Taighde Éireann
Research Ireland

Taighde Éireann – Research Ireland

Climate Action Roadmap to 2030

April 2026

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1. Introduction

In alignment with the Climate Action Plan 2025 (CAP25) and the Public Sector Climate Action Mandate, Taighde Éireann – Research Ireland presents its Climate Action Roadmap. This Roadmap builds upon the prior climate action efforts, aligns with the latest CAP25 requirements and includes elements on public sector energy related targets, Green Public Procurement and expanded mandates covering areas such as single-use items, water, paper, food waste, and charging infrastructure. Research Ireland aims to update this Climate Action Roadmap annually, in-line with updates on the Climate Action Plan.

1.1 Research Ireland

Taighde Éireann – Research Ireland is Ireland's newly established national research and innovation development agency. Research Ireland is committed to addressing pressing societal challenges, including those associated with climate change.

To effectively address both internal and external environmental impacts, Research Ireland has established two dedicated working groups: the Internal Climate Action Team, focused on reducing the organisation's operational environmental footprint, and the External Climate Action Team (ECAT), which concentrates on the environmental impact of funded research and external engagements.

In March 2026, Research Ireland published its inaugural strategy Curiosity, Capability, Competitiveness – Charting Ireland's Research and Innovation Future 2026–2030, aimed at building a research and innovation system that delivers prosperity for the people of Ireland. Over the coming five years, as we implement our strategy we will focus on strengthening the research and innovation talent pipeline, supporting FDI investment and indigenous capability, and fostering greater innovation-driven collaboration, all of which underpins our future competitiveness and societal wellbeing. Acting as a leader, partner and connector across the research and innovation ecosystem, our measure of success is impact: a stronger, more resilient Ireland, and an innovation system that earns its place among the best in the world.

This Roadmap outlines the strategies and actions that Research Ireland will undertake to meet its climate action obligations, as set out in the Climate Action Mandate, contribute to national climate goals and foster a sustainable research and innovation ecosystem.

1.2 Public Sector Climate Action Mandate Context

The Public Sector Climate Action Mandate outlines a comprehensive framework for how public bodies must contribute to national decarbonisation goals. The Mandate applies to all public bodies covered by decarbonisation targets, including Government Departments, Higher Education Institutions (HEIs), Health Sector Bodies and Non-Commercial Semi-State Bodies. The Mandate details a series of required actions across areas such as:

- Energy efficiency and decarbonisation of buildings
- Sustainable procurement
- Climate action governance and reporting
- Staff training plans

These requirements represent a significant shift in the expectations of how government bodies deliver services and require public sector bodies to show leadership in climate action. This Roadmap intends to outline how Research Ireland plan to implement actions to achieve the national targets set out in the Mandate, specifically, a 51% reduction in greenhouse gas (GHG) emissions and a 50% increase in energy efficiency by 2030.

From Research Ireland, the primary source of our carbon emissions stems from the heating, ventilation and air-conditioning (HVAC) systems powered by a natural gas boiler within our leased premises. In collaboration with other tenants and Landlord of the building, a shift to renewable sources of energy is currently being investigated.

Several elements of the Mandate are not applicable to our organisation and have therefore been omitted from our Roadmap, as summarised in Table 3. These include construction and vehicle/transport related actions, as Research Ireland does not engage in construction activities nor maintain a vehicle fleet. Similarly, Research Ireland does not own any buildings and does not lease any buildings for public use. All other elements of the Mandate are addressed in this Roadmap.

1.3 Climate Action Summary Statement

Research Ireland's climate action strategy is based around four interconnected focus areas:

i) Management and compliance – strengthening governance, reporting and procurement procedures.
ii) Technical and operational improvements – reducing emissions, energy use and improving organisational processes.
iii) People and behavioural changes – building capacity through training and embedding sustainable internal practices.

iv) External facing activities influencing the wider research network – driving sustainability across the Irish research ecosystem through programmes and partnerships.

The Internal & External Climate Action Teams, with support from senior leadership drive delivery in the focus areas listed above to adopt a "whole-staff approach" to climate action. Some key sustainability achievements to-date are detailed below.

A major milestone in Research Ireland's climate action strategy is the Sustainable Laboratory Certification Pilot Programme, launched in Q4 2023 with My Green Lab (MGL). This positioned Research Ireland as the first national funder to lead a lab sustainability certification process. The pilot expanded MGL's framework to dry labs, broadening sustainable practices beyond wet lab environments, with 72 of 82 lab spaces completing Phase 1 of the Pilot Programme, and 51 becoming certified. An independent evaluation of Phase 1 was completed and published on 30/06/2025 to guide future scaling and policy development. Phase 2 was recommended from the evaluation with a reviewed MGL framework and a platform to assist labs for an easier and more meaningful engagement. This phase is currently in progress.

Our Internal Climate Action Team continues to drive progress through energy-saving measures such as reduced lighting and HVAC use, building management improvements and annual reporting of energy data to the Sustainable Energy Authority of Ireland (SEAI) Monitoring and Reporting (M&R) system.

We have made strong progress on food waste reduction through an independent audit and staff-led monitoring. Strategies such as ordering 20–25% less food for internal events, offering takeaway containers, and issuing catering guidelines have also helped us reduce waste. We are working with catering and facilities teams to implement EPA-aligned food waste measurement protocols.

Climate action leadership training for senior management and staff was delivered to further drive sustainable practices. This will be updated annually for existing and new staff and previous trainings will be available on our Learning and Development (L&D) platform.

Our hybrid working policy reduces commuting emissions, while digitisation has cut paper use and travel. On-site showers and Electric Vehicle (EV) charging points were recently installed to support more sustainable commuting. These advances helped us achieve the Silver Travel Mark from the National Transport Authority (NTA) Smarter Travel Programme. Research Ireland will continue refining this Climate Action Roadmap and leading sustainability efforts both

internally, within the Irish public sector, and across the wider Irish research ecosystem.

2. Our Targets

The Public Sector Climate Action Mandate sets ambitious targets for public sector organisations, requiring a 51% reduction in energy-related and thermal GHG emissions, and a 50% improvement in energy efficiency by 2030.[1] We are committed to achieving these targets which necessitate strategic planning, resource allocation, and a long-term focus. This Climate Action Roadmap is a critical component of Research Ireland's broader Environmental, Social, and Governance (ESG) Strategy and reflects our dedication to meeting all relevant legal requirements and statutory instruments related to energy and climate action.

The data presented in the following figures has been obtained from SEAI's M&R-2030 system. These figures provide a visual overview of key indicators (CO_2 emissions and energy efficiency data) and projections to reach targets by 2030.

2.1 Target 1: Emissions Reduction

Reduce GHG emissions by 51% by 2030

In the context of the CAP25 Mandate, GHG emissions are defined as energy-related carbon dioxide equivalent (CO_2-eq) emissions. Two major factors should be considered when analysing Research Ireland's total CO_2 emissions.

First, at the end of 2019, the then SFI moved premises from Wilton Park House to Three Park Place a new building. As such, the 2016-2018 baseline data reflects SFI emissions from Wilton Park, while 2024 data reflect Research Ireland emissions from Three Park Place.

Three Park Place is a Leadership in Energy and Environmental Design (LEED) accredited building with many sustainability features such as high-quality building envelope insulation, LED lighting and high efficiency heating system. Following the change of premises, reporting was continued on SEAI's M&R system for both locations for the year 2019, which accounts for the spike in emissions data for this year (Fig. 1).

[1] Reduction in energy related GHG from 2016-18 baseline average. Improvement of energy efficiency from 2009 baseline: Our Targets - CSO - Central Statistics Office

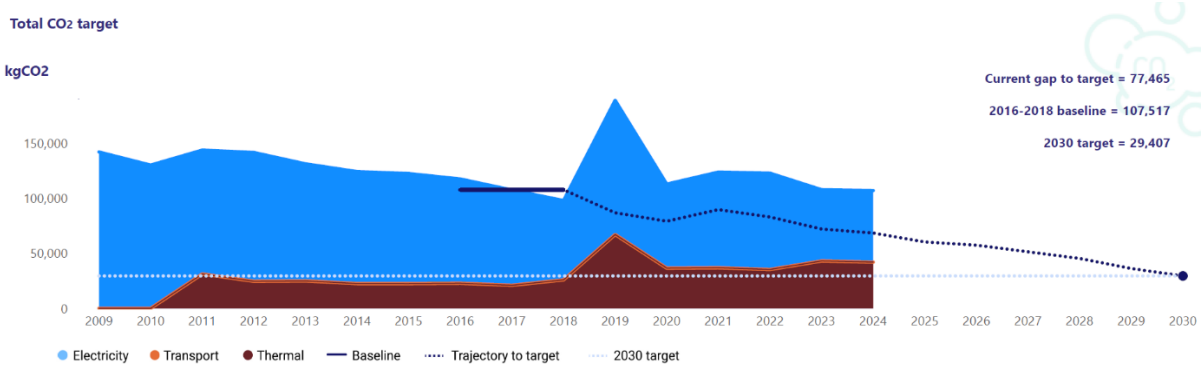

Figure 1: Research Ireland total (thermal plus electricity) CO_2 emissions ($kgCO_2$-eq) by year, from 2009 to present and projections beyond to the 2030 target.

Secondly, employee count has increased due to the amalgamation of SFI and IRC and additional programmatic activities, which is a contributing factor to the general increasing trend in fossil related GHG emissions (Fig 1: Thermal emissions).

Despite recent significant organisational changes and employee number growth, overall, there has been a slight decrease in total CO_2 emissions since data became available in 2009. Across the 2016-18 baseline years, Research Ireland's total CO_2 measured 107,517 $kgCO_2$-eq per annum which decreased by *ca.* 1%, measuring 106,872 in 2024 (Fig. 2). The current fossil CO_2 target gap is 30,578 $kgCO_2$-eq, corresponding to a 73% decrease from the 2024 current levels. The 2030 scenario represents predicted 2030 emissions with a business as usual (BAU) model while considering supply-side reductions. Supply-side reductions refer to emission reductions achieved through electricity grid decarbonisation and biofuel blending into standard diesel and petrol over time.

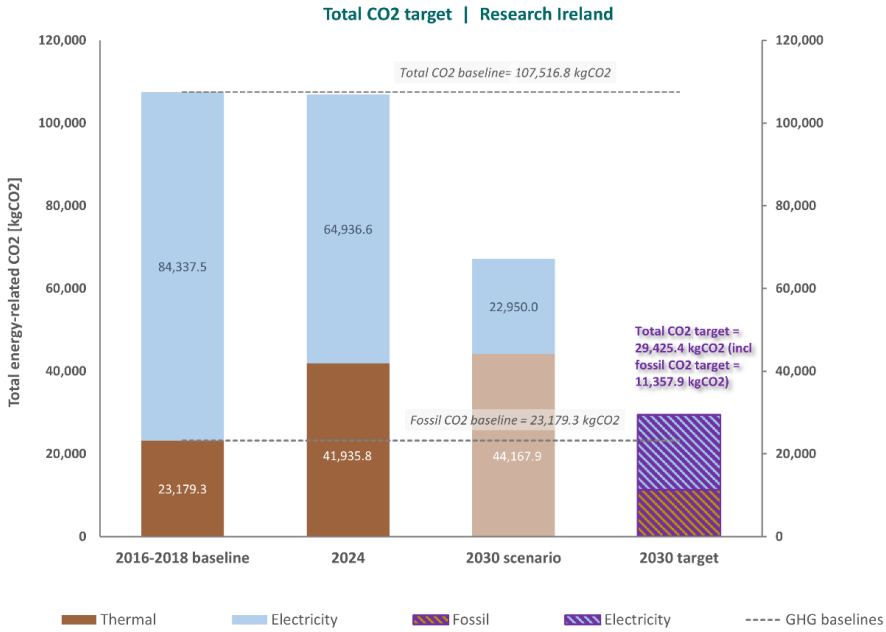

Figure 2: Research Ireland's total energy-related CO_2 emission (thermal and electricity) depicting data for baseline years, 2024 and the 2030 BAU and target models. Data from SEAI Gap-to-Target Tool.

To achieve the 2030 target, planned energy saving projects must be implemented in our building and examples include:

- Collaborate with the landlord and other tenants of Three Park Place around energy optimising and saving projects to identify and rectify inefficiencies in the building management system.
- Explore options for building heating system change, e.g. installation of a heat pump.
- Optimise the use of the building when occupancy is low.
- Conduct an energy audit.
- Consider ISO 50001 Energy Management System.
- Re-assess the full fresh air changes implemented during COVID-19 pandemic as a safety measure.

Research Ireland's key internal decarbonisation initiative focuses on collaborating with other tenants and the landlord to create a coordinated building development plan. This work is supported by a newly established building-wide green team, comprised of representatives from each organisation (est. Q1 2026). This development plan would detail ways to switch away from gas to renewable energy alternatives. Solar panels are already in place on site (approx. 30 kWp). Replacing our current gas boiler with an electrically powered heat-pump system would greatly reduce our fossil related emissions and is the only practical way to reach our fossil related CO_2 emissions target by 2030 (Fig. 3).

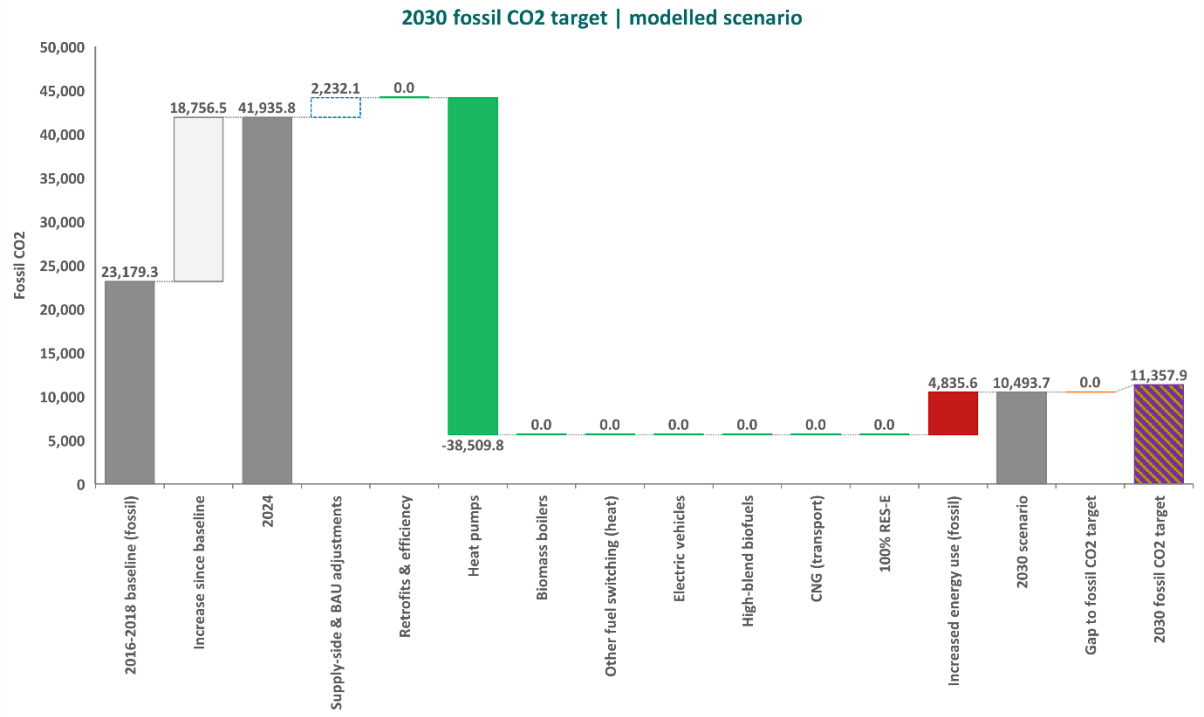

Figure 3: Research Ireland's modelled energy savings/decarbonisation scenarios. Data from SEAI Gap-to-Target Tool.

In summary, supply-side decarbonisation accounts for a substantial reduction of electricity related emissions (Fig 2: 2030 scenario), while a building-wide decarbonisation project is necessary for our agency to reach the 2030 GHG emissions target (Fig 3). By installing a heat-pump to replace 80% of our current fossil boiler usage, we are on track to reach our 2030 target of a 51% reduction of fossil related CO_2 emissions.

2.2 Target 2: Energy Efficiency

Improve Energy Efficiency by 50% by 2030

The energy efficiency (EE) target describes a 50% improvement from the 2009 baseline levels by 2030. EE and decarbonisation are intrinsically related. In our case, EE refers to how we can reduce our use of electricity and gas by half, while maintaining services. The energy performance indicator (EnPI) is a quantitative metric to track and measure energy efficiency over time, based on primary energy usage per meter squared of floor space. By the end of 2024, Research Ireland's EE improved 50.4% from the 2009 baseline (Fig. 4), therefore prematurely reaching our 2030 target.

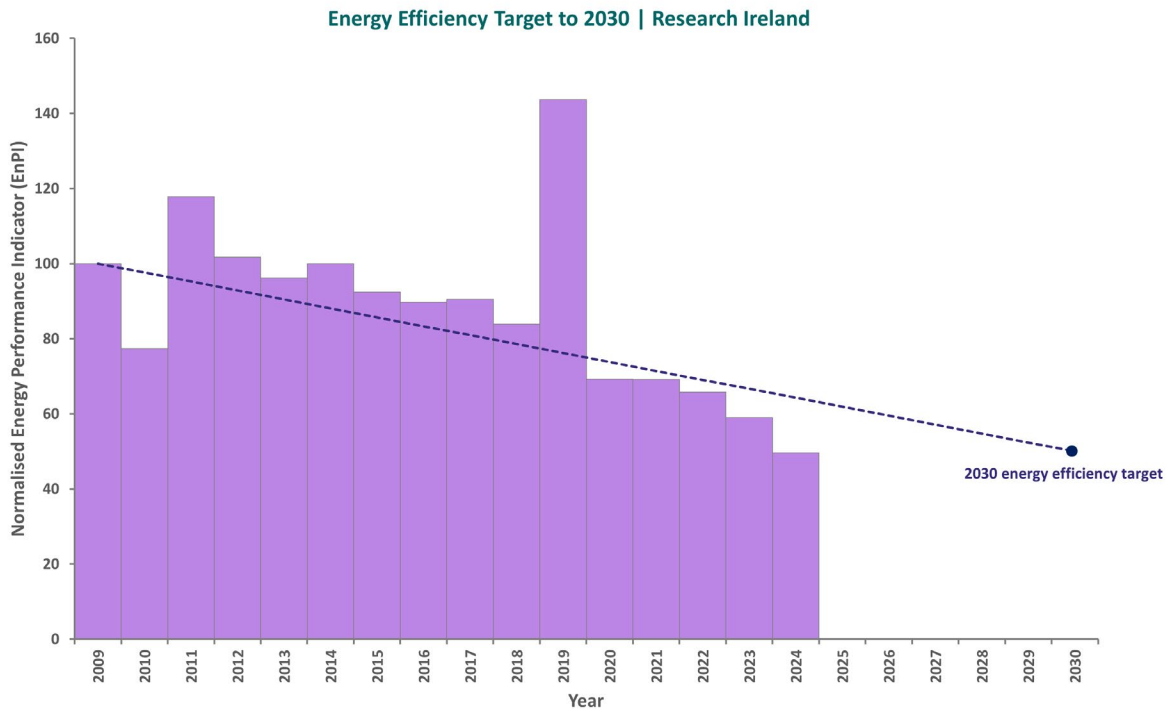

Figure 4: Research Ireland's energy efficiency, depicting data from 2009 baseline to present and the 2030 target. Data from SEAI Gap-to-Target Tool.

The improvement in EE is attributed to the change of premises to a LEED accredited building and employee growth. Research Ireland, along with other tenants, will consider the implementation of ISO50001 Energy Management system to both reduce and continually improve energy performance. SEAI are

currently developing an additional energy efficiency metric which will use final energy consumption based on building occupancy data to more accurately reflect business activities. We plan to work closely with the SEAI in the implementation of this metric, when available.

Finally, and as mentioned previously, we are also exploring the potential of a building heating system change and will work closely with co-tenants and the landlord on this operation, which will greatly improve our energy performance.

3. Our People – Leadership & Governance

Research Ireland adopts a widespread approach to sustainability awareness, including focusing on decarbonising our internal operations, engaging with grant holders to make existing projects more sustainable and funding new projects where climate and sustainability are at the fore. Our governance and structure reflects this strong commitment with Climate Action Teams networked throughout the whole organisation (Fig 5).

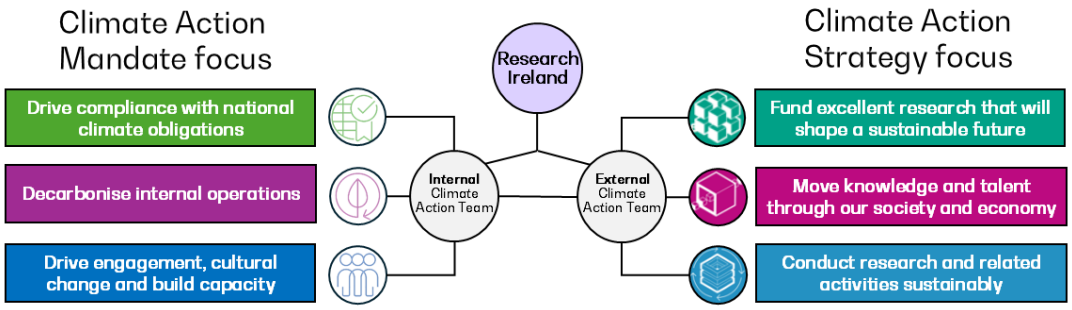

Figure 5: Research Ireland's Climate Action organogram displaying widespread commitment to climate and sustainability initiatives across both internal and external climate action teams.

The work of the teams is supported by the Chairs of the committees and our Climate and Sustainability Champion, to ensure senior level oversight and shared responsibilities throughout the organisation.

3.1 Climate & Sustainability Champion

The nominated Executive Climate and Sustainability Champion is Ruth Freeman, Director, Research for Society. The role of the Champion is to act as a sponsor for the Internal Climate Action Team at the senior management and Board levels, as well as to implement and report on the Climate Action Mandate. In addition to the Champion, a Steering Committee is being established, led by Senior Leadership Team (SLT), with membership from the Chairs of the Internal and External Climate Action Teams.

3.2 Climate Action Teams

Internal and External Climate Action Teams were established in 2022. The Internal Climate Action Team exists to drive environmental sustainability across Research Ireland by reducing GHG emissions, improving energy efficiency, and promoting responsible resource use, as well as being responsible for the development and delivery of this Climate Action Roadmap. Since the establishment of the amalgamated agency in 2024, the Internal Climate Action Team continues to work and focus its efforts on reducing Research Ireland's environmental impact, aiming to become a leading public sector body in operational sustainability.

The Internal Climate Action Team has three main objectives:

- to drive compliance with national climate obligations.
- to decarbonise our internal operations.
- to encourage colleagues to commit to working and living sustainably by building knowledge and capacity around sustainable practices.

The Internal Climate Action Team meets six times per year to coordinate and deliver on actions set out in the Climate Action Roadmap (Table 2). Working at different levels within the organisation, the Team brainstorms and discusses ideas to reduce our environmental impact and promote sustainable behaviour among staff. The Team leads on organisation-wide initiatives that emphasise the importance of sustainability (Table 1).

Table 1: Internal Climate Action Team Members

Role	Staff Member	Responsibilities
Climate and Sustainability Champion	Ruth Freeman	Act as a sponsor of the Climate Action Team at the senior management. Implement and report on the Climate Action Mandate.
Chairperson and EPO	Alva O'Cleirigh, Head of Corporate Communications	Lead meetings, liaise with leadership, implement actions.
Project Manager	Deirdre McAdams, Corporate Communications	Drive specific initiatives, track actionable items and develop Roadmap

Members	Sharon Doyle, Finance & Operations Edwin Lamarque, Information Technology Angeliki Lima, Research Policy Stephanie Long, Education & Public Engagement Cliodhna McGowan, Research Policy Ekaterina Nesterenko, Challenge Research Cloé Payet, Strategy Hawraa Shahrour, Challenge Research Reza Tavanger, Strategy Gareth Whiting, Enterprise Partnerships	Contribute ideas, support activities, promote engagement.

The External Climate Action Team (ECAT), formed by volunteers from different roles across the agency, attempts to initiate and harmonise all actions undertaken towards the implementation of Research Ireland's Climate Action Strategy 2024-2027. The ECAT focuses on three pillars (Fig 5), to accomplish the mission outlined in the Climate Action Strategy.

- Pillar 1: Funding excellent research which will contribute to a sustainable future. Associated actions ensure that Research Ireland funds and continues to fund research around sustainability and climate change. In this direction, a live Green Dashboard has been developed to monitor the agency's green research portfolio.
- Pillar 2: Moving knowledge and talent through society and economy. This pillar focuses on knowledge transfer *via* the circulation of researchers and talents for a sustainable future.
- Pillar 3: Conducting research activities sustainably. Actions within this pillar include policy development, sustainable lab certification program (MGL) with an aim to make all research activities and research environments more sustainable and climate responsive.

Through this collaboration, the agency's actions and initiatives such as Green Dashboard and My Green Lab Sustainable Laboratory Certification Pilot Programme, aimed at greening research practices are organised and streamlined for meaningful impact. To form a comprehensive inward and outward attempt towards environmental sustainability, the Internal and External Climate Action Teams meet and collaborate regularly to better understand each other's projects, actions, and directions.

4. Our People – Engaging Our Staff

Staff engagement within Research Ireland presents in many forms, such as once off workshops, seminars/webinars, green initiatives and activities. The Climate Action Teams regularly communicate updates on sustainability initiatives to the whole staff network by way of a focussed segment in the monthly Staff Newsletter. Additionally, the Teams contribute to educational material and signage for staff engagement.

Representatives from the Internal Climate Action Team have engaged in SEAI's webinars: SEAI Public Sector Energy Basics, SEAI Reduce Your Use Campaign, and SEAI Carbon Basics Training and plan to feedback/relay the important concepts to the wider team through our online L&D platform.

4.1 Staff Training Plans

A training needs analysis and plan for delivery was conducted by collecting feedback from an all-staff survey in 2024. This helped identify appropriate climate action training for staff. Following a review of the learning supports from SEAI Energy Academy, key courses will be linked to our L&D platform.

4.2 Climate Action & Sustainability Workshops

The Internal Climate Action Team has adopted a multi-pronged approach to increase climate awareness, with staff seminars focussed on climate action regularly organised. Some of the recent events that have taken place are detailed below.

An all-staff workshop on decreasing the organisational carbon footprint entitled "Low carbon communications" was organised, delivered by The Rediscovery Centre (RDC), the National Centre for the Circular Economy. This workshop highlighted our commitment to using environmentally friendly and energy efficient data centres that emphasise green energy practices, adopting sustainable coding practices, and providing guidance on AI best practices. Additionally, the importance of building optimised websites and implementation of sustainable practices at events hosted by Research Ireland was emphasised.

Inspired by this workshop, an educational visit to the RDC was organised in early 2025, with members from both Climate Action Teams attending. The visit included an engaging presentation about research on the circular economy carried out at RDC, and a tour of the building which showcases how waste can be used in innovative ways in building design and function. While the purpose of the visit was primarily educational, subsequent discussions around how Research Ireland could improve their recycling processes and facilitate innovative ways for

repair of clothing and bicycles took place. These actions are currently being explored.

An all-staff climate and sustainability training took place in April 2025, delivered by Sustineo (Sustainability Consultancy). This training will subsequently be made available as a resource on the L&D platform.

Following an independent waste audit in September 2025, an all-staff Lunch & Learn session on waste management was conducted by Voice Ireland. The purpose of this session was to educate staff on concepts such as the circular economy, local campaigns, and Irish and Global waste management statistics. High level findings from the audit were also presented along with top tips to consider for future improvements.

4.3 Senior Leadership Training

In line with CAP25 mandated training for senior staff, three quotes were obtained to deliver the training. Sustineo was ultimately selected as the training provider following a deliberation process between HR and the Internal Climate Action Team. The training was delivered for senior staff, including Heads of Teams, in March 2025. The focus of this workshop style training was to build awareness and understanding among senior staff on the impacts, solutions and opportunities relating to climate change, and what it means for Ireland and our organisation. This training will be updated annually in-line with the Mandate.

5. Our Way of Working

As a public body subject to the Code of Practice for Governance of State Bodies, Research Ireland is compliant with reporting, transparent in operations and upholds high standards of corporate governance. Our Annual Report will include our GHG emissions, implementation of the Mandate and sustainability activities.

5.1 Energy and Environmental Management Systems

We continue to use SEAI's Public Sector M&R System to fulfil our public body obligations of reporting annually on implementation of the individual mandate requirements using a "comply and explain" approach. Alva O'Cleirigh is the organisations energy performance officer (EPO) and signs off on all data submissions.

Research Ireland complies with Circular 1/2020 and,

i. Records the carbon emissions associated with all official air travel (in tonnes).
ii. Values these emissions based on the prevailing rate of Ireland's domestic Carbon Tax in the year that the travel took place.

iii. Pays an amount equivalent to the travel emissions impact into the Climate Action Fund.

The Internal Climate Action Team has engaged with co-tenant, SEAI to collaborate on improving our energy management systems and achieving ISO certification. We intend to undertake an energy audit, following which, we will work with SEAI to identify specific actions and targets to reduce energy usage. Additionally, the Team are refining our Sustainable Travel Policy to assist staff in sustainability reporting and cost management.

5.2 Green Public Procurement (GPP)

We are committed to integrating environmental considerations into our procurement of goods and services, in accordance with Circular 20/2019 and CAP25, supported by *"Buying Greener: Green Public Procurement (GPP) Strategy and Action Plan 2024-2027"* and other relevant regulations and policies.

Staff underwent GPP training delivered by Public Affairs Institute. GPP is a process to seek to source goods, services or works with a reduced environmental impact. For example, in relation to sourcing paper for printing and copying, there are technical specifications covering issues such as legal harvest of timber for pulp production, chemical regulation in paper bleaching and ethical sourcing of labelling materials. SEAI provides a Triple E Products Register as a searchable list of energy efficient products. Products on the register all meet a minimum set of stringent energy efficiency criteria and typically will be of a best-in-class efficiency standard. The database will be referenced in procurement as required. Use of the database will support our intention toward GPP.

5.3 Food Waste

Staff have been monitoring food leftovers and waste to develop strategies to minimise and mitigate. The Internal Climate Action Team has developed and communicated a catering booking guideline and other mitigation strategies such as ordering 20-25% less food, making takeaway boxes available to staff, sharing leftovers with our colleagues and monitoring how much food is left over to adjust future orders. We are working closely in partnership with our canteen, catering providers and facilities management service to develop a unified strategy to measure and minimise food waste in line with UN SDG Goal 12.3, which sets an ambitious goal of a 50% reduction of food waste by 2030.

Our recent general waste audit showed that organic waste accounted for nearly half of total waste weight by mass, with compostable packaging making up *ca.* 10%. While most compostables were correctly sorted, the volume of single-use packaging was significant. Heavy reliance on compostable packaging is due to health and safety requirements for transporting hot food from the canteen.

Moving to reusable takeaway containers from the canteen would drastically reduce this waste, and we are currently exploring options. Recycling and organic bins were well used overall, though general waste bins contained misplaced items, particularly in the kitchen area. We are currently working on improved signage and awareness throughout our building which will help address this.

5.4 Single Use

As an organisation, we have ceased using non-compostable disposable cups, plates and cutlery in our building. For events and meetings, we encourage the use of reusable glass jars and tumblers. The canteen on-site provides only non-disposable cups, glasses and cutlery for patrons, while food for takeaway is provided in compostable containers with wooden cutlery.

5.5 Paper & Paper Based Processes

Following a review of paper usage in the organisation, we have moved to a high level of digitisation across all our operations. Also, since COVID-19, many of our operations have shifted to a digital first approach where appropriate, thereby reducing our paper usage. Our paper usage has decreased 86% from baseline levels of 352,000 pages per year in 2019, to 46,000 pages in 2024. We have also transitioned to 100% recycled and FSC® certified off-white paper in our office. In undertaking the organisation's rebranding exercise, most of the former organisations' materials, including business cards, branded paper-based material and pens were recycled.

5.6 Water

Research Ireland does not have any public facilities. Our sole working premises has multiple water refill stations scattered throughout our space for staff. These include a fixed filtered water tap in the main kitchen and several standalone water dispensers near desks and common areas. We prioritise the use of refill stations, and for smaller meetings, we have transitioned to using only water jugs and glasses from the kitchen. We only provide bottled water at panels and interviews to minimise the risk of a spill hazard around sensitive equipment and to ensure hygiene and convenience for guests without refillable bottles.

Our handwashing sinks are automatic which ensure minimal water waste. Our building also harnesses rainwater for toilet flushing purposes. At present, we do not have individual water meters, as we occupy a small portion of our shared building which limits our ability to directly measure total water consumption.

To adhere with the minimum requirements of the Mandate, the Internal Climate Action Team have been tasked with exploring alternative ways to estimate our organisation's total water consumption. Initial ideas include liaising with building management for shared consumption data. The next update to this Roadmap

aims to include planned actions in this regard. In the interim, members of the Internal Climate Action Team have registered to attend Uisce Éireann's Water Stewardship Programme and are engaging with Uisce Éireann about water saving measures.

5.7 Organic Food

In partnership with our canteen, catering providers and facilities management service, Research Ireland aims to seek a minimum of 10% by cost value of food under new contract arrangements to be certified organic. This includes orders from contractors such as canteen service providers, and encompasses the following food categories: cereals, fresh meat, poultry, fish, vegetables and dairy products.

5.8 ICT Equipment

All procurement of ICT equipment is performed in line with the national Green Public Procurement standards. Currently, we believe that most of our ICT equipment meets sustainability criteria such as EPEAT Gold and TCO certification. Our staff all work from laptops connected to monitors through docking stations and operate a hot-desking system. Full verification is pending however, as such detailed certification records are not currently internally tracked. Research Ireland aims to develop an ICT procurement checklist that will prioritise green-certified and re-manufactured ICT equipment in all future contracts.

5.9 Other Materials

Research Ireland actively supports circular initiatives in the collection and recycling of products, including the Deposit Return Scheme (DRS). We maintain a dedicated bin in our kitchen for eligible DRS items which are recycled, and proceeds are donated to our annual charity partner.

We are fully compliant in our segregation of waste and have separate steams for residual/general waste, recycling waste, compostable/organic waste, used batteries and DRS items. This is reflected in our waste collection services. Our recent external waste audit concluded that staff are performing very well in separation of waste. We plan to introduce another stream for the collection of used glass containers. Currently, the measurement of total waste generated is not feasible for our organisation due to our occupancy in a shared building.

6. Our Buildings & Vehicles

Research Ireland does not own any buildings nor maintain a vehicular fleet. Our sole Dublin office premises is not accessible to the public. Facilities for staff are very bicycle friendly. The facilities include secure parking for push-, electric-and

cargo bikes, showers, lockers and bike gear drying room. These facilities were created to promote cycling, waking or running to work.

An all-staff survey analysing commuting habits was conducted in December 2024 as a preparatory exercise before applying to the National Transport Authority's (NTA) Smarter Travel Mark. In August 2025, we were proudly awarded the Silver Travel Mark from the NTA. The award highlighted our commitment to changing attitudes and behaviours regarding walking, cycling and public transport use by implementing measures that facilitate, support and encourage sustainable travel options for our employees and visitors. Research Ireland will implement the feedback received from the NTA to further improve our commuting habits, incentivise our staff to travel sustainably, and apply for the Gold Travel Mark.

Following our move to Three Park Place from Wilton Park House where we had all-staff car parking, we now only have 7 car spaces on-site and have installed EV charging infrastructure for 4 spaces.

Research Ireland is committed to improving performance within our leased building and has organised for building management system (BMS) training for appropriate personnel. This will include training in temperature setpoints and thresholds, timers and maintenance/lifecycle assessment of our products. We are continuously working with appropriate stakeholders to phase out the use of gas both in the kitchen and for our HVAC system. Finally, we will be compliant with the requirement for no fossil fuel heating in any building lease agreement post 2023, with the exception of a backup supply.

7. Research Ireland Actions

Table 2: Actionable items and related status/timeframe from Roadmap

Category	Action	Timeframe
Our Targets	Optimise Premises Usage: Maximize the use of current premises during low occupancy periods	Ongoing
Our Targets	Energy Audit: Conduct a comprehensive energy audit	Q1 2026 - ongoing
Our Targets	ISO 50001 Implementation: Implement the ISO 50001 Energy Management System	Under consideration
Our Targets	Energy Reduction Campaign: Re-launch 'Reduce Your Use' campaign	Q3 2026
Our Targets	Reassess Air Changes: Re-evaluate the full fresh air changes implemented during the COVID-19 pandemic	Q1 2026 - ongoing
Our Targets	Collaborative Energy Projects: Work with the landlord and other tenants to identify and	Ongoing since Q1 2025 (est

	rectify inefficiencies in the building management system	completion Q4 2026)
Our Targets	Heat Pump Installation: Install heat pumps to improve energy efficiency	Under consideration
Our Targets	Develop Climate Action Roadmap if none are in place.	Complete
Our People	Establish and resource Green Teams, reporting to senior management, to become integrated drivers of sustainability.	Complete
Our People	Nominate a member of the Management Board as the Climate and Sustainability Champion with responsibility for implementing and reporting on the Mandate.	Complete
Our People	Ensure all senior management (P.O. level or equivalent and above) and members of State Boards complete a climate action leadership training course.	Complete Q1 2025 Ongoing for 2026
Our People	Learning and Development supports for staff: Integrate key courses from the SEAI Energy Academy into our L&D platform	Q2 2026
Our People	Climate and Sustainability Training: Deliver all-staff climate and sustainability training	Complete 2025 Ongoing 2026
Our People	Expanded Training Programmes: Broaden training programs to cover all aspects of climate action and sustainability through the L&D platform	Q3 2026
Our People	Enhanced Engagement: Increase the frequency and scope of staff engagement activities through periodic workshops and seminars, leveraging our database of climate change and sustainability researchers	Ongoing - quarterly
Our Way of Working	Environmental Certification: Achieve formal environmental certifications such as ISO 50001 (Energy Management Standard) or ISO 14001	Under consideration
Our Way of Working	Clothing swaps or repair workshops: Develop a plan to run periodic clothing swap/donation/repair clinics to improve recycling processes and reuse materials.	Q3 2026
Our Way of Working	Develop a Sustainable Travel Policy	Q3 2026
Our Way of Working	Food Waste Measurement: Implement a standardised approach to food waste measurement in collaboration with our facilities management service provider, following the EPA Protocol/Pathway	Ongoing

Our Way of Working	Sustainable Procurement: Ensure all future procurement of paper and stationery items complies with Green Public Procurement (GPP) standards	Ongoing
Our Way of Working	Participate in Uisce Éireann's Water Stewardship Programme.	Q2 2026
Our Way of Working	Catering Waste: Monitor the impact of new catering guidance on food waste and costs	Ongoing
Our Way of Working	Explore use of reusable containers for canteen to minimise compostable packing waste	Q2 2026
Our Way of Working	Improve signage related to waste sorting	Q2 2026
Our Way of Working	Develop a procurement checklist that will prioritise green-certified and re-manufactured ICT equipment in all future contracts.	Ongoing
Our Buildings and Vehicles	Smarter Travel Mark: Achieve the NTA's Smarter Travel Mark	Complete Silver awarded
Our Buildings and Vehicles	Implement feedback received from the NTA to further improve commuting habits	Ongoing
Our Buildings and Vehicles	Smarter Travel Mark: Achieve the NTA's Gold Smarter Travel Mark	Q3 2026
Our Buildings and Vehicles	Bike Repair Clinics: Develop & deliver a plan to run regular bike repair clinics and provide additional facilities such as self-repair stations	Q2 2026
Our Buildings and Vehicles	Staff Feedback and Initiatives: Use feedback from surveys to engage with staff and develop new initiatives	Ongoing
Our Buildings and Vehicles	EV Charging Points: Commission and activate EV charging points.	Complete

Appendix. Mapping the Requirements of the Climate Action Mandate to Roadmap

Table 3: Climate Action Mandate mapped to Research Ireland Roadmap

Climate Action Mandate	Research Ireland Roadmap
1. Our Targets	**2. Our Targets**
1.1 Reduce GHG emissions by 51% by 2030	2.1 Target 1
1.2 Improve energy efficiency in public sector by 50% by 2030.	2.2 Target 2
1.3 Update Climate Action Roadmaps in line with updates from the Climate Action Plan. Develop Roadmap if none in place.	1. Introduction
2. Our People	**3. & 4. Our People**
2.1 Establish and resource Green Teams, reporting to senior management, to become integrated drivers of sustainability.	3.2 Climate Action Teams
2.2 Nominate a member of the Management Board as the Climate and Sustainability Champion with responsibility for implementing and reporting on the Mandate.	3.1 Climate & Sustainability Champion
2.3 Incorporate appropriate climate action and sustainability training (technical and behavioural, including green procurement training) into learning and development strategies for all staff	4.1 Staff Training Plans
2.4 Organise staff workshops (at least annually) to engage on climate issues, including a focus on decreasing the organisation's carbon footprint	4.2 Climate Action & Sustainability Workshops
2.5 Ensure all senior management (P.O. level or equivalent and above) and members of State Boards complete a climate action leadership training course.	4.3 Senior Leadership Training
3. Our Way of Working	**5. Our Way of Working**
3.1 Reporting in the Annual Report on GHG emissions, implementation of the Mandate, sustainability activities and compliance with Circular 1/2020 (Procedures for offsetting the emissions associated with official air travel)	5. Our Way of Working
3.2 Using SEAI's M&R system, report annually on the implementation of the individual Mandate requirements using a comply and explain approach.	5.1 Energy and Environmental Management Systems

3.3 Achieve formal environmental certification such as ISO 50001 (Energy Management Standard) or ISO 14001 (Environmental Management System) 3.3.1 All public sector bodies with an energy spend greater than €2 m/y to achieve ISO50001 certification by end of 2024. 3.3.2 All remaining public bodies to implement energy management programmes as per SEAI's energy management guidance (S.I 426 of 2014) and report to SEAI annually on its M&R system	5.1 Energy and Environmental Management Systems N/A. Energy spend significantly < €2 m/y 5.1 Energy and Environmental Management Systems
3.4 Green Public Procurement 3.4.1 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. 3.4.2 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.	5.2 Green Public Procurement (GPP)
3.5 Construction 3.5.1. 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 3.5.2. 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. 3.5.3. A minimum proportion of construction materials procured by public bodies under new contract arrangements to comprise recycled materials, that is	N/A. Do not engage in construction related activities.

informed by a Circularity Roadmap for the Construction Sector and the 2nd Whole of Government Circular Economy Strategy to be published in 2025	
3.6 Organic Food 3.6.1. 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.	5.7 Organic Food
3.7 Food Waste 3.7.1. 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. 3.7.2. 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 specific focus on food waste prevention and food waste segregation, taking into account Ireland's commitment to reduce food waste by 50% by 2030.	5.3 Food Waste
3.8 ICT Equipment 3.8.1. A minimum of 80% of ICT end user products (desktop computers, portable computers and mobile phones) procured by public sector bodies under new contract arrangements are certified to EPEAT Gold Standard (or equivalent), TCO Certified (or equivalent) or will have been remanufactured.	5.8 ICT Equipment
3.9 Paper 3.9.1. Review any paper-based processes and evaluate the possibilities for digitisation 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. 3.9.2. Measure and monitor paper consumption.	5.5 Paper & Paper Based Processes

3.10 Water 3.10.1. Provide suitable drinking water refill points for all staff and in any premises accessed by the public. 3.10.2. Measure and monitor total water usage for the organisation as a whole.	5.6 Water
3.11 Single Use 3.11.1. 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. 3.11.2. Eliminate all single use items within the organisation and from events organised, funded, or sponsored.	5.4 Single Use
3.12 Other Materials 3.12.1. Support Ireland's Producer Responsibility Initiatives in the collection and recycling of products including the Deposit Return Scheme. 3.12.2. Contract waste collection services that are segregated into a minimum of 3 streams – residual/general waste, recycling waste and organic/biowaste and monitor weights collected.	5.9 Other Materials
4. **Our Buildings and Vehicles**	**6. Our Buildings & Vehicles**
4.1 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.	6. Our Buildings & Vehicles
4.2 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.	6. Our Buildings & Vehicles

4.3 Display an up-to-date Display Energy Certificate in every public building that is open to the public to clearly show energy use.	N/A. No public buildings.
4.4 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 following exceptions applies: ▪ The fossil-fuel use is only through using electricity from the grid. ▪ There is no technically viable non-fossil alternative (generally only related to applications for a purpose other than space heating). ▪ The installation of a renewable space heating system would increase final CO_2 emissions. ▪ The fossil-fuel use is provided for backup, peaking, or operational purposes (and makes up less than 10% of annual heating energy). ▪ Where the direct replacement of existing fossil fuel heating is required for an emergency maintenance purpose.	6. Our Buildings & Vehicles
4.5 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.	6. Our Buildings & Vehicles
4.6 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. Our Buildings & Vehicles

4.7 Buildings 4.7.1 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 4.7.2 National Estate Portfolio Leads are accountable for energy targets within their sectors and for developing pathways to achieve these targets. e.g., in relation to the Civil Service, the OPW will plan the deep retrofit of Government Departments' building stock. The specific sectors are outlined in the stage 1 Building Stock Guidance. These National Estate Portfolio leads (NEPLs) will undertake Stage 2 Building Stock plans for their respective sectors. They shall develop plans and roadmaps of how they & their respective sectors will address national and upcoming EU EPBD and EED directive targets, considering both the short-term actions (towards 2030 targets) and long-term vision (to 2050 net zero). SEAI will work with the NEPLs and National Working Group on Decarbonising Public Buildings to develop guidance for Stage 2 BSP. With a view to sectors completing initial plans and roadmaps by the end of 2025. 4.7.3 SEAIs Monitoring and Reporting system will be enhanced to track national and relevant EU directive targets at NEPL level. 4.7.4 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. Our Buildings & Vehicles

4.8 Vehicles 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. 4.8.1. 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.	6. Our Buildings & Vehicles