



Rialtas na hÉireann
Government of Ireland

Sustainability Plan

2025 - 2029



Foreword from Jenny Melia, Chief Client Officer

Enterprise Ireland is on a mission to accelerate the sustainable growth of Irish business.

We believe that exporting Irish companies can become the primary driver of the Irish economy while also delivering positive environmental and social impacts.

Enterprise Ireland supports Ireland's communities by helping Irish businesses to go global, ultimately growing sustainable employment in Ireland. Enterprise Ireland supported companies now employ over 234,000 people across the country and spent €39.3 billion in the domestic economy in 2023.

We are also supporting significant gains in the area of climate action. In the last two years, €55 million was approved to Enterprise Ireland supported companies to reduce CO₂ emissions with 400,000 tonnes of CO₂ abated from 2018 to 2023.

However, several factors are pushing us to increase our focus on sustainability. These include accelerated climate change, technological and infrastructural changes, energy cost and energy security challenges, changing skills and employment needs within our population, and evolving sustainability demands on Irish companies in key markets.

Against this background, our vision is to grow the sustainable impact, resilience, and reputation of Enterprise Ireland and our client base.

Our Sustainability Objectives:

We seek to lead by example, with our plan focusing on a range of actions for Enterprise Ireland, including how we will

work with our clients to support them to trade and grow sustainably. **Our key goals, identified through a broad materiality assessment with our stakeholders, are highlighted below:**

Climate Action

- Cutting carbon emissions within our own operations and within Enterprise Ireland supported companies
- Promoting leading edge enterprise decarbonisation projects

Quality Employment and Equal Opportunity

- Creating new, quality jobs across Ireland
- Focusing on skills development, equity, diversity, and inclusion within our organisation and within the entrepreneurship and enterprise base

Sustainable Growth

- Promoting carbon-neutral economic growth and avoiding significant harm in our investments.
- Supporting Irish companies to trade sustainably and growing our sustainability and climate-tech portfolio

Implementation:

Success in these areas will depend on close consultation and collaboration among Enterprise Ireland teams, with clients, the Government, and other stakeholders.

We operate under the principles of proportionality and a just transition. That means ensuring our sustainability engagements and supports are tailored to different company profiles and adaptation requirements.

In the spirit of transparency and accountability, we will publish an annual report on our sustainability efforts, providing clear insights into progress against our commitments.

Finally, we will review our materiality, targets, and actions in 2027, ensuring the ongoing alignment of our activities with positive impacts on people and the planet.



Key Commitments

We will promote the sustainable impact, resilience and reputation of Enterprise Ireland and our clients in the following ways:

Climate Action

75% reduction in Enterprise Ireland's domestic carbon emissions (Scope 1 and 2) by 2030 based on our 2016-2018 baseline

Including through

- Building upgrades
- ISO 50001 Energy Management Certification

With further ambitions to be developed through

- Mapping our Scope 1-3 emissions nationally and internationally

35% reduction of CO₂ emissions from Enterprise Ireland supported companies by the end of 2030, based on 2018 baseline

Including through

- Delivery of €300 million decarbonisation fund, with a focus on large emitters
- Funding for decarbonisation pilots and demonstrators
- Delivery of the Sustain-Fit climate action and sustainability research programme

Quality Employment and Equal Opportunity

Enterprise Ireland to achieve Inclusion and Healthy Places to Work Benchmarks by 2027

Including through

- Delivery of Enterprise Ireland's People Strategy, focused on talent and skills development, and delivering an inclusive, diverse, and open culture across our global workforce
- Continued compliance with our obligations under the Public Sector Equality and Human Rights Duty

275,000 jobs in Enterprise Ireland supported companies in 2029

Including through

- Supporting Irish businesses to start, compete, scale, and connect.
- Engaging under-represented groups to support the development of a diverse entrepreneurship base
- Engaging Irish businesses on leadership and skills development for a digital and sustainable transition
- Working directly, and with the Local Enterprise Offices, to support social enterprises with significant employment, export, and sustainability potential

Sustainable Growth

Drive carbon neutral, responsible investment and grant support

Including through

- Policies to promote carbon neutral and carbon negative expansion
- Evaluating climate risks to inform major investments
- Developing a portfolio of companies offering sustainable solutions
- Establishing the National Offshore Wind Centre of Excellence

80% of Enterprise Ireland supported companies to have sustainability plans, and to measure emissions (Scope 1 and 2) in 2029

Including through

- Expanded green transition funding to support businesses to embed sustainability in their company strategy
- Building sustainability capacity within Enterprise Ireland supported companies through awareness raising and training activities

