



SDG 5

Gender
Equality



SDG 7

Affordable and
Clean Energy



SDG 8

Decent Work and
Economic Growth



SDG 9

Industry, Innovation
and Infrastructure



SDG 11

Sustainable Cities
and Communities



SDG 13

Climate
Action

SDG 5

GENDER EQUALITY



To achieve gender equality and empower all women and girls.

Relevant Indicators

- 5.1 End all forms of discrimination against all women and girls everywhere.
- 5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life.
- 5.C Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

How we’re Progressing the Goal



Energia Group is building an inclusive company culture that leverages diversity and supports professional development opportunities for women. The Group is a signatory of Business in the Community’s Elevate pledge.



The Group has two women's health policies, Pregnancy Loss and Fertility Treatment and a Managers guidance document to support women through the Menopause forming part of the company's broader strategy of supporting all employees though every lift stage and fostering a culture of inclusion.



We launched our women's in Energy Network as part of the Group's broader Diversity and Inclusion programme.

riley.

The Group continues to partner with Riley to provide free period care products to employees across all their offices. The partnerships between the two organisations align to Energia Group's commitment to provide a more inclusive working environment for women benefitting approximately 500 employees.



The Group is implementing gender-focused policies aligned with UN SDGs, especially SDG 5 and SDG 8, to promote workplace gender diversity and retain talented women.

SDG 7

AFFORDABLE
AND CLEAN
ENERGY



Ensure access to affordable, reliable, sustainable, and modern energy for all.

Relevant Indicators

- 7.1 By 2030, ensure universal access to affordable, reliable, and modern energy services.
- 7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.
- 7.3 By 2030, double the global rate of improvement in energy efficiency.
- 7.a By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency, and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology.

How we're Progressing the Goal



Increasing the availability of renewable energy through the expansion of our renewable energy portfolio through the development of innovative offshore wind, onshore wind, solar energy and battery storage solutions.



Consumer education on how to conserve energy and benefits of safe, renewable and cost-effective energy solutions.



Sharing our energy sector expertise with other stakeholders fostering a collaborative approach to climate action.



Supporting prosumer activity through microgeneration and other services.

SDG 8

DECENT WORK
AND ECONOMIC
GROWTH



Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all.

Relevant Indicators

- 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.
- 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.
- 8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.
- 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

How we’re Progressing the Goal



Energia Group directly employs 1,135 people across the island of Ireland.



Encourage high health and safety standards by promoting employee responsibility and investing in training, equipment, technology, and H&S awareness throughout the Group.



Implementing hiring and training programmes that will support greater diversity in the workplace



Establish a Women’s Network with new supports and policies.

SDG 9

INDUSTRY,
INNOVATION AND
INFRASTRUCTURE



Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.

Relevant Indicators

- 9.1 Develop quality, reliable, sustainable, and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.
- 9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.
- 9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1million people and public and private research and development spending.
- 9.b Support domestic technology development, research and innovation in developing countries, including by ensuring a conducive policy environment for inter alia, industrial diversification and value addition to commodities.

How we're Progressing the Goal



Increase by a factor of three the amount of renewable electricity generated by the Group by 2030.



Incorporating sustainability and resilience features into our capital projects and incorporating community benefit for surrounding communities.



Implementing local procurement and employment initiatives



Building on current partnerships for EV home charging infrastructure to simplify the transition to electric vehicles for consumers and support public EV charging.

SDG 11

SUSTAINABLE
CITIES AND
COMMUNITIES



Ensure access to affordable, reliable, sustainable, and modern energy for all.

Relevant Indicators

- 11.2 By 2030, provide access to safe, affordable, accessible and sustainable transport system for all, improving road safety, notably expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons.
- 11.3 By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated, and sustainable human settlement planning and management in all countries.
- 11.4 Strengthen efforts to protect and safeguard the world’s cultural and natural heritage.
- 11.6 By 2030, reduce the adverse per capital environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.
- 11.a Support positive economic, social and environmental links between urban, per-urban and rural areas by strengthening national and regional development planning.

How we’re Progressing the Goal



Supporting the power grid in Ireland ensuring continuity of supply and facilitation of the further build out of renewables through the efficient operation of the Huntstown power plants.



Proactively engaging with communities from the outset of a project or site development to identify and mitigate impacts on sites.



Developing products which improve the efficiency of homes and offices and their ability to track and control their energy usage over time.



Support cultural and natural heritage projects and community groups.

SDG 13

CLIMATE CHANGE



Take urgent action to combat climate change and its impacts.

Relevant Indicators

- 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.
- 13.2 Integrate climate change measures into national policies, strategies, and planning.
- 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction, and early warning.

How we’re Progressing the Goal



Committing to reducing the carbon intensity of electricity generation by 50% by 2030 supported by the Group’s strategy.



Identifying and evaluating climate risks and opportunities linked to our business including taking steps to measure, reduce and report our climate exposure and progress on actions to confront climate change on an annual basis.



Supporting high level partnerships and industry bodies advocating for responsible public policies on climate, including carbon pricing and trading schemes.



Supporting carbon trading schemes and purchasing carbon credits to offset emissions.



Education and awareness through supporting schools’ climate action programmes.