leadership training. and will deliver training in 2026, per action plan below.

No.	Action	By When	Status
3.1.1	Incorporate climate and sustainability training for staff, including technical, behavioural, and green procurement training, into the annual ESRI learning and development plan and make available to relevant staff as part of the ESRI's learning and development plans.	2026	In progress: Green procurement training schedule 2025 Q4.  Staff training scheduled for 2026.



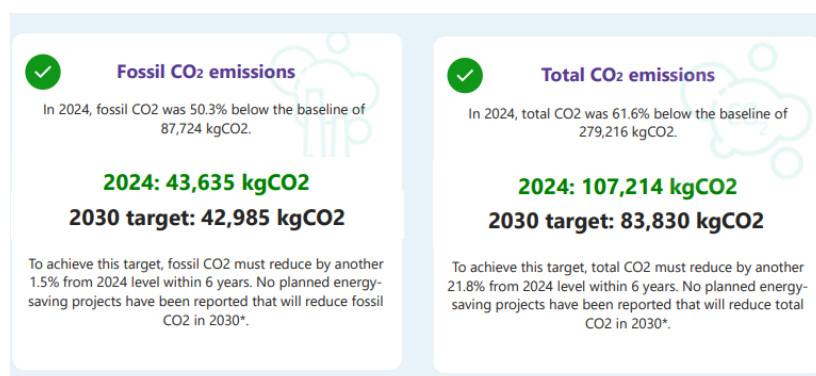
3.1.2	Incorporate climate and sustainability leadership training for senior ESRI managers and Council Members into the ESRI's learning and development plans.	2026	In progress: leadership training scheduled for 2026.
3.1.3	Investigate and deliver a climate action and sustainability workshop / continue to present research on energy, the environment and climate at seminars and conferences in the ESRI, which staff can attend	2026	In progress. Workshop to be scheduled for 2026.  SEAI training to be completed on an ongoing basis by staff involved in reporting

## 4. Sustainability and Energy Targets

In accordance with the targets set by the government for the public sector, the ESRI's overall targets are as follows:

<ul style="list-style-type: none"> <li>Reduce GHG emissions by 51% in 2030 [from baseline].</li> </ul>
<ul style="list-style-type: none"> <li>Improve energy efficiency by 50% [from baseline] by 2030.</li> </ul>
<ul style="list-style-type: none"> <li>Update our Climate Action Roadmap annually within 6 months of the publication of the Climate Action Plan.</li> </ul>

### 4.1. Carbon Emissions Analysis<sup>2</sup>

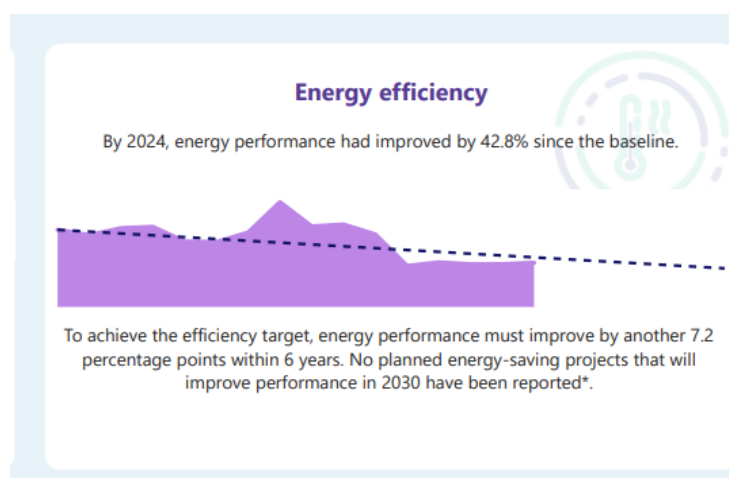


- Fossil CO<sub>2</sub> emissions:** 43,635 Kg CO<sub>2</sub>.  
 The ESRI reduced its fossil CO<sub>2</sub> emissions by 50.3% since the baseline of 87,724 Kg CO<sub>2</sub>.  
**2030 target:** 42,985 Kg CO<sub>2</sub>. To achieve this target, the ESRI must reduce fossil CO<sub>2</sub> by another 1.5% from 2024 level within 6 years.

<sup>2</sup> Source – SEAI M&R reporting system.

- **Total CO2 emissions 2024:** 107,214 kg CO2, i.e., electricity = 63,579 kg CO2, thermal = 43,635 kg CO2.  
The ESRI reduced its total CO2 emissions by 61.6% since the baseline of 279,216kgCO2<sup>3</sup>.  
**2030 Target:** 83,830 KgCO2. To achieve this target, total CO2 must reduce by another 21.8% from 2024 level within 6 years. It is expected that the decarbonisation of the grid will surpass this.  
Trend by 2030 with no additional actions (Business As Usual (BAU) scenario): On track to meet total emissions target. Note: the ESRI is currently investigating options to alter or change premises, which may affect future emissions.

## 4.2. Energy efficiency analysis:



- **Total energy consumption (kWh) 2024:** 454,914 kWh, i.e., Electricity - 241,789 kWh and Thermal (natural gas) - 213,125kWh. Baseline (2009) 620,000 kWh.
- **Energy performance:** By 2024, energy performance had improved by 42.8% since the energy performance baseline<sup>4</sup>.  
To achieve the efficiency target, energy performance must improve by another 9.3 percentage points within 6 years.  
Trend with no additional action (i.e., Business As Usual (BAU)): On track to meet target.

## 4.3. Actions/projects to meet targets

No.	Action	By When	Status
4.3.1	Continue to engage with the SEAI and analyse data on performance via the M&R system, to establish Gap to Target - to guide the development of our initiatives	Annual per Mandate	Ongoing
4.3.2	Complete 2025 Roadmap, and 6-month update based on validated data, within the timeframe required per the Mandate	May 2025; Oct. 2025. Ongoing	Completed; Ongoing

<sup>3</sup> Baseline for total CO2 is 2016-2018 average.

<sup>4</sup> Baseline for energy efficiency (kWh/m2) is 2009.

4.3.3	Report on progress to the ESRI Management Committee via the C&S Committee	2025 H1; 2025 H2. Ongoing	Completed.  Ongoing
4.3.4	Explore potential avenues to improve energy efficiency in the current ESRI building and investigate registering for the 2025/2026 Reduce Your Use Campaign.	2025 H2. Ongoing	In progress / Ongoing
4.3.5	Commit to incorporating sustainability criteria into potential office refurbishments or in any new office	Review in 2026	Awaiting decision on accommodation
4.3.6	Implement internal communication campaigns as appropriate to help reduce our energy use through behaviour change.	2025 Ongoing	In progress / Ongoing
4.3.7	Continue to utilise OGP contracts for electricity and gas supply.	2025	In progress / Ongoing

## 5. OUR WAY OF WORKING

A key goal of this Plan is to continue to monitor and report on performance to reduce consumption of energy and other resources. Considerable effort and progress have been made to reduce our energy use, our waste generation, and to reduce reliance on paper, eliminate single use plastics and increase recycling and composting.

### 5.1. Energy Management

In line with the Public Sector Energy Efficiency Strategy, the ESRI follows a structured approach to energy management, as follows:

- i. **Commitment** (senior management buy-in; staff empowerment to act)
- ii. **Identification** (of key areas and actions for improvement following energy performance report (from SEAI) and audits)
- iii. **Plan** (of action including setting annual energy saving targets in consultation with SEAI, plant life cycle reporting and replacement plan)
- iv. **Action** (implementation of projects, in consultation with SEAI)
- v. **Review** (measure results annually, continually improve, review/audit)

The ESRI's energy management programme includes engaging with SEAI on energy consumption via the SEAI M&R system, energy efficiency audits every four years and technical assessments of the building as appropriate, and implementation of any planned preventative maintenance and life cycle replacement programme.

The main energy users in the ESRI building are the heating, ventilation and air conditioning (HVAC) systems, lighting, and IT servers. The HVAC system controls temperature in the building, including comfort heating and cooling, and ventilation by circulating fresh air. The ESRI's facilities management service provider provides maintenance and servicing of the building plant and equipment including HVAC and lighting and advises on plant life cycle and replacement programmes.

Considering the challenges we are facing with our building and our current review of our office accommodation needs in the hybrid working environment as outlined in this document, the ESRI commits to the following actions:

No.	Action	By When	Status
5.1.1	Report in our ESRI Annual Report: GHG emissions, implementation of the Mandate, sustainability activities, Compliance with Circular 1/2020: <i>Procedures for offsetting the emissions associated with official air travel</i>	2025 H1  2026 H1	Completed  Ongoing, annual
5.1.2	Using SEAI's Public Sector M&R System, report annually on implementation of the individual mandate requirements using a "comply and explain" approach	2025 H1  Annually	Completed  Ongoing, annual
5.1.3	Implement energy management programmes as per SEAI's energy management guidance (S.I. 426 of 2014) where possible, and report to SEAI annually on its M&R system – Energy audit every four years	Every 4 years	On hold: ESRI Council deliberations ongoing
5.1.4	The ESRI's Energy Performance Officer will oversee energy performance, and the Climate and Sustainability Committee will review and sign off on the Energy Action Plan (Statement in Appendix 1).	2025, Q2  Ongoing, annual	Completed  Ongoing
5.1.5	Complete a technical assessment of the building	Q2 2025	Completed.

## 5.2. Green Public Procurement

It is ESRI policy to implement Green Public Procurement (GPP). In line with the Climate Action Mandate 2025, the ESRI will strive to

- implement Green Public Procurement in accordance with the Green Public Procurement Implementation Mandate set out in Buying Greener: Green Public Procurement Strategy and Action Plan 2024-2027, using the EPA Green Public Procurement Guidance and criteria / Office of Government Procurement's online Green Public Procurement Criteria Search tool as resources.
- Adhere to the new circular, which will replace Circular 20/2019, to be published by the Department of Public Expenditure, NDP Delivery and Reform regarding new Green Public Procurement obligations included in the GPP Strategy and Action Plan 2024-2027.

In 2025 the following actions were taken:

- sustainable and environmentally friendly criteria were included in procurement processes, where relevant.
- the Institute's procurement policy was redrafted to include green criteria in

procurement.

- the ESRI availed of OGP and HEAnet frameworks wherever relevant.
- A minimum of 80% of ICT end user products (desktop computers) procured by the ESRI are certified to EPEAT Gold Standard (or equivalent), TCO Certified (or equivalent).
- ESRI building utilities continue to be procured via the OGP Energy Framework Agreements.
- Procurement of integrated facilities management services was completed in 2025, using the OGP Framework which included green criteria.

No.	Action	By When	Status
5.2.1	Publish the ESRI's Green Public Procurement Policy.	2025, Q4	Complete
5.2.2	Establish a system to gather and report data on GPP implementation.	2025, Q4	In progress
5.2.3	Incorporate green procurement training into learning and development strategies for staff who are involved in procurement.	2025, Q4	See action 3.1.1 above.
5.2.4	Source goods, services, and works with a reduced environmental impact as per the EPA Sustainable Procurement Guide.	Ongoing	Ongoing
5.2.5	Implement Green Public Procurement in accordance with the Green Public Procurement Implementation Mandate	Ongoing	Ongoing
5.2.6	Adhere to the circular 17/2025 where possible, regarding new Green Public Procurement obligations included in the GPP Strategy and Action Plan 2024-2027.	Ongoing	Ongoing

### 5.3. Organic Food

Climate Action Mandate: A minimum of 10% by value (€) of food sought under new contract arrangements (including via contractors such as canteen service providers), is to be certified organic in each of the following categories of Cereals, fresh Beef, Lamb, Pork, Poultry, Fish, Vegetables and Dairy products, where possible.

*ESRI Response: not applicable to the ESRI – the ESRI does not have a canteen.*

### 5.4. Food waste

Public sector bodies are required to:

- measure and monitor the food waste generated on premises from 2024, using a standardised approach to food waste measurement set out in the EPA public sector guidance<sup>5</sup>. This includes food waste from onsite canteens, office areas and kitchenettes.
- All new contract arrangements related to canteen or food services, including events and conferences, to include measures that are targeted at addressing food waste (with a

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<sup>5</sup> <https://foodwastecharter.ie/public-sector-offices/>

specific focus on food waste prevention and food waste segregation, taking into account Ireland's commitment to reduce food waste by 50% by 2030.

The ESRI measures and monitors food waste generated on premises, using the standardised approach to food waste measurement set out in the EPA public sector guidelines.

In H1 2025, the food waste service provider reported 350kg of compost waste compared to 780 kg in the whole of 2024. In 2025:

- ESRI completed a procurement process for its facilities management services included waste services. The criteria included the requirement to address and reduce waste and to segregate waste. The successful tenderer commenced operations in July 2025.
- The ESRI orders catering for events at times, and such orders are based on registration numbers to minimise food waste.
- The ESRI had previously removed individual bins at desks to encourage staff to segregate waste and bring to centralised bins.
- The ESRI does not have a canteen and does not produce canteen food waste. Where catering for events is provided, orders are based on the registered attendee numbers to reduce waste, and any leftover food is offered to staff to minimise potential waste.
- Staff share food leftovers with colleagues in a designated space in the kitchenette.
- To avoid doubling up on common items and reduce waste, the ESRI provides essentials, such as milk, sugar, tea, coffee.
- Centralised bins (3-bin system) with one for food waste is clearly marked with appropriate signage to allow good food waste management.
- Food waste bins are available in the kitchenette areas to ensure food waste can be collected separately.

The ESRI commits to continuing to support a reduction in food waste with the above actions, and taking the following actions in 2025:

No.	Action	By When	Status
5.4.1	Continue to provide centralised waste bins with appropriate signage; communicate with staff on correct use of bins and waste reduction/Reduce your Use.	2025, ongoing	Ongoing
5.4.2	Complete event catering procurement process including criteria that target food waste	2026	In progress
5.4.3	Ensure event catering contracts include measures that are targeted at addressing food waste prevention and food waste segregation, taking into account Ireland's commitment to reduce food waste by 50% by 2030	2026	In Progress, incorporate into RFQ 2025H2
5.4.4	C&S Cttee to consider ordering 10% less food than the expected attendees at events.	2026	In progress

5.4.5	Measure and monitor the food waste generated using a standardised approach to food waste measurement set out in the EPA Protocol/Pathway public sector guidance.	2025 and ongoing	Ongoing
5.4.6	Green team to investigate reduction or elimination of single use compostable, cups	2025 H2	In progress

## 5.5. Paper

Climate Action Mandate requirements:

- Review any paper-based processes and evaluate the possibilities for digitalisation so it becomes the default approach. Eliminate paper-based processes as far as is practicable. Where office paper for printing and photocopying must be procured, 100% of the paper must be recycled paper.
- Measure and monitor paper consumption.

The ESRI is conscious of its environmental footprint and seeks to reduce waste and promote sustainability. To reduce paper-based processes as far as is practicable, the ESRI implements the following practices:

- A “digital first” strategy, with the vast majority of ESRI reports and publications disseminated digitally only.
- With remote working the norm, old paper-based practices have largely been replaced by digital practices.
- The ESRI IT Department provides up-to-date digital tools and provide staff training as needed.
- Where printer paper is procured, recycled paper is the default. Recycled paper is procured (via OGP framework) for use in printers.
- Printing is discouraged where possible, and the “print on both sides” is the default setting on printers.
- Paperless office management, with facilities management documents shared and stored digitally.
- The ESRI measures paper consumption. 120 reams of printer paper were consumed in 2024 and 110 reams in H1 2025.
- Confidential paper waste is shredded, certified, and recycled. In 2024, 1062 kgs of confidential paper waste was shredded, compared to 1051 kg in 2023, and in H1 2025 1,018kg of confidential paper was shredded. The increase reflects the Institute’s ongoing project to dispose of paper files.

The ESRI commits to taking the following additional actions in 2025 and beyond to further reduce paper-based processes:

No.	Action	By When	Status
5.5.1	Investigate the implementation of a print management system where appropriate requiring staff to authenticate before printing,	2026	In progress

	to reduce unnecessary printing and help track paper usage		
5.5.2	Establish a printing policy to encourage reduction in printing and printer costs.	2026	In progress

## 5.6. Water

Climate Action Mandate:

- Provide suitable drinking water refill points for all staff and in any premises accessed by the public.
- Measure and monitor total water usage for the organisation as a whole.

The ESRI provides suitable filtered drinking water and water refill points for use by all in the building, and for the public at public events, and encourages staff to bring in and use their own water bottles.

It is currently not possible to measure and monitor water usage in the ESRI building. The ESRI is liaising with its facilities company and the superior landlord in this regard.

The ESRI commits to taking the following actions:

No.	Action	By When	Status
5.6.1	In the refurbished or new ESRI premises, the ESRI commits to measuring and monitoring water usage	When possible	On hold - awaiting decision on accommodation
5.6.2	Continue to provide drinking water refill points in the building, accessible by the public	Ongoing	Ongoing

## 5.7. Single Use

Climate Action Mandate:

- Cease using disposable cups, plates and cutlery in any public sector canteen or closed facility, excluding clinical (i.e., non-canteen healthcare) environments, and in publicly funded advertising or broadcasting.
- Eliminate all single use items within the organisation and from events organised, funded, or sponsored.

The ESRI had previously ceased purchasing single use non-recyclable plastic items for its premises. Due to facilities constraints in the current building, only a small number of reusable items such as water glasses, cups and crockery are available for staff use at present. Compostable/recyclable cups with lids continue to be provided for hot drinks in 2025.

The ESRI eliminated single use plastic water cups in 2023. Staff are encouraged to use their own “keep cups” and water bottles, rather than the single-use items. The ESRI Green



Committee investigated the provision of reusable mugs to staff and those attending events. In 2025, the ESRI has included sustainability criteria in the event catering procurement process. The ESRI commits to taking the following actions in our new /reconfigured office:

No.	Action	By When	Status
5.7.1	Investigate upgrades to facilities to support the elimination of single use items from the premises where possible	2025/2026	In progress
5.7.2	Design the refurbished or new ESRI premises with appropriate facilities which supports the elimination of single use items from the premises	To be confirmed	On hold awaiting decision on accommodation
5.7.3	Implement sustainability criteria in the procurement of catering for events, where possible.	2025/2026	In Progress

## 5.8. Other Waste

*Climate Action Mandate:*

- *Support Ireland's Producer Responsibility Initiatives in the collection and recycling of products including the Deposit Return Scheme.*
- *Contract waste collection services that are segregated into a minimum of three streams – residual/general waste, recycling waste and organic/biowaste and monitor weights collected..*

The ESRI endeavours to reduce its environmental impact through waste reduction projects, segregation, and recycling. In 2025:

- Waste continued to be segregated into a minimum of three streams – i.e., residual/general waste, recycling waste and organic/bio waste.
- Electrical and electronic equipment waste (WEEE) was disposed of responsibly. 1,486kg of IT and WEEE were recycled in H1 2025 compared to 135 kgs in the whole of 2024 and to 544 kgs in the whole of 2023 (in accordance with directive 2002/96/EC of the European Parliament. This large increase in 2025H1 was a result of a clear out of old printers and IT waste items which had accumulated over years; this WEEE waste is recycled.
- Other waste was recycled where possible, i.e., glass (no glass waste was recycled in 2024; 60kg in H1 2025), print cartridges and batteries. Battery boxes and cartridge bins are provided on site.
- In H1 2025, 2000kg of furniture waste was collected from site and recycled by an external contractor.
- The ESRI procures facilities management services via the OGP framework which includes sustainability criteria. The incumbent facilities management company confirms compliance with the relevant Producer Responsibility Initiative, where applicable to their service provision.

In addition to the above, the ESRI commits to the following actions in 2025:

No.	Action	By When	Status
5.8.1	Investigate how to support Ireland's Producer Responsibility Initiatives in the collection and recycling of products including the Deposit Return Scheme.	Ongoing	In progress
5.8.2	Work with the contracted facilities management company to monitor and report on waste and implement strategies to reduce waste on the ESRI site.	Ongoing	In progress

## 5.9. Construction

Mandate: Specify low carbon construction methods and low carbon cement material as far as practicable as per guidance issued by Department of Enterprise, Trade and Employment for directly procured or supported construction projects from 2024

*ESRI Response: not applicable to the ESRI, the ESRI does not procure directly.*

Mandate: Adhere to the best practice guidelines for the preparation of Resource and Waste Management Plans for construction and demolition projects for directly procured or supported construction projects from 2024

*ESRI Response: not applicable to the ESRI, the ESRI does not procure directly.*

Mandate: A minimum proportion of construction materials procured by public bodies under new contract arrangements to comprise recycled materials, that is informed by a Circularity Roadmap for the Construction Sector and the 2nd Whole of Government Circular Economy Strategy to be published in 2025 – *not applicable to the ESRI, the ESRI does not procure directly.*

*ESRI Response: not applicable to the ESRI.*

## 6. OUR BUILDINGS AND VEHICLES

Climate Action Mandate:

- Promote the use of bicycles (including push bikes, electric bikes, and cargo bikes) and shared mobility options as an alternative to car use among employees and visitors by creating and maintaining facilities (both inside and outside of buildings) that support such options, including secure and accessible bicycle parking, shared mobility parking, and charging stations, as appropriate, with a view to achieving the National Transport Authority's Smarter Travel Mark.
- Phase out the use of parking in buildings that have access to a range of public transport services and active/shared mobility options for the majority of staff/visitors, while providing that sufficient accessible parking is maintained for those with physical mobility issues.

- Display an up-to-date Display Energy Certificate in every public building that is open to the public to clearly show energy use.
- The public sector will not install heating systems that use fossil fuels after 2023, in (1) new buildings, and (2) “major renovation” retrofit projects as defined in the Energy Performance of Buildings Directive (EPBD) unless at least one of the exceptions applies.
- All tenders for the public procurement of energy-related products, heating equipment, or indoor and outdoor lighting to include a requirement for tenderers to specify recommendations and options for the product, when the product or components of the product comes to the end of life, that consider environmental sustainability, including options for reuse, repair, and recycling. Comply with SI 626 of 2016 to procure Triple E registered products or equivalent.
- All tenders for the public procurement of indoor cleaning services to include a requirement for tenderers to specify the training that will be put in place to ensure that all staff involved in delivery of the contract have the knowledge and skills to apply cleaning methods, which will reduce the environmental impact of the services.

### **6.1. Existing Buildings**

Climate Action Mandate:

- Building stock plans – all public bodies that have not yet completed a stage 1 Building Stock Plan should do so and submit to SEAI. Public bodies that have completed a BSP should update it regularly, minimum every two years. Public bodies are encouraged to include their BSPs in their Climate Action Roadmaps.
- National Estate Portfolio Leads are accountable for energy targets within their sectors and for developing pathways to achieve these targets. Not applicable to ESRI
- Small public sector bodies should include a basic building stock analysis or statement as part of their Climate Action Roadmap, in line with the guidance published by SEAI.

### **6.2. Vehicles**

Climate Action Mandate:

- Procure (purchase or lease) only zero-emissions vehicles from the end of 2022, enabling Ireland to go beyond the requirements of the EU Directive, amending Directive 2009/33/EC on the promotion of clean and energy-efficient road transport vehicles (EU Directive 2019/1161, the Clean Vehicle Directive) and act as an international leader in this area. An exception applies where the vehicle is exempt under European Communities (Clean and Energy-Efficient Road Transport Vehicles) (Amendment) Regulations (S.I. 381 of 2021). Public sector procurement contracts for delivery and haulage should specify zero-emissions vehicles where possible.
  - As an enabler for the switch to zero-emissions vehicles and meeting Climate Action Plan targets, in 2024 public sector bodies with a vehicle fleet should develop a plan for installation of charging infrastructure in relevant locations. The plan should align installation of infrastructure with timelines for decarbonisation of the body’s fleet. The plan should be included in the body’s Climate Action Roadmap.
- ESRI Response: Not Applicable.

The ESRI is committed to promoting alternative methods of transport for its staff, visitors, contractors, and tenants, such as the use of bicycles including push bikes, electric bikes, and cargo bikes. The ESRI implements policies which support sustainable travel.

The ESRI does not own or provide company vehicles to its staff. It is ESRI policy that staff use public transportation for business purposes whenever possible. A limited number of ESRI car parking spaces are available for staff, tenants, and visitors to book, with an associated charge to discourage car usage.

In 2024, the ESRI began its application for the Smarter Travel Mark and joined the Smarter Travel Programme in Q1, 2025. As a Smarter Travel Partner, the ESRI is committing to developing and implementing actions which promote sustainable and active travel initiatives and will work towards achieving the Smarter Travel Mark certification.

As described in this report, the ESRI faces challenges in delivering on energy efficiency and greenhouse gas emissions reduction targets due to its aged building. In the context of this challenge and the reduction in office occupation due to hybrid working arrangements, a project is underway which will inform our decisions on either renovation and investment in our existing office building, including sustainability, or relocation to more sustainable office space with greater energy efficiency.

The ESRI building is not open to the public for service provision; In our renovated building or new offices, the Display Energy Certificate will be posted as appropriate.

In addition to its ongoing activities, the ESRI commits to taking the following actions in 2025:

No.	Action	By When	Status
6.1.1	Continue to work towards achieving the Smarter Travel Mark: provide and maintain facilities which promote the use of bicycles and shared mobility options as an alternative to car use, including secure and accessible bicycle parking, shared mobility parking, and shower facilities.	Ongoing	In progress
6.1.2	Continue to liaise with the landlord to explore the potential to enhance existing facilities in landlord areas to encourage active travel, including the provision of secure, lockable bike cages and extra wide cargo bike parking, and safer cycling initiatives in landlord areas. If the ESRI building is refurbished, the ESRI will consult with the landlord to investigate the installation of charging infrastructure.	Ongoing	On hold pending decision on building

6.1.3	Continue to discourage car parking in the building by implementing an appropriate charge for parking, and support the use of public transport by offering the Cycle to Work and TaxSaver schemes; continue to provide accessible parking for those with physical mobility issues	Ongoing	Ongoing
6.1.4	Implement the ESRI Travel Policy, where staff are required to use public transport wherever possible for business travel.	Ongoing	Ongoing
6.1.5	The ESRI building is not open to the public for service provision; in renovated or new office, the Display Energy Certificate will be posted if appropriate.	Unknown	Not started
6.1.6	Ensure contracted facilities company implement Mandate requirements with respect to procurement; compliance with SI 626 of 2016 to procure Triple E registered products or equivalent; cleaning services	2025 H2	In progress
6.1.7	Incorporating sustainability criteria and energy and GHG emissions reduction criteria into the building renovation / new office project.	Ongoing	Not started
6.1.8	Review Building Stock Plan minimum every two years and reference in the Climate Action Roadmap.	2025H1 2027	Complete Ongoing

## 7. Review and Approval

This Roadmap is reviewed by the Management Committee annually, amended as appropriate on an annual basis, and signed by the Director.

## 8. Signature




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Martina Lawless, Director, ESRI

14 October 2025

## 9. Appendix 1 ESRI Energy Policy Statement

The ESRI recognises its responsibilities to its staff, customers, contractors, and the public regarding sustainable and cost-efficient energy management and is committed to continual improvement in energy efficiency in its operations. To this end, the Institute commits, as far as is reasonably practicable, to managing its workplace to ensure its energy efficiency objectives are achieved.

Energy efficiency objectives:

- Commit to continuous improvement in energy efficiency.
- Promote and raise awareness of energy efficiency throughout the Institute.
- Ensure work activities, procurement, operations, and maintenance procedures include energy efficiency as a priority.
- Identify building plant, equipment, processes, and behaviours which account for the greatest energy usage, and which offer the most potential for energy savings, with a view to implementing cost effective solutions.

To help achieve these objectives, the ESRI Management Committee has appointed an Energy Performance Officer who is responsible for monitoring and reporting of energy consumption, obtaining advice and submitting proposals on potential energy saving projects, and reporting at least annually on energy consumption and the achievement of these objectives to the ESRI's Management Committee.

This policy is supported by the ESRI's Management Committee and by the Council of the ESRI, who commit the necessary resources to ensure that the objectives can be achieved.

These objectives will be reviewed by the Management Committee annually and updated as required and brought to the attention of all staff, at least annually.



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Martina Lawless, Director

14 October 2025