



# HEAnet Group ESG Strategy

November 2023

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## 1. Introduction and context

HEAnet is Ireland's National Education and Research Network, delivering high speed internet connectivity and ICT shared services to all levels of the Irish education sector. Over 1.2 million students, researchers and staff rely on our national education network every day.

EduCampus Services was incorporated in April 2015 as a subsidiary company of HEAnet to implement, maintain and support business-critical systems to clients in the education sector. EduCampus provides systems user supports to 20,000 staff and 140,000 students.

Collectively HEAnet and EduCampus are referred to as the HEAnet Group (the "Group" or "HEAnet Group").

At the Group, we understand the importance of prioritising both the health of our business and our planet. As a leading provider of network infrastructure, services and management information systems to the education and research community, we have a responsibility to minimise our environmental impact. That is why **the Group is committed to investing in measures that improve the resilience of our Group and decrease our carbon footprint.**

We recognise the significant role the Group plays in connecting students, educators, and researchers to the digital world. Therefore, it is crucial for us to embrace a strategic Environmental, Social, and Governance ("ESG") framework. This framework supports Ireland's digital ambition while promoting sustainability in the education and research sector.

**Our purpose is to generate positive economic, environmental, and social value for all those we serve.** By helping to improve education outcomes, fostering opportunities for our employees and clients, and strengthening the communities in which we operate, we create long-term value. This value enables us to invest in our mission and achieve sustainable growth.

By integrating ESG considerations into our organisational strategies, we can create an enduring impact and fulfil our purpose as not-for-profit organisations. **This approach is overseen by both the HEAnet and EduCampus Boards, who ensure responsible business practices and accountable leadership throughout both organisations.**

This document is the ESG strategy of the Group (the "Group ESG Strategy"). It covers both HEAnet and EduCampus.

## 2. Impacts, risks, and opportunities

The environmental and social changes that are taking place present both risks and opportunities for the Group. These changes and the consequential measures that the Group will undertake will impact the organisations across multiple aspects (e.g., business strategy, business model, operating model, risk and opportunity management, reporting, and disclosure).

The impact of climate change (generally accepted as being one of the principal components of ESG risks) on the Group is less pronounced than for certain other business sectors (such as manufacturing). However, environmental considerations such as reduction in our carbon footprint and the move to a low-carbon and circular economy are relevant. Also, certain aspects of social and governance will directly influence our ESG Group Strategy.

In devising our ESG Group Strategy, we have undertaken analysis on the impacts of ESG related considerations on the Group and double materiality has been assessed. The following is a summary of the output of this analysis.

## 2.1 Impacts and risks

The results of an initial high-level analysis of the impacts and risks are listed in the table below.

No.	Impacts	Risk
1	Reduction in carbon footprint	Non-adherence with the Public Sector Climate Action Mandate and negative impact on client sustainability ambitions and targets
2	Regulatory compliance	Non-compliance with Government regulations and legislation. Increased cost of compliance
3	Equality, Diversity, and Inclusion (“EDI”)	Risk of fines and penalties, inability to attract talent and adverse reputational impact
4	Supplier sustainability ambitions	Lack of supplier transparency regarding scope 3 emissions, resulting in inaccurate sustainability reporting
5	Reputation and brand image	Reputational damage and loss of client confidence
6	Responsible procurement	Reputational damage and non-compliance with client requirements for sustainable services
7	Client sustainability engagement	Client needs are currently unclear; however sustainability requirements will increase over time. There will be cost and resource implications to meet increased client sustainability requirements
8	Reduce waste and water usage	Inability to influence suppliers to reduce waste and utilise water conservation strategies, impacting our operations

## 2.2 Opportunities

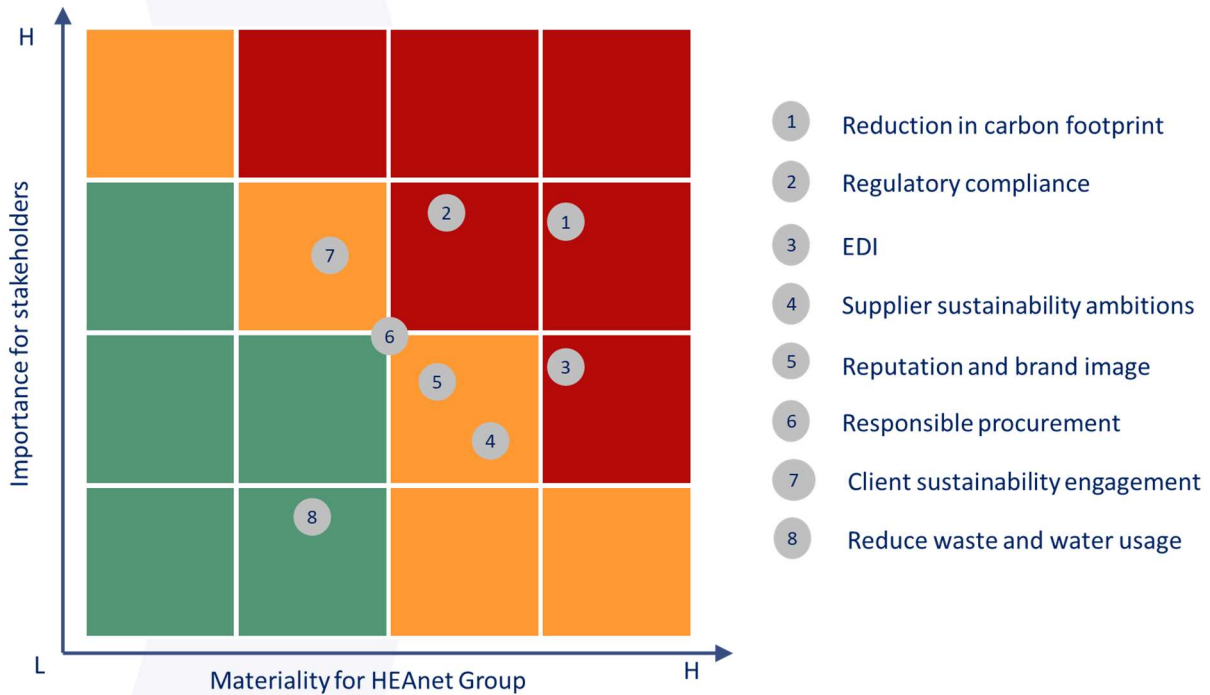
There will be an increased demand for ESG related activities, including reporting. Utilising its existing services, the Group will be in an ideal position to support our clients’ reporting requirements.

Education will need to source energy efficient IT services and technologies which meet circularity and zero emission requirements. Auditing, reporting, economies of scale and procurement will drive this initiative to the Group.

As providers of technology services and support we can assist our clients play a crucial role in helping them address ESG issues and integrate sustainability into their operations. ESG presents an opportunity for the Group to scale our businesses and further increase our critical role as a strategic performance enabler for the education and research sector.

### 3. High-level ESG materiality assessment

We conducted an ESG materiality assessment to identify relevant ESG topics based on knowledge of internal and external stakeholder requirements. This has allowed us to assess the Group's strengths and opportunities in each area. The ESG review considered a broad range of environmental, social, governance, and economic issues important to both the Group's business and its external stakeholders, as of November 2023. The results are summarised in the figure below.



### 4. Benchmarking

As part of the ESG Group Strategy development process, we benchmarked the Group against a database of nearly 4,000 organisations and their ESG practices. The main issues highlighted were:

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<b>ENVIRONMENTAL</b>	<b>SOCIAL</b>	<b>GOVERNANCE</b>
<p>Given the nature of the Group, the negative impacts were not large. The main areas for focus were emissions, energy usage, recycling and supply chain (particularly data centres).</p>	<p>Given the existing strong focus on employees and local communities, the likelihood of social risk is perceived as low given the profile of both the Group's suppliers and clients.</p>	<p>Need to ensure that sustainability is part of the governance process including policies, reporting, Board and management responsibilities.</p>

The Group scored particularly high against both the Governance and Social dimensions of ESG. The Group has a reputation for being a facilitator of sustainable education sector development, with significant potential to bring stakeholders together, identify sustainable opportunities, help mitigate sustainability-related risks and impact agendas of both clients and policy makers.

Identified areas of improvement are environmental leadership, knowledge, and resource development, along with clarifying how the ESG Group Strategy is integrated with both business strategies.

## 5. ESG ambition and priorities

The Group's sustainability ambition is consistent with our purpose to be:

***“a sustainability champion for the Irish education sector that generates positive economic, environmental, and social impact for our upstream and downstream value chain stakeholders”.***

In defining its sustainability ambition, **the Group will align with the following national and international sustainability guidelines:**

- The Irish Government's Climate Action Plan.
- The Ten Principles of the UN Global Compact.
- The UN 2030 Agenda for Sustainable Development Goals.
- The UN's 17 Sustainable Development Goals.
- The Guiding Principles on Business and Human Rights established by the UN.
- The Corporate Sustainability Reporting Directive and the European Sustainability Reporting Standards.
- The OECD's Anti-Bribery Convention and Guidelines on Anti-Corruption.
- The Core Conventions of the International Labour Organisation.
- The Paris Climate Agreement (United Nations Framework Convention on Climate Change).

### 5.1 Public Sector Climate Action Mandate 2023

We have assessed the Group against the Public Sector Climate Action Mandate 2023 and confirm all targets set have been reflected in the performance metrics outlined in the Strategy.

## 5.2 UN sustainable development goals

The relevant UN Sustainable Development Goals are:

 <p><b>4</b> QUALITY EDUCATION</p>	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
 <p><b>5</b> GENDER EQUALITY</p>	Achieve gender equality and empower all women and girls
 <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
 <p><b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
 <p><b>10</b> REDUCED INEQUALITIES</p>	Reduce inequality within and among countries
 <p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Ensure sustainable consumption and production patterns
 <p><b>13</b> CLIMATE ACTION</p>	Take urgent action to combat climate change and its impacts

## 5.3 Priorities



The Group plan to:

- Maintain a dialogue with our clients and stakeholders to understand their evolving sustainability requirements.
- Lead by example and influence others to adopt sustainable practices. We will actively engage in advocacy and awareness campaigns, share success stories, and encourage others to follow suit.
- Undertake ESG reporting, covering our upstream and downstream value chain. This includes requiring disclosures from suppliers and aligning with client reporting requirements.
- Set progressive, transitional targets and responsibilities in relation to its environmental, social, and governance targets.
- Develop and maintain our ESG knowledge base to ensure we keep up to date with changes across the ESG landscape.

## 6. ESG framework

The Group subscribes to the three-pillared sustainable business framework below. In the following sections, this ESG Group Strategy covers each of the three pillars in turn.



## 7. Environmental



The Group recognises the urgency of climate change and accepts the Intergovernmental Panel on Climate Change’s (“IPCC”) assessment of climate change science. We acknowledge that human activities contribute to climate change and businesses have a vital role to play in addressing this global challenge.

We take a careful approach to our environmental efforts and believe that environmental stewardship makes sound business sense as we can identify new efficiencies and make strategic investments that can reduce our operating costs.

We believe that sustainability efforts should be a collective endeavour. Therefore, we will empower our employees to actively participate in sustainability initiatives. By fostering a culture of sustainability, we can harness the collective power of our workforce to drive positive change.



## **7.1 Focus areas**

### **7.1.1 Greenhouse Gas (“GHG”) emissions:**

We support the Paris Agreement and aim to reduce our GHG emissions in support of the 1.5 degrees Celsius pathway recommended by the scientific community and consistent with the United Nations Global Compact.

### **7.1.2 Building climate resilience**

To ensure the long-term success of our Group, we will assess our climate-related risks and opportunities. By understanding and managing these risks, we can build resilience and adapt to the changing climate.

### **7.1.3 Energy efficiency**

We aim to use energy responsibly and intend to continue to reduce energy consumption through Group-wide actions, including behavioural changes.

### **7.1.4 Water resources**

We believe that access to clean, safe, potable water is a human right. We seek to demonstrate water stewardship by reducing water consumption and utilising water conservation strategies in our operations.

### **7.1.5 Sustainable value chain**

We will incorporate sustainability throughout our value chain by engaging our suppliers in setting environmental goals and taking steps to minimise their environmental impact.

### **7.1.6 Data centre efficiency**

We use data centres that consume a significant amount of energy. We will engage with our data centre partners to encourage them to improve the energy efficiency of their data centres by adopting green technologies, implementing energy management systems, and investing in renewable energy sources.

### **7.1.7 Sourcing renewables**

We will prioritise the procurement of renewable energy for our offices through utility renewable energy programs.

### **7.1.8 Recycling and composting**

We will leverage recycling and composting programs to divert waste from landfills.

### **7.1.9 E-waste management**

We will develop robust procedures for the responsible disposal and recycling of electronic equipment. By partnering with certified e-waste management companies, the Group can ensure that end-of-life devices are properly handled, thereby reducing the negative environmental consequences associated with improper e-waste disposal.

## 7.2 Managing performance

To demonstrate our commitment to a sustainable future, we have set clear goals below to guide our actions.

Goal	Action	2027	2030	Notes
<b>GHG</b>	Reduce GHG emissions	25% reduction	51% reduction	Scope 1 and 2
<b>Energy</b>	Source renewable energy	50% renewable	80% renewable	Group facilities
	Reduce energy consumption	30%	50%	Group facilities
<b>E-Waste</b>	Divert from landfill	50%	75%	Partner with e-waste recycler
<b>Waste reduction</b>	Employee education	75%	100%	Group facilities
<b>Suppliers</b>	Engage on sustainability goals	100% engagement		Where annual spend is over €50,000

## 8. Social



We are committed to being responsible and inclusive employers, fostering an equal, diverse and inclusive work environment, and supporting the well-being and development of our employees. We also aim to contribute positively to the communities in which we operate, through initiatives such as volunteering and partnerships with local organisations.

### 8.1 Focus areas

#### 8.1.1 Equality, Diversity, Inclusion (“EDI”)

Promoting a culture of diversity, equity, inclusion, and belonging at all levels of the Group, across the employee lifecycle (starting with recruiting), and with both business partners and local community.

An EDI Council has been established across the Group, with a vision to **“foster an equal, diverse and inclusive workplace and to inspire progress in EDI across both organisations and in our interactions with all our stakeholders”**. We will continue to promote EDI Council initiatives like the “Skillnet Women ReBOOT Plus Programme.

#### 8.1.2 Employee experience

Continued focus on providing an optimal employee experience and culture across the employee life cycle from recruitment to retirement including employee attraction and retention initiatives, benefits programs, and investment and initiatives to support employee training, development, and growth.

#### 8.1.3 Employee health, safety, and wellness

Ensuring our employees and other workers are healthy, safe, and well at work through management systems, policies, and programmes that encompass our operations. Offering wellness initiatives that promote physical, emotional, and mental health, benefits, and recognition.

#### **8.1.4 Employee skills development**

Developing the talent of our employees to meet new client needs and expectations.

#### **8.1.5 Human and employee rights**

Developing policies and enforcement systems to promote the protection and integrity of human and employee rights throughout Group operations and supply chain.

#### **8.1.6 Community engagement**

Investing in local communities where we operate by encouraging employee volunteerism, philanthropy, and social impact investment.

#### **8.1.7 Digital divide**

Helping ensure that educational institutions and researchers have access to the necessary digital infrastructure and resources. Through the Group's network, we enable educational institutions in remote or disadvantaged areas to connect to high-speed internet, allowing them to access online educational materials, collaborate with other institutions, and participate in distance learning programs. This helps bridge the gap between digitally advantaged and disadvantaged communities.

#### **8.1.8 STEM participation**

Supporting and facilitating access to digital tools, resources, and collaborations for educational institutions engaged in STEM education which will include continued support and contribution to initiatives such as the "Teen Turn Programme".

### **8.2 Empowering employees in sustainable efforts**

We recognise that sustainability is the collective effort of every individual within our Group. We will empower our employees to actively engage in sustainability efforts by:

- Encouraging all employees to recycle paper, plastic, glass, and other recyclable materials by providing easily accessible recycling bins throughout the office premises. Educate employees about the importance of recycling and provide clear guidelines on what can and cannot be recycled.
- Promoting energy-efficient practices: Encourage employees to adopt energy-saving habits such as turning off lights and electronic devices when not in use, using natural daylight instead of artificial lighting whenever possible, and adjusting thermostat settings to optimise energy consumption. Conduct training sessions and workshops to raise awareness about energy conservation.
- Encouraging sustainable commuting options: Promote alternative transportation methods such as carpooling, cycling, or using public transportation. We have installed secure bicycle parking facilities to encourage employees to cycle to work.
- Encouraging employees to reduce waste by using reusable water bottles, coffee cups, and lunch containers instead of single-use items. We will provide filtered water stations and reusable dishware in break rooms. Organise awareness campaigns to educate employees about the negative impacts of single-use plastics and the benefits of waste reduction.
- Educating employees on the importance of purchasing environmentally friendly products and services. Provide guidelines for sustainable procurement, such as choosing products with minimal packaging, opting for energy-efficient office equipment, and selecting suppliers with strong sustainability practices.
- Conducting regular training sessions and workshops focused on sustainability topics such as climate change, resource conservation, and sustainable practices. Invite external experts to share

their knowledge and experiences and provide employees with practical tips and strategies to incorporate sustainability into their daily work and personal lives.

- Maintaining a recognition programme to acknowledge and reward employees who actively contribute to sustainable efforts. By celebrating and highlighting these efforts, other employees will be inspired to join in and make a positive impact.
- Establishing measurable sustainability goals for the Group and regularly track progress. Share updates with employees to keep them informed and engaged. This transparency and accountability will motivate employees to contribute to the overall sustainability objectives of the Group.
- Recognising that empowering employees to take ownership of sustainability initiatives fosters a sense of pride, engagement, and a collective commitment to sustainable practices, we will create opportunities for employees to propose and implement their own sustainability initiatives.

### 8.3 Managing performance

To demonstrate our commitment, we have set clear goals below to guide our actions.

Goal	Action	2027	2030	Notes
Employee Turnover	Percentage of employee	<10%	<10%	
Wellbeing	Ibec KeepWell Mark accreditation	Excellence accreditation achieved	Excellence accreditation achieved	Based on Ibec standards
Gender Pay Gap Reporting	Introduce Gender Pay Gap Reporting in 2025	Report published	Report published	Reported annually
Employee Satisfaction Score <sup>1</sup>	Monitor employee satisfaction annually	8.2	8.3	Based on employee feedback
Employee ESG Awareness Training	ESG awareness training provided	100%	100%	Annually for employees
Diversity	Implement EDI Council initiatives			Reported annually
Client Satisfaction – Net Promotor Score	Monitor client satisfaction annually	NPS of 65+	NPS of 65+	Based on client feedback

<sup>1</sup> The employee satisfaction score is an aggregated weighted average score measuring overall employee engagement, based on answers employees have provided in relation to 10 key metrics of engagement. This is a score out of a maximum of 10. A score in the range of 7 - 7.9 is considered very good, 8 - 8.9 is considered great and 9 - 10 is considered excellent.

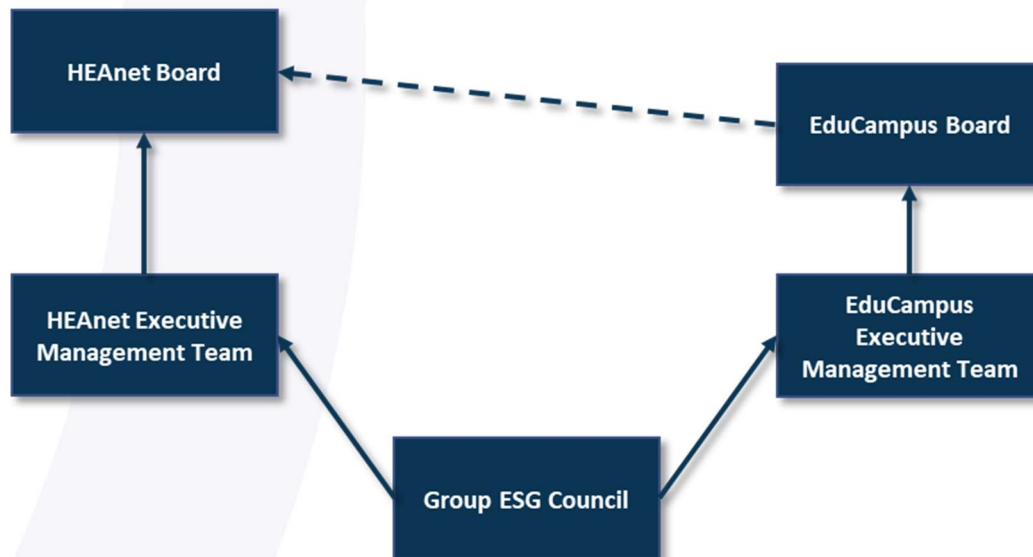
## 9. Governance



The Group aims to embed trust and integrity into our culture by building and evolving strong corporate governance and compliance frameworks that support transparency, risk management, ethical conduct, and accountability. We strive to maintain the highest standards of corporate governance and ethics. This includes ensuring compliance with relevant laws and regulations.

### 9.1 Governance structure

The diagram below illustrates the overall governance structure for ESG within the Group:



#### 9.1.1 Board Oversight

Each of HEAnet and EduCampus have their own respective Board Directors. Both the HEAnet Board of Directors and the EduCampus Board of Directors will oversee the implementation of responsible practices consistent with the evolving governance environment. They will receive regular updates on all ESG initiatives, including GHG footprint, environmental and EDI goals.

#### 9.1.2 Chief Executive Officers

Under delegation from the respective Boards, the HEAnet Chief Executive Officer and the EduCampus Chief Executive Officer are responsible for the day-to-day operations of the respective organisation.

#### 9.1.3 Head of ESG

We will appoint a Head of ESG to manage and co-ordinate Group sustainability related activities. The Head of ESG will also be responsible for chairing the ESG Council and supporting members of the Executive Management Team (“EMT”) to develop and roll-out Group sustainability policies and practices throughout the Group.

### 9.1.4 Group ESG Council

We will have a dedicated ESG team responsible for managing environmental sustainability. The team will closely partner with our Finance and Risk, Procurement, Technical and Workplace Experience functions to drive sustainability initiatives.

## 9.2 Focus areas

### 9.2.1 Reviews

Periodic reviews of our corporate governance guidelines and policies with respect to ESG will be undertaken, and updates will be implemented as appropriate.

### 9.2.2 Sustainability reporting and disclosures

Both HEAnet and EduCampus will each produce a combined Annual Report and ESG Report. Whilst the Group is not yet compelled to follow the mandatory disclosures required by the Corporate Sustainability Reporting Directive (“CSRD”) / European Sustainability Reporting Standards (“ESRS”), we expect that we will be compelled to do so in the near to medium term. The Group also recognises that it likely to require increased levels of sustainability information from its clients in the future.

### 9.2.3 Responsible sourcing and procurement

The Group plans to hold our suppliers and vendors to the same high ESG standards to which we will hold ourselves. In 2024, the Group plans to engage our top suppliers to assess their commitment to sustainability. We intend to use the information provided to set and measure supply chain ESG goals, track supplier maturity on a regular basis, align our procurement to responsible sourcing best practices, and engage with leadership across functions to drive awareness.

## 9.3 Managing performance

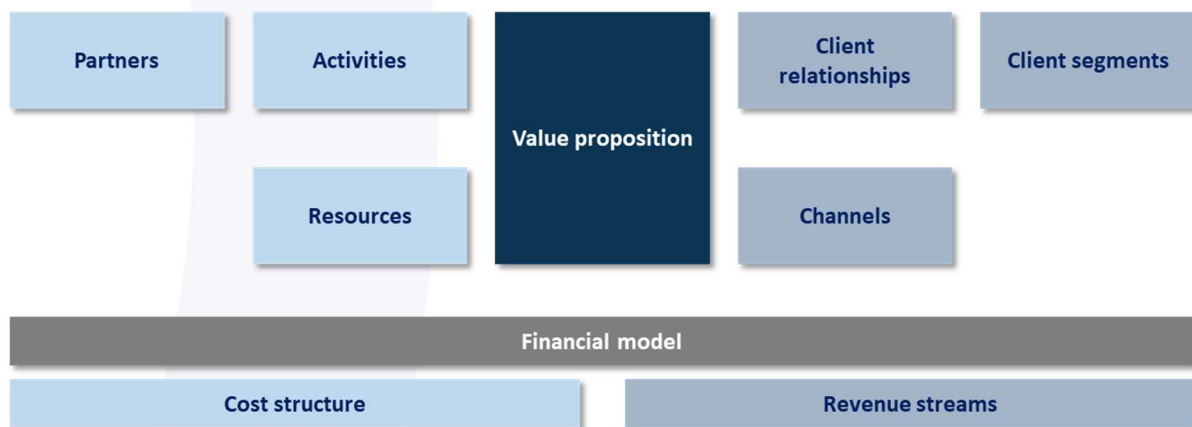
The Group intends to monitor our identified goals to track impact and make any necessary improvements within our specific governance, ethics, and compliance programs.

Goal	Action	Target	Notes
Governance structure	Nominate an ESG Champion	Q1 2024	EMT representative
	Nominate a Head of ESG	Q1 2024	Employee representative
Training	Anti-bribery and anti-corruption	Q3 2024	Annually for employees
	Health and safety	Q2 2024	Annually for employees
	Information security awareness	Q4 2024	Annually for employees
Policies	Develop an environmental policy	Q1 2024	
ESG Reporting	Define reporting requirements	Q2 2024	

<b>Communication</b>	Develop dashboard to communicate ESG goals and progress	Q4 2024	For publication on website and external reporting documents
<b>ESG Roadmap</b>	Review ESG roadmap annually	Q4 2024	Review and update in line with the Public Sector Climate Action Mandate

## 10. Impact on business model

ESG adoption influences the entire organisation. It has an impact on multiple aspects of the business model. Most elements of the business model (the boxes in the figure below) will require changes due to ESG initiatives. The Group will continue to monitor the impact of ESG matters on each entities' business models and respond accordingly.



### 10.1 Potential business model changes

In addition to the Group's business model impacts mentioned above (competencies, data centre performance, reporting processes etc.), the following are other noteworthy potential changes:

#### 10.1.1 Funding

There will be a cost implication of ESG adoption, and additional funding may become available both nationally and internationally to support the Group in our ESG ambitions. We intend to identify potential funding opportunities to offset the cost of transition.

#### 10.1.2 Value Proposition

The value proposition may evolve, e.g., new sustainable digital services may be offered to Group's client base. As providers of technology services and support, we can assist our clients play a crucial role in helping them address ESG issues and integrate sustainability into their operations from an ICT and digital perspective.

ESG presents an opportunity for the Group to scale our businesses and further increase our critical role as a strategic performance enabler for the education sector. ICT and digital solutions play a crucial role in helping the Irish education and research sector meet its ESG goals, mandates, compliance directives, and responsibilities. They also support research and innovation in sustainability-related fields. Our clients can leverage digital technologies, big data analytics, and AI to drive research efforts, develop sustainable solutions, and contribute to the broader knowledge base on ESG practices.

## 11. Glossary of Terms

**Carbon footprint:** is the total amount of greenhouse gases (including carbon dioxide and methane) that are generated by our actions.

**Circular Economy:** The circular economy is a model of production and consumption, which involves sharing, leasing, reusing, repairing, refurbishing, and recycling existing materials and products as long as possible. In this way, the life cycle of products is extended. In practice, it implies reducing waste to a minimum.

**Climate Action Plan 2023:** The plan implements the carbon budgets and sectoral emissions ceilings and sets out a roadmap for taking decisive action to halve our emissions by 2030 and reach net zero no later than 2050, as committed to in the Programme for Government. Climate Action Plan 2023 sets out how Ireland can accelerate the actions that are required to respond to the climate crisis, putting climate solutions at the centre of Ireland's social and economic development.

**International Labour Organization's Core Conventions of the Fundamental Principles and Rights at Work** is an expression of commitment by governments, employers' and workers' organizations to uphold basic human values - values that are vital to our social and economic lives. It affirms the obligations and commitments that are inherent in membership of the ILO, namely:

- Freedom of association and the effective recognition of the right to collective bargaining.
- The elimination of all forms of forced or compulsory labour
- The effective abolition of child labour
- The elimination of discrimination in respect of employment and occupation and
- A safe and healthy working environment.

**Corporate Sustainability Reporting Directive:** requires companies to report on the impact of corporate activities on the environment and society and requires the audit (assurance) of reported information.

**Double Materiality:** The concept of double materiality combines financial materiality and ESG materiality to describe the fact that material issues can have a financial impact on an organisation and that an organisation can have a material impact on its environment.

**European Sustainability Reporting Standards:** The ESRS set out detailed reporting requirements for EU companies in scope of the CSRD, including EU subsidiaries of non-EU companies. The ESRS cover: General reporting principles. A list of mandatory disclosure requirements for EU companies related to the identification and governance of sustainability matters.

**ESG:** means using Environmental, Social and Governance factors to assess the sustainability of companies, organisations, and countries. These three factors are seen as best embodying the three major challenges facing organisations and wider society, now encompassing climate change, human rights, and adherence to laws.

**GHG Protocol:** The GHG Protocol Policy and Action Standard provides a framework for estimating the associated GHG emissions for any policy or governmental action. This helps policymakers understand the GHG emission reduction impacts their activities will have to achieve better results and to better manage emissions.

**Ibec KeepWell Mark:** the KeepWell Mark is a framework, providing businesses with a set of health and wellbeing standards, that are achieved through promotion of wellbeing in the workplace.



**ICT (Information and communications technology):** is an extensional term for information technology (IT) that stresses the role of unified communications and the integration of telecommunications (telephone lines and wireless signals) and computers, as well as necessary enterprise software, middleware, storage and audio-visual, that enable users to access, store, transmit, understand and manipulate information.

**OECD's Anti-Bribery Convention and Guidelines on Anti-Corruption:** establishes legally binding standards to criminalise bribery of foreign public officials in international business transactions and provides for a host of related measures that make this effective.

**Paris Climate Agreement (United Nations Framework Convention on Climate Change):** The central aim is to strengthen the global response to the threat of climate change by keeping a global temperature rise this century well below 2 degrees Celsius above pre-industrial levels and to pursue efforts to limit the temperature increase even further to 1.5 degrees Celsius.

**Scope 1, 2 and 3 emissions<sup>2</sup>:** Scope 1 emissions are direct emissions from owned or controlled sources. Scope 2 emissions are indirect emissions from the generation of purchased energy. Scope 3 emissions are all indirect emissions (not included in scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions.

**Sustainability: is the ability to exist and develop without depleting natural resources for the future.** The United Nations defined sustainable development in the Brundtland Report as development that meets the needs of the present without compromising the ability of future generations to meet their own needs. It assumes that resources are finite, and so should be used conservatively and carefully to ensure that there is enough for future generations, without decreasing present quality of life. A sustainable society must be socially responsible, focussing on environmental protection and dynamic equilibrium in human and natural systems.

**UN 2030 Agenda for Sustainable Development Goals:** A resolution, between now and 2030, to end poverty and hunger everywhere; to combat inequalities within and among countries; to build peaceful, just, and inclusive societies; to protect human rights and promote gender equality and the empowerment of women and girls; and to ensure the lasting protection of the planet and its natural resources. A resolution also to create conditions for sustainable, inclusive and sustained economic growth, shared prosperity and decent work for all, taking into account different levels of national development and capacities.

**United Nations Guiding Principles on Business and Human Rights:** The Guiding Principles contain three chapters, or pillars: protect, respect and remedy. Each defines concrete, actionable steps for governments and companies to meet their respective duties and responsibilities to prevent human rights abuses in company operations and provide remedies if such abuses take place.

**UN Global Compact:** is a call to companies to align their strategies and operations with ten universal principles related to human rights, labour, environment and anti-corruption, and take actions that advance societal goals and the implementation of the SDGs.

**UN Sustainable Development Goals:** On 25 September 2015, world leaders from all sectors convened to adopt the 17 Sustainable Development Goals (SDGs). They represent the global community's next step in ending poverty, fighting inequality and injustice, and tackling climate change for the next 15 years. The goals are as follows:

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<sup>2</sup> Source: [https://ghgprotocol.org/sites/default/files/standards\\_supporting/FAQ.pdf](https://ghgprotocol.org/sites/default/files/standards_supporting/FAQ.pdf)

- Goal 1: End poverty in all its forms.
- Goal 2: Zero hunger.
- Goal 3: Good health and well-being.
- Goal 4: Quality education.
- Goal 5: Gender equality
- Goal 6: Clean water and sanitation.
- Goal 7: Affordable and clean energy.
- Goal 8: Decent work and economic growth.
- Goal 9: Industry innovation and infrastructure
- Goal 10: Reduced inequalities.
- Goal 11: Sustainable cities and communities.
- Goal 13: Climate action.
- Goal 14: Life below water.
- Goal 15: Life on land (biodiversity, forests, desertification).
- Goal 16: Peace, justice and strong institutions.
- Goal 17. Partnerships for the goals.



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