



Coimisiún na hÉireann um Chearta
an Duine agus Comhionannas
Irish Human Rights and Equality Commission

Climate Action Roadmap

Irish Human Rights and Equality Commission

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The Irish Human Rights and Equality Commission was established under statute on 1 November 2014 to protect and promote human rights and equality in Ireland, to promote a culture of respect for human rights, equality and intercultural understanding, to promote understanding and awareness of the importance of human rights and equality, and to work towards the elimination of human rights abuses and discrimination.

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Contents

Introduction 3

Our People - Leadership and governance 4

Our People – Engaging our staff 5

Our targets..... 6

Our Way of Working 7

Our buildings and vehicles 8

Our wider climate action plans 9

Introduction

Organisational context

The Irish Human Rights and Equality Commission (IHREC) is Ireland's National Human Rights and Equality Institution. We are an independent public body that accounts to the Oireachtas, with a mandate established under the Irish Human Rights and Equality Commission Act 2014 (IHREC Act 2014). Our work is guided by the IHREC Strategy 2022 - 2024, with a current process in its late stage to develop our next strategy 2025 – 2027.

The wider policy actions in which IHREC has a role in respect of climate action are not the focus of this roadmap; instead, this plan is focused on the organisational-level actions that IHREC could take to meet this mandate.

Progress to date

This is IHREC's first roadmap. This roadmap will be updated as our work progresses, and will be submitted for approval by the Senior Management Team of IHREC.

IHREC have engaged with the SEAI to seek the support of the SEAI under the SEAI Public Sector Partnership Programme to assist us to achieve the mandatory public sector targets.

In line with the provisions of circular 01/2020, IHREC records, monitors, and values the greenhouse gas emissions associated with official air travel usage and makes a payment to the Fund Manager of the statutory Climate Action Fund related to these emissions for the preceding year. IHREC submitted their Annual Return and payment in relation to 2023 in February 2024. The liability for 2023 was €301.27 in respect of 6211.8kms travelled via flights.

Our People - Leadership and governance

Statement demonstrating Senior management commitment

The responsibility for driving the climate action agenda within IHREC sits within the remit of the Corporate Services team. IHREC aims to adopt socially and environmentally responsible behaviours within our organisation, and to further promote and inspire other individuals and organisations to follow suit.

IHREC provide an event space to civil society organisations to support their work. IHREC will promote our aims in this event space as part of our work.

Nominated climate and sustainability champion

The roles of Climate and Sustainability Champion and Energy Performance Officer are carried out by the Head of Corporate Services, Ailish Farrelly. Ailish has the required decision-making powers in relation to corporate services functions including facilities management, procurement, governance and reporting, and will work closely with the Senior Management team and Green team in the organisation.

Governance structure and Green team

IHREC commits to putting the appropriate governance structures in place to implement the Roadmap and undertake a programme of activity for delivery.

An IHREC Green team is being established and will play a central role in this work. A terms of reference for the Green team will be established, with a direct line report to the Senior Management Team.

Our People – Engaging our staff

IHREC recognises the importance of embedding climate action into the core of our day-to-day operations. The behaviour of each staff member is the ultimate driver of corporate sustainability.

Staff training plans

IHREC is committed to providing suitable educational resources with the guidance of SEAL to raise staff awareness on energy related emissions, and over time wider climate issues to support a reduction in the organisational carbon footprint.

The newly established Green Committee will work with the Human Resources Learning and Development team to identify opportunities and activities to increase internal staff awareness and training opportunities to support our Climate Action Roadmap.

Targeted training will be provided to members of the Green team.

Staff Communications and Climate action and sustainability workshops

IHREC will ensure that established internal communication channels will be utilised to increase staff awareness of this roadmap and activities.

IHREC commits to the hosting of climate action and sustainability workshops as part of this roadmap.

Senior leadership training

IHREC commits to all the Senior Management Team (PO level and above) completing a climate action leadership training course in 2025 or 2026. The IHREC Human Resources Learning and Development team will support this process to determine a suitable course.

Our targets

IHREC is working closely with the SEAI and in particular with our SEAI Partnership Support Manager to analyse our data and develop our procedures to set baselines and targets as part of our future work. IHREC commits to updating this Roadmap when this work is completed.

Our Way of Working

Energy and environmental management systems

IHREC will work with our building partners and agents to monitor our energy usage and to work in partnership to ensure that our systems are appropriate to the size of our organisation and our functions.

Digitisation of processes

IHREC is committed to embracing digitisation and the reduction of paper based processes within our organisation. Corporate Services monitor the use of photocopiers for internal printing in IHREC and will put implement further measures to support minimisation of printing.

Green procurement

IHREC will work to optimise opportunities to introduce green criteria into procurement projects, supporting climate action ambitions. Through our procurement processes IHREC will seek to source goods and services with a reduced environmental impact by utilising the EPA guidance on GPP (across the ten accompanying criteria) to work towards implementing sustainable and green practices into our procurement procedures.

IHREC will continue to review and update our procurement policy and procedures to ensure green criteria receives due consideration as part of the procurement process.

Low carbon construction methods

This is not applicable to IHREC as we are not engaged in any construction activities.

Our buildings and vehicles

Vehicles

IHREC does not own or operate our own vehicles.

Promoting alternatives to car use and phasing out parking

IHREC have car park spaces and bicycle stands available at our Green Street Offices.

IHREC will continue to encourage staff to avail of the Cycle to Work Scheme, and explore alternative transportation methods to personal car travel. IHREC will continue to work with our with our partners and agents to support projects to promote the use of alternatives to car use, and monitor the use of car park spaces with a view to phasing out if appropriate.

Procurement of zero emission vehicles

IHREC does not own or operate our own vehicles.

Buildings

IHREC rents a property from a private landlord.

Our focus in relation to buildings and vehicles is to work with our partners and agents to identify opportunities to progress our Climate Action Roadmap.

Our wider climate action plans

As stated under section 2, IHREC will establish a Green Team who will develop an action plan under this Climate Action Mandate Roadmap and commits to updating this document with that roadmap once drafted.



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