



Banc Ceannais na hÉireann
Central Bank of Ireland

Eurosystem

Environmental, Health & Safety Performance Report 2019

Highlights

Environmental



ISO 50001:2018 (Energy) certification achieved at Currency Centre.

See **page 17** to find out more.



As part of Ireland's **National Energy Efficiency Action Plan** the Central Bank of Ireland recorded an energy reduction of **61.8%** from 2009,

exceeding the 33% target.

See **page 27** to find out more.



Three-year **Biodiversity Action Plan** created.

See **page 18** to find out more.



Read "**Climate change and the Irish Financial System**" by former Central Bank of Ireland governor, Philip Lane.

See **page 21** to find out more.



Bank reduces carbon emissions by **53.93%**

ahead of 2030 target of 50%.

Business in the Community Ireland Low Carbon Pledge.

See **page 24** to find out more.

Health & Safety



Hosted local **Dublin Fire Brigade** crew in NWQ as part of a **Pre-Fire Planning initiative.**

See **page 20** to find out more.



1,577 staff

received **Health and Safety training**, including Fire Safety, First Aid, Display Screen Equipment and Manager H&S responsibilities.

See **page 12** to find out more.



ISO 45001:2018 (Safety) certification achieved at the Dockland Campus.

See **page 9** to find out more.

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Executive Summary

Under the Safety Health and Welfare at Work Act, 2005 the Central Bank of Ireland has a legal requirement to provide a safe place and safe systems of work. This annual report on the Environmental, Health and Safety (EHS) performance of the organisation is designed to assist the Central Bank of Ireland Commission in discharging its responsibility for reviewing EHS management performance.

EHS Management

- An appropriate integrated health and safety, fire, environmental and energy policy is in place, supported by underlying management systems. The Currency Centre and Dockland Campus hold external certification to the international standards ISO14001 (environment), ISO45001 (health & safety) and ISO50001 (energy). The EHS team continues to develop communications within the organisation, including use of the Plaza intranet, liaison with combined environmental and safety committees and working with the Divisions as part of the Managers' EHS review process.
- Members of the Operations Committee and Heads of Division carry significant health and safety legal responsibilities which cannot be completely delegated. As these responsibilities can be difficult to discharge on top of operational routines, the EHS team, through the management systems and quarterly Managers' EHS Reviews, helps to facilitate effective discharge of these responsibilities. By measuring EHS Key Performance Indicators (KPI) in every Division on a regular basis, the Managers' Review framework allows the EHS team to enhance our EHS performance and promote continual improvement across all Divisions and create a safer and more efficient environment for all.
- During 2019, the EHS team engaged with a number of stakeholders including the Human Resources Division, SGS Ireland Ltd and NSAI (our external management systems auditors), our Insurers and Brokers, the Procurement, Security and Engineering sections, IMTD, our partner Facilities Management and Catering contractors and our waste contractors to improve the delivery of EHS services throughout the organisation. The EHS team also engaged with the Central Bank's Corporate Social Responsibility partner Business in the Community Ireland (BITCI) and IBEC on actions required to maintain the Working Responsibly and KeepWell marks (recertified every three years).
- The EHS team provides enhanced ergonomics support through a system of electronic workstation assessments and local workstation assessors, as well as

managing the external ergonomics advisor. The EHS team also assists the fire safety improvements programme, together with ensuring that adequate emergency preparedness arrangements are in place. EHS training was further developed during the year with a wide programme of statutory and good practice training being delivered and facilitated. Routine and specialist training has been completed as required. The Managers' EHS Review process tracks compliance with mandatory training through a series of KPIs.

- A series of resource management initiatives have been completed in 2019, including, reducing energy consumption by 14% or 1,929,278kWh and CO₂ production by 414 tonnes. A further programme has been established for 2020.

Compliance

- Central Bank of Ireland incurred no fines, statutory penalties, improvement or prohibition notices issued by health and safety or environmental authorities during 2019.
- There were no reported significant environmental spills during 2019, and the Central Bank has been in full compliance with the conditions associated with its radiological protection license / registration.
- The Currency Centre was in full compliance with its trade effluent discharge consent issued by Dun Laoghaire Rathdown Co Council.
- No releases of refrigerant gas occurred at Currency Centre, however a leak occurred of 5kg at the Dockland Campus. This was recorded on the Fluorinated gas (F-gas) register and the equipment was repaired by a qualified contractor.

Health and Safety Statistics

- The accident, incident and near miss recording, investigation and reporting processes are managed by the EHS team.
- The EHS team works with the occupational health team within Human Resources Division (HRD) to help ensure best practice is implemented in managing occupational absence and the return to work process.
- The total number of accidents (with injury) recorded increased from 21 in 2018 to 38 in 2019, with the number of reportable injuries decreasing from 3 to 2. This equates to a reportable accident incidence rate decreasing from 155 per 100,000 employees in 2018 to 102.5. To set this in context, the latest published average national value for Ireland was 769 per 100,000 and for the EU28 countries was 1,699 per 100,000.
- Complete tables of statistics for 2019 are presented in Appendix 1.

Resource Consumption

- Details of energy usage (electricity, gas and oil) and resource consumption (water and paper) are recorded and evaluated.

- Comparing 2019 unit consumption with 2018; electricity usage decreased by 10.4%, gas usage decreased by 16.8%, oil usage decreased by 38.0%; water usage decreased by 34.7%. These changes are in line with expectations.
- Paper usage per employee has decreased by 0.7%
- Usages for 2019 are presented in Appendix 2.

Waste Management and Emissions

- Waste production and final destination is recorded and analysed for trends.
- Total waste production decreased by 11.8% and the amount recycled or recovered increased by 3.1% to 96.4%. These changes are in line with expectations.
- Tonnages for 2019 are presented in Appendix 3.
- In August 2018 the Central Bank signed up to the BITCI Low Carbon Pledge initiative to reduce scope 1 and 2 greenhouse gas emissions by 50% by 2030. Using 2015 as its baseline year, by the end of 2019 the Central Bank has recorded a reduction of 53.93%.

Managers' EHS Review

- The Managers' EHS Review demonstrates ongoing compliance with statutory training requirements as well as helping managers to identify or anticipate potential issues or exposures under their control.
- Summary results for 2019 are presented in Appendix 4.
- Overall compliance has been raised from a baseline in Q4 2011 of 42.4% to 95.5% in Q4 2019.

Wellbeing / Wellness

- Health and Wellbeing is at the heart of the Central Bank's organisational employee agenda, which is to create a fulfilling workplace for our people.
- In order to create a fulfilling workplace, the bank set out to build a building around its people that would not only support its priority behaviours but would also enable a healthier workforce. Through the annual Wellbeing programme, a significant focus is placed on the three wellness pillars "Mind", "Body", "Life" which represents the holistic nature of the wellbeing programme that promotes physical health, mental health and emotional health.
- These three wellness pillars are further supported by workplace practices and on-site facilities which empower staff members to optimise their own health and wellbeing.
- We have in place a suite of well-established and comprehensive health and wellbeing policies such as the Health and Wellbeing at Work Policy and Dignity at Work Policy.
- Wellness messages and initiatives are communicated using the Plaza intranet system.

- Wellness was woven into the fabric of the North Wall Quay building and it can be seen through the bridges and walkways promoting connectivity, our collaboration spaces promoting our priority behaviours (collaborate and share), and also the Wellness Centre on the lower ground floor which promotes physical and mental health.

Accessibility and Universal Design

- The Central Bank has a number of legal responsibilities related to accessibility. These include the appointment of an Access Officer, the incorporation of accessibility into the delivery of their services and in the procurement of an accessible built environment.
- The Access Officer role is to act as a central point of contact on accessibility issues and help build awareness to assist the organisation discharge its legal responsibilities. The role is currently held by the EHS Manager.
- As part of its wider approach to diversity and inclusion across the Central Bank, an employee-led network called the BankAbility Network has developed in recent years. It aims to ensure that there is a strong and supportive network in place for colleagues affected by disability and to raise awareness among all staff.

Corporate Social Responsibility

- The Central Bank is committed to delivering on its mission and mandate in a socially responsible and sustainable way. The Central Bank's Corporate Social Responsibility (CSR) activities are guided by Business in the Community Ireland's five strategic key pillars of "Environment, Workplace, Marketplace, Community and Governance and Communications".
- The EHS team contributed to preparation of the 2019 Central Bank CSR report, where our environmental activities were a key focus.

Conclusion

- This annual report on the EHS performance of the organisation assures the Commission that it is discharging its responsibility for reviewing EHS management performance.

Introduction

Under the Safety Health and Welfare at Work Act, 2005 the Central Bank has a legal requirement to provide a safe place and safe systems of work.

Since 2013, the Environmental, Health and Safety (EHS) section of the Facilities Management Division (FM) has prepared an annual EHS report for submission to the Central Bank of Ireland Commission.

The Commission has subsequently endorsed the integrated corporate Health and Safety, Fire Safety, Energy and Environmental policy annually. This policy contains a commitment by the Central Bank to meet its statutory obligations in the day to day management of H&S and to report on its performance annually.

This is now the eighth report to the Commission, covering activities during 2019.

Safety and environmental management systems exist to allow the organisation to discharge these duties effectively. Responsibilities at all levels are listed in the Ancillary Safety Statements. Mandatory EHS Induction Training on these systems and responsibilities is presented to all staff through the Central Bank's eLearning platform, My Learning.

These systems provide a framework which sustains the day to day management of the Central Bank's collective responsibility for providing a safe place and safe systems of work. The framework alone does not constitute statutory compliance; demonstrating the effective utilisation of the framework by all Divisions does.

Only individual Divisions have full visibility of and authority over their systems of work and therefore only each Division can ensure that the associated occupational health and safety risks are managed or reported as incidents or exposures requiring EHS team support.

The HSA "Guidelines for Directors and Senior Managers" indicates that all Directors and Senior Managers must understand their legal responsibilities and role in governing occupational health and safety in the workplace and that these responsibilities cannot be avoided.

This annual report on the EHS performance of the organisation is designed to assist the Commission in discharging its responsibility for reviewing EHS management performance.

Summary information is presented in this report on:

- EHS Management
- Compliance

Supplementary data is included in the following Appendices:

- Health and Safety Statistics (Appendix 1)
- Resource Consumption (Appendix 2)
- Waste Management and Emissions (Appendix 3)
- Managers' EHS Review Results (Appendix 4)
- Emergency Evacuation Performance table (Appendix 5)

EHS Management

Policy

A Corporate Safety Statement is in place which applies to the organisation as a whole.

This contains an Integrated Policy Statement covering Health, Safety, Fire, Energy and the Environment, which is signed off by the Governor on behalf of the Commission.

Subservient to this, during 2019, were two Ancillary Safety Statements detailing appropriate control measures; one relating to Dockland Campus, and one relating to activities at the Currency Centre.

All policies are reviewed annually and revised if required by the EHS team.

Management Systems

We operate an Integrated Health, Safety, Environmental and Energy Management System, externally certified to international standards.

Achieving and maintaining these standards brings a high level of discipline and requires the engagement of managers and staff at all levels.

Certification is evidence-based and we enforce precise documentation of procedures and accurate record-keeping in relation to, for example, training, inspections and maintenance.

The Central Bank operated a Safety Management System which was externally certified to the OHSAS18001:2007 standard. During 2019, Dockland Campus completed the transition to certification to the replacement ISO45001:2018 standard [Successful transition at Currency Centre occurred in January 2020].

Central Bank has continued its certifications to the environmental, health, safety and energy international standards in 2019



ISO 45001:2018 (Safety)
certification achieved
at the Dockland Campus.

Our Environmental Management System is externally certified to the ISO14001:2015 standard. Dockland Campus achieved full re-certification as per the accreditation cycle in 2019. Currency Centre maintained certification in 2019 through surveillance audits.

The Energy Management System is externally certified to the ISO50001 standard. Dockland Campus was recertified to the ISO50001:2018 standard and Currency Centre achieved certification to this standard in 2019.

In 2019, an application was submitted to gain BREEAM-In-Use certification for the North Wall Quay building.

EHS Team Structure

Throughout 2019, we operated a stand-alone (albeit within FM) EHS team/structure with the mandate of supporting the operations teams and delivering a more progressive and engaging culture of EHS management through two EHS officers, an environmental officer and a strategic EHS manager. The vision is a single strategy that incorporates the operational needs of all sites and engages all staff in a sustainable culture.

Managers' EHS Review Framework

Members of the Operations Committee and Heads of Division carry significant health and safety legal responsibilities which cannot be completely delegated. As these responsibilities can be difficult to discharge on top of operational routines, the EHS function, through the integrated management system and quarterly Managers' EHS Reviews, helps to facilitate effective discharge of these responsibilities.

The EHS Reviews demonstrate ongoing compliance with statutory training requirements as well as helping managers to identify or anticipate potential risks or exposures under their control.

A summary of the Managers' EHS Review compliance results is circulated to all Divisions through this report – see Appendix 4.

The benefits of recording health and safety key performance indicators (KPI) against individual Divisions are two-fold:

- It allows the EHS team to target support programmes against the greatest need or risk.
- The KPIs feed into this annual EHS report and the Central Bank's Annual Report demonstrating organisational performance in EHS management.

Overall compliance has been raised from a baseline in Q4 2011 of 42.4% to 95.5% in Q4 2019.

Staff complete an online DSE Assessment with the Learning & Development Portal. A manual EHS induction presentation is delivered in the onboarding and site induction process for all new staff until the launch of our new online EHS induction course.

In addition to the Managers' Review, an EHS inspection process continues to be carried out by staff at the Currency Centre. This is carried out quarterly in low risk areas and monthly in high risk areas.

EHS Communications

Quarterly EHS reports are submitted to the EHS Safety Committee (Dockland Campus and Currency Centre) containing an accident and incident summary, details of training / assessment and a summary of inspections, communications, initiatives and new legislation implications.

Managers' EHS Review invites were circulated to Divisions, resulting in a 100% return each quarter. Statistics detailing each Division's performance in the Managers' Review were circulated to enhance awareness of and promote focus upon the EHS KPI's.

EHS announcements to all staff are regularly made using the Plaza intranet – examples include:

- International Day for Persons with Disabilities
- Currency centre achieves ISO50001:2018 energy management standard
- Single-use plastics
- Biodiversity on NWQ terrace
- Electrical personal items – PAT testing
- DSE assessment
- Dublin Fire Brigade visit
- Biodiversity community project with St. Vincent's Girls' National School, Temple Bar Gallery + Studios and artist Celina Muldoon

Ergonomic Support

Staff at our Dockland Campus have been trained as Workstation Assessors, whose role is to review the statutory assessments for display screen equipment which are completed annually by each user.

The eLearning based DSE workstation risk assessment module automatically manages issues; where further intervention is required, Workstation Assessors make arrangements for any standard control measures identified in the assessment process; and the EHS team is available to manage any escalated actions which require expert input.

This year, the ergonomist attended sites to complete full ergonomic assessments on 116 specific individuals' workstations in 2019.

Emergency Preparedness and Response

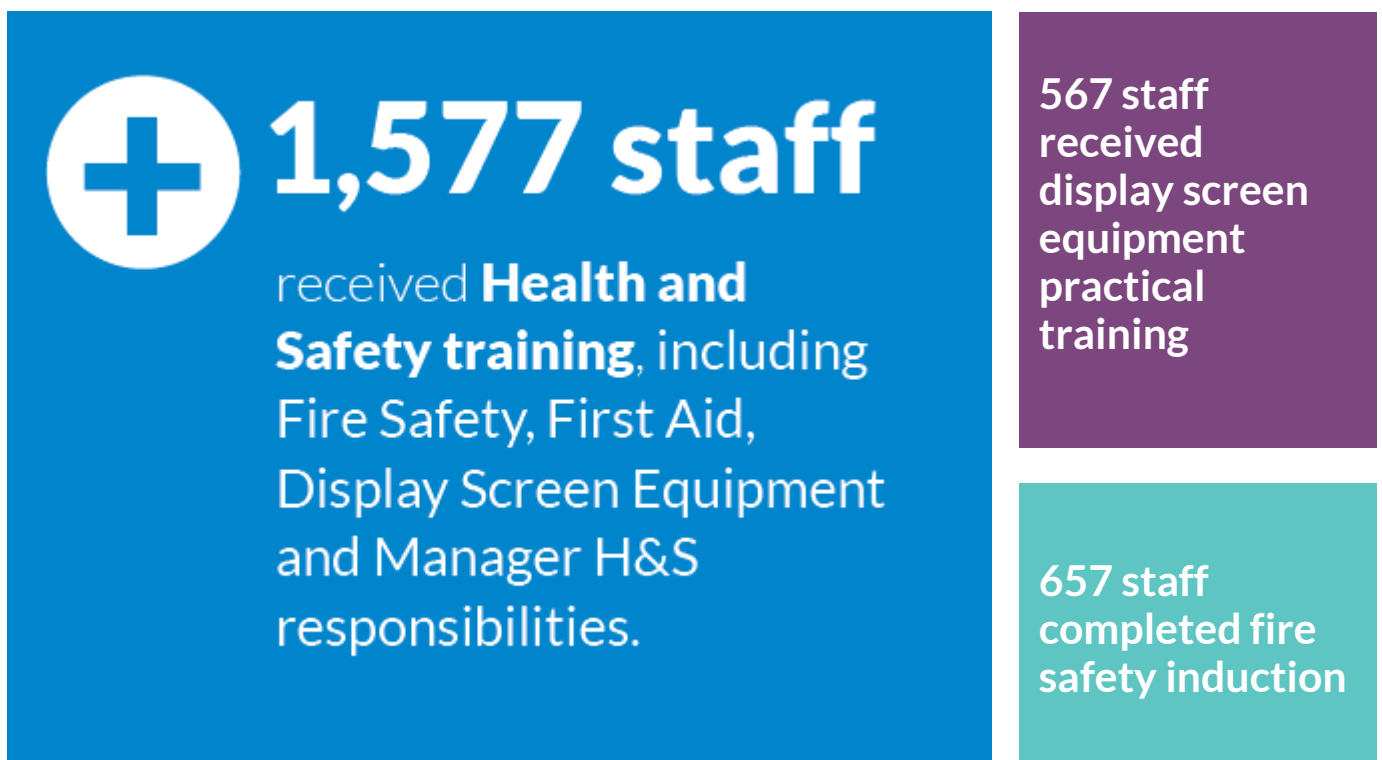
A schedule of emergency evacuation preparedness drills was completed. Consultation was undertaken with various stakeholders, debriefing sessions were held and lessons learned have been incorporated into our processes in order to improve future performance.

An evacuation performance summary table for all buildings was circulated to the EHS Safety Committee for review (see Appendix 5). This also had broader circulation through Plaza.

22 Personal Emergency Evacuation Plans (PEEP) have been created, tested and documented where requested by staff with additional needs during 2019.

Training, Awareness and Competence

Time-sensitive training records (such as Fire Marshal and First Aid Training) are managed through the Human Resources Information System (HRIS). This facilitates the central reporting, tracking and systematic prompting across the organisation close to expiry dates, in order to facilitate more efficient booking of refresher training.



Recorded online DSE eLearning and assessment continues.

Examples of training undertaken by staff in 2019 include:

- 567 received DSE practical training
- 56 were trained as fire marshals
- 88 had fire marshal refresher sessions
- 12 were trained as fire safety induction instructors
- 657 completed fire safety induction
- 19 were trained in the use of an evacuation chair
- 17 have completed manual handling training
- 15 trained in chemical spills
- 2 completed abrasive wheels training

- 44 have undergone first aid training
- 49 completed first aid refresher.
- 12 were trained as Cardiac First Responders
- 13 attended work at height training
- 19 gained a Safepass card
- 11 completed mobile elevating work platform training
- 41 were trained in the EHS integrated management system

Specialist task-related training is arranged, recorded and evaluated as appropriate –delegates attended courses related to power pallet truck, forklift, mobile access towers and IOSH managing safely in construction.

The EHS team members have themselves completed a number of training events in 2019. The training events attended were varied and comprehensive with the aim of achieving the best outcomes to maintain and increase the knowledge and skills of team members. Examples include attending and actively participating in the Sustainable Energy Authority of Ireland (SEAI) Public Sector Energy Conference and the Green Build Europe Conference.

Consultation with Employees

Combined EHS Safety Committee are chaired by senior management and meet to review H&S performance and issues quarterly.

Environmental Network of Central Banks

EHS team continued to engage in the Environmental Network of Central Banks (ENCB). The objectives of the network is to allow the exchange of best practices and collaboration on environmental issues.

Stakeholder Engagement

The EHS team engaged with numerous internal and external stakeholders throughout the year to assist the organisation deliver on its safety, health and sustainability commitments.

Human Resources

The EHS team worked with the occupational health team within the Human Resources Division (HRD) to help ensure best practice is implemented in managing occupational absence and the return to work process. A programmed series of collaboration meetings throughout the year allow relevant actions to be tracked and managed.

Topics dealt with this year included:

- Mental Health Awareness
- Focus on men's health
- Ergonomic assessments;
- Sudden illness – use of EpiPen
- New starter Personal Emergency Evacuation Plans (PEEPs).

The EHS team engaged with the Learning and Development section within HRD to contribute to uploading of relevant H&S training records to the Human Resources Information System (HRIS).

Wellbeing / Wellness

The Central Bank has in place a suite of well-established and comprehensive health and wellbeing policies such as the Dignity at Work Policy and the Health and Wellbeing at Work Policy Statement.

Wellness messages and initiatives are communicated using the Plaza intranet system.

Our Wellness Strategy was endorsed by our Senior Leadership Committee in 2016. This outlined how we would operationalise our Wellness Vision which was dedicated to increasing the wellbeing of our staff by creating a fulfilling workplace for our people.

Wellness was woven into the fabric of the North Wall Quay building and it can be seen through the bridges and walkways promoting connectivity, our collaboration spaces promoting our priority behaviours (collaborate and share), and also the Wellness Centre on the lower ground floor which promotes physical and mental health.

In 2018 the Central Bank was accredited the IBEC Keep Well Mark which is an evidenced-based accreditation used to measure an organisations commitment to health and wellbeing. The mark will remain valid until 13/11/2020. In March 2019, we were delighted and very proud to receive the award of Company of the Year (Large) at the inaugural Keep Well Awards. This award reinforced the commitment of the Central Bank to its employees and recognised the leadership shown in bringing the wellness agenda to the fore in our organisation. Following the award, the Central Bank's focus on health and wellbeing was also profiled in [The Irish Times](#).



Home Working Policy

In our 2018, our formal Home Working Policy was launched, and in 2019 over 250 people availed of a home working arrangement, representing almost 13% of our organisation.

Mental Health Awareness

In 2018, almost 50 employees volunteered to become Mental Health Employee Champions and completed the Mental Health First Aid Training. In December 2018, we officially launched the Employee Champion Network – a group of 50 colleagues spread across our organisation and locations who can provide support to any employee who may be experiencing a mental health difficulty. Throughout 2019, the Champions presented at their local team meetings about their role and how they can help their colleagues, and as part of Wellbeing at Work Week in April 2019, they led a “Lunchtime Mile” so colleagues could learn more and connect with the members of the network.

In 2019, we continued to roll out the See Change Mental Health Awareness Workshops to focus on building awareness and perspective around mental health. The format was designed to support discussion and reflection hear real life experience of living with mental health issues. Building on the success of this awareness training, a number of practical workshops were developed and delivered internally throughout 2019 to support line managers in conducting positive and supportive conversations relating to mental health. Approximately 140 line managers have attended, all of whom have rated that the session has increased their practical skills and their comfort in dealing with mental health matters. While rollout continues for this session, further workshops are being designed to provide practical training support related to other topics such as absence management.

Focus on Men's Health and Wellbeing

For 2019, we decided to engage more with our male colleagues and try to expand our offering to allow for a broader appeal. To do that, we engaged with the Wellness Committee and asked male colleagues (via questionnaire) what they most valued in the workplace related to their health and wellbeing.

Based on the feedback provided, we learned that male colleagues were generally more interested in physical health (Body Pillar of our Wellness Strategy). They were more likely to participate in health screening, fitness classes etc. than an employee talk for instance. For Men's Health Week, we ran a programme against the tagline of 'Make the Time, Take the Time'. Activities focussed on general health for men coupled with onsite talks from Men's Sheds and Mental Health Ireland. Some of our male Employee Mental Health Champions also took the opportunity to promote their own roles and encourage male colleagues to "Make the Time, Take the Time" and come and talk. In November, we will also celebrate International Men's Day in collaboration with our colleagues on the Diversity & Inclusion Team.

So far in 2019, we are seeing results – we have seen the gender split in our audiences reduce to 60/ 40 compared to 67/ 33 two years ago. As we design our Wellness Programme for 2020, we will build on this momentum.

Occupational Health

The Central Bank may refer any member of the staff to its Occupational Health Specialist. Referrals are usually initiated by either HRD or local management, as part of the Central Bank's Absenteeism Management policy.

The Central Bank's occupational health programmes include health screenings, DSE eye tests and anti-flu vaccinations.

Employee Assistance Programme

The Central Bank operates an Employee Assistance Programme (EAP), which is intended to help employees and their families deal with personal problems that might adversely impact their work performance, health and wellbeing. The service is completely confidential, accessible by all employees 24-hours-a-day. The EAP service generally includes assessment, short-term counselling and referral services for employees and their immediate family.

Energy Awareness

The EHS team engaged with the Facilities Management and Engineering sections within the Currency and Facilities Management Directorate weekly:

- To identify and progress initiatives to help reduce energy and natural resource use
- To engage with external experts in the analysis of resource saving opportunities across all locations consistently.

A series of resource management initiatives were completed in 2019, including, reducing energy consumption by 14% or 1,929,278kWh and CO₂ production by 414 tonnes. A further programme has been established for 2020.

In 2019 the EHS team also:

- Engaged with NSAI and SGS, our external certification bodies, to maintain, update and extend the scope of our ISO50001 energy certification;
- Continued a programme of energy audits across the estate, in conjunction with the OPW;
- Continued to engage in the Environmental Network of Central Banks (ENCB). The objectives of the network is to allow the exchange of best practices and collaboration on environmental issues.

The Currency Centre achieved certification to the ISO50001:2018 standard in 2019.

Central Bank has reduced energy consumption by 14% in 2019



ISO 50001:2018 (Energy)
certification achieved at
Currency Centre.



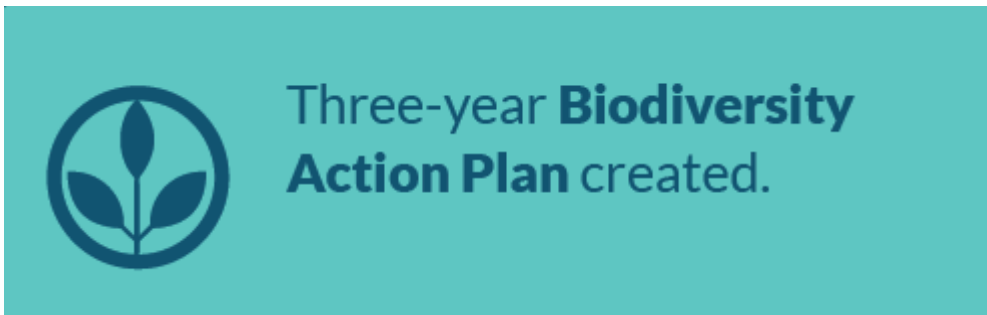
Currency Centre receiving the ISO50001 certificate. (L-R) Geraldine Larkin (NSAI) Colm Nugent and Niall Malone (Central Bank) and Minister of State Pat Breen.

“Getting the certification was a real team effort that helped us all understand the benefits of running our systems more efficiently”

**Niall Malone –
Currency Centre**

Biodiversity

The Central Bank commissioned an ecological walkover survey and botanical inventory at both the Currency Centre and Dockland Campus in 2018.



In 2019, based on the output of this survey, a Biodiversity Action Plan was prepared, which sets out potential actions to be taken over the next three years.

Environmental Actions could include a pollinator survey in summer, enhancing the treeline and hedgerows, and signing up as a business supporter of the All-Ireland Pollinator Plan.

Employee Engagement Actions could include a staff survey on a biodiversity project, lunch and Learn session, nature walks schedule with various experts, involving staff with monitoring programmes and off-site volunteering.

Marketplace Actions could include reviewing biodiversity in canteen supply chains and in cleaning products and embedding biodiversity in supplier prequalification questionnaires.

In the 2019/2020 school term, we again teamed up with Temple Bar Gallery + Studios on the “Creative Generations” project, this time to work with St. Vincent’s Girls’ National School on a project focused on the environment and biodiversity, led by artist Celina Muldoon, supported by biodiversity expert Hannah Hamilton. This project linked to the biodiversity work underway within the Central Bank.



Students from St. Vincent's Girls' National School on a biodiversity visit to Bull Island.



Students from St. Vincent's Girls' National School with Governor Makhoulf, artist Celina Muldoon and the team from Temple Bar Gallery + Studios.

The seventh floor terrace in North Wall Quay was cleared out and a large amount of overgrowth and weeds removed. A selection of new plants and herbs, which are better for pollinators, were planted. Herbs planted include chives, rosemary, lemon thyme, thyme, lemon balm, tarragon, mint, dill and fennel. Borage Echinacea and nasturtiums (edible flowers) are also included in the flower beds. These herbs will be used by the catering team in meals in the staff restaurant.



Herbs planted on 7th floor terrace

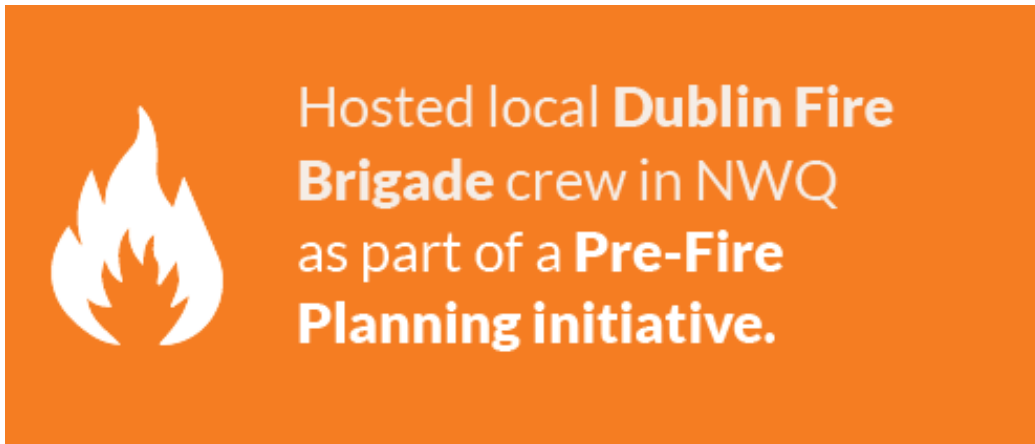
Sustainable Travel

The Environmental Health and Safety team have taken various steps to promote sustainable travel to our people and visitors to our sites, including:

- Raising awareness of and promoting the use of sustainable travel.
- Reprogramming the Visitor Management System to encourage any official contractors/visitors to the Bank to use sustainable transport.
- Promoting the use of the express bus service to the airport

Dublin Fire Brigade

Local Dublin Fire Brigade representatives were hosted at North Wall Quay a part of a pre-fire planning initiative.



An introductory meeting was held between the Station Officer, crew members from tenders based out of North Strand Fire Station and our Facilities Management and Security leads, as coordinated by the EHS team.

The tour of the NWQ site included visits to key areas of interest, as well as an office floor, which in the event of an emergency response will prove very helpful to the crews.

The EHS team are now preparing a 'Pre-Fire Plan' to be shared with Dublin Fire Brigade, which will facilitate an even more effective response on both sides should an emergency event occur



Fire Station Officer and members of the Dublin Fire Brigade with our EHS team, and Facilities and Security leads at our Dockland Campus

Climate Change and the Irish Financial System

Philip R. Lane, then Governor of the Central Bank of Ireland, delivered the Monsignor Pádraig de Brún Memorial Lecture at NUI Galway in February 2019 describing the challenges posed by climate change for the Irish financial system. The transition to low carbon economy requires considerable investment by households, firms and government. The speech included references to the work undertaken and targets achieved by the Central Bank to reduce its environmental impact.



Policy “Green” Bites

The EHS team hosted a Policy Bites session which covered a range of areas relating to sustainability of the Central Bank of Ireland.

This included the main drivers behind sustainability, waste management, single-use plastics, as well as biodiversity, transport and the energy strategy for Dublin Landings.



John Sammin (EHS officer) presenting at Policy “Green” Bites session

Single-Use Plastics

The Central Bank has commenced reducing the amount of single-use plastics used in the Restaurants and at tea stations. We have also transitioned from single-use plastic cups to using compostable cups.

We have implemented the following measures:

- Fully compostable corn-starch cutlery, straws, food containers and cups
- Replaced single-use sachets with dispensers for coffee, ketchup, mayonnaise in the restaurants and at tea stations
- Trial of reusable cups with FM/PROC and Sustainability champions
- Following from the trial on the ground floor in NWQ, FM extended the trial to second floor which commenced in December 2019 until February 2020.
- The trial will involve monitoring and recording usage of the following items:
 - Disposable cups
 - Water
 - Blue paper
 - Washing-up liquid
 - Waste
 - Congestion at tea stations

Our next steps will include:

- Removal of single-use cups from all tea stations and incentivise safe reusable cups
- Removal of single-use cups from water fountains, except visitor area

Improved Recycling Management

We have continued to target reduced levels of waste going to landfill by building awareness around the internal waste segregation system across the organisation. This initiative is in line with sustainability objectives, as well as our CSR policies, and helps ensure that we play our part in protecting the environment.

Business in the Community Ireland

The Central Bank is committed to delivering on its mission and mandate in a socially responsible and sustainable way. Our Corporate Social Responsibility (CSR) activities are guided by Business in the Community Ireland’s five strategic key pillars of “Environment, Workplace, Marketplace, Community and Governance and Communications”.

In November 2018, the Central Bank successfully achieved Business in the Community’s Business Working Responsibly mark. The mark will remain valid until 13/11/2020.



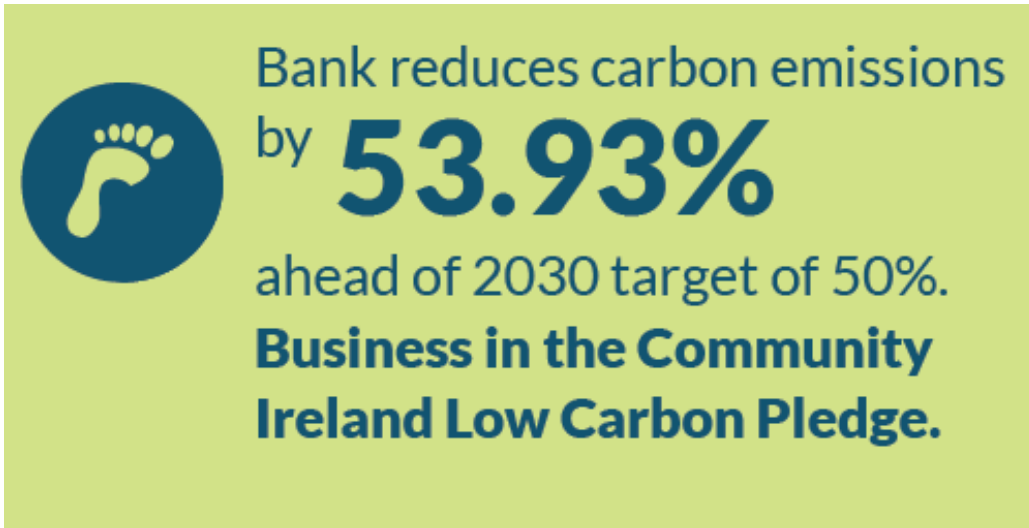
The Business Working Responsibly Mark will remain valid until 13/11/2020.

Gabriel Makhoulf, Governor of Central Bank of Ireland commented,

“The Mark is an important milestone, as it recognises the collective efforts of everyone in the Bank in working towards best-practice in areas such as work-life balance, the environment, diversity and inclusion, our place in the local community and our relationships with the public we serve. We will use the results of the mark to help drive further improvements in being an ethical and sustainable organisation”.

The Low Carbon Pledge

In support of the transition to a low carbon economy, the Central Bank signed up to the Business in the Community Ireland “Low Carbon Pledge.” The pledge demonstrates commitment by Irish business to reduce carbon emissions. All companies has committed to reducing scope 1 and 2 greenhouse gas emissions by 50% by 2030.



By the end of 2019, the Central Bank had recorded a reduction of 53.93 % from its baseline year of 2015.

During 2019, we began preparing to report Scope 3 emissions against a 2019 baseline, by measuring emissions specifically related to Business Travel Waste Generated & Water Consumption are already measured.

BREEAM in Use for NWQ (Building Research Establishment Environmental Assessment Method)

Following on from the Central Bank’s achieving “Outstanding” in Design in the construction of the NWQ building (a first in Ireland for the buildings size and scale), the Bank is striving towards achieving certification for BREEAM In Use in early 2020.

The BREEAM “In Use” assessment methodology is a third party certification of a buildings operational performance, examining nine environmental categories: Energy, Water, Transport, Management, Waste, Pollution, Health & Well-Being, Land Use & Ecology and Materials.

EHS Safety Committee

As demands to operate in a more environmentally responsible way increase, there is greater focus on existing resources and policies to ensure these demands are met.

The EHS Safety Committee has dedicated stakeholders that meet quarterly to review EHS progress and optimise opportunities for further improvement in line with our integrated management system on continuous improvement.

Dockland Campus Development Programme

The 2019 EHS contribution to the Dockland Campus Development Programme included:

- Workshop on BREEAM requirements
- Workshop on energy efficiency (Renewable energy)
- Workshop on BMS controls to optimise energy efficiency

Accessibility and Universal Design

The Central Bank has a number of legal responsibilities related to accessibility. These include the appointment of an Access Officer, the incorporation of accessibility into the delivery of their services and in the procurement of an accessible built environment.

The Access Officer role is to act as a central point of contact on accessibility issues and help build awareness to assist the organisation discharge its legal responsibilities. The role is currently held by the EHS Manager.

Inclusive Design case study – DOGA

Central Bank was contacted by an international organisation committed to promoting Inclusive Design practices. Design and Architecture Norway (DOGA) is part of the Norwegian public policy implementation system for increased innovation under the Ministry of Trade and Industry. They work toward achieving human centered innovation and value creation in Norwegian business and public sector. When researching for their book “Innovating with People - Inclusive Design and Architecture” and in Dublin presenting at an international event hosted by the National Disability Authority, they were encouraged to visit our office in North Wall Quay. The result: DOGA have published the “inspirational case studies that showcase Inclusive Design in action” on their [website](#) with our own available [here](#).



Accessibility features were incorporated throughout the building during the design phase.

Willing Able Mentoring Programme

The Willing Able Mentoring (WAM) programme is a work placement programme which aims to promote access to the labour market for graduates with disabilities and build the capacity of employers to integrate disability into the mainstream workplace. Participating employers (WAM Leaders) collaborate with WAM to offer mentored, paid work placements for graduates with disabilities. This partnership brings graduates with disabilities and employers together so that both can benefit from each other - ensuring genuine learning opportunities for all.

The Central Bank of Ireland's participation in the WAM Mentored Work Placement Programme was recognised at the WAM Leader Awards by AHEAD on 16 May.

Figure 1 | WAM Leader Awards



Katie Dunne and Eimear Reilly, HRD accepted a recognition award on behalf of the Central Bank.

BankAbility Network

As part of its wider approach to diversity and inclusion across the Central Bank, an employee-led network called the BankAbility Network has developed in recent years. It aims to ensure that there is a strong and supportive network in place for colleagues impacted by disability and to raise awareness amongst colleagues.

The BankAbility Network hosted events and workshops raising awareness and developing an understanding of disability issues, provided training workshops to management and staff and promoted employment opportunities for employees and prospective employees impacted by disability.

Figure 2 | Breaking the Stigma – Panel Discussion

Panel discussion on Breaking the Stigma

We hosted a panel discussion where four speakers openly voiced their personal experiences and insights into accessibility in the workplace and beyond. They spoke about the ways in which a seamless inclusion for those with a disability can be secured in the working environment. A resounding message that came through was that an inclusive and progressive workplace is secured by the open and accommodating attitudes of fellow staff members.

National Energy Efficiency Action Plan

Public bodies are required to report annual energy efficiency data to the Sustainable Energy Authority of Ireland (SEAI) which manages the reporting process on behalf of the Department of Communications, Energy and Natural Resources.

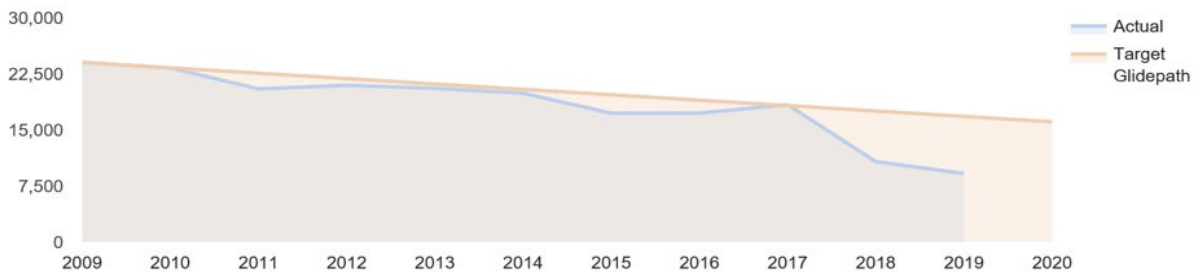
The public sector has been set a target of 33% energy efficiency savings by 2020, equal to 3,240 gigawatt hours (GWh). This represents 10% of the energy saving required by 2020 for the entire economy (a national target of 20% saving has been set for the economy as a whole). Reaching this ambitious target will require significant action by the public sector.



As part of Ireland's **National Energy Efficiency Action Plan** the Central Bank of Ireland recorded an energy reduction of **61.8%** from 2009, exceeding the 33% target.

Significant work was again undertaken in 2019 in partnership with the Sustainable Energy Authority of Ireland (SEAI). From the latest figures available¹, as at the end of 2019, the Central Bank of Ireland had recorded an energy reduction of 61.8% from 2009, exceeding the 33% target.

Figure 3 | National Energy Efficiency Action Plan Energy “Glidepath”



The graph demonstrates the Central Bank's kilowatt-hours per FTE (24,215 kWh) in 2009, the baseline year; the 2020 target of 33% (16,224 kWh) by 2020; and the 2019 achievement of 61.8% (9,210 kWh).

EHS INITIATIVES 2019

1. Reduce the use of single use cups through sustainable alternatives
2. Reduce the use of single-use plastics in the staff restaurants
3. Achieve ISO 50001: 2018 energy management certification for the Currency Centre
4. Prepare biodiversity action plan
5. Apply for BREEAM In Use certification for North Wall Quay building
6. Support the development of the Bank's new premises at Dublin Landings
7. BITCI Low Carbon Pledge
8. Ergonomic design change in post room
9. Enhanced contractor control procedures implemented
10. Installation of energy meters into Spencer Dock
11. Systematic review of IMS operating procedures to ensure uniformity across Central Bank sites
12. Combined Heat & Power Plant – Installation and commissioning of heat meters
13. IMS Managers training programme (FM and Currency Centre)
14. Driving for work risk assessment checklist

¹ Pending independent verification by SEAI in 2020

PLANNED EHS INITIATIVES 2020

1. ISO45001:2018 transition audit
2. EHS input to print works decommissioning
3. Biodiversity action plan implementation
4. Removal of single use plastics
5. Launch of Sustainability Champions Network
6. Energy review for all sites
7. Develop model of offsetting the emissions associated with air travel
8. Review first aid and fire marshal training programmes
9. Extend FM contractor control programme to IT contractors
10. Driving for work risk assessment pilot
11. EHS support for the Mayor Street development teams

Compliance

Fines and Penalties

The Central Bank of Ireland has incurred no fines or statutory penalties issued by health and safety or environmental regulators during 2019.

Improvement / Prohibition Notices

The Central Bank of Ireland has not been issued with any improvement or prohibition notices during 2019.

Spills and Releases

There have been no reported significant spills during 2019.

No releases of refrigerant gas occurred at Currency Centre, however a leak occurred of 5kg at the Dockland Campus. This was recorded on the Fluorinated gas (F-gas) register and the equipment was repaired by a qualified contractor.

Regulatory Inspections – HSA

There were no inspection visits to Dockland Campus or Currency Centre by the Health and Safety Authority (HSA) during 2019.

Consent to Discharge to Sewer

The Currency Centre has a trade effluent discharge consent issued by Dun Laoghaire-Rathdown Co Council. We have been in full compliance with our effluent discharge consent for the Currency Centre during 2019.

Radiological Protection

The Central Bank of Ireland had a licence from the EPA Office of Radiological Protection (EPA-ORP) in relation to the X-ray machines used by Security. During 2019, the radiological license was downgraded to a registration due to the low risk activities across the sites. The Central Bank has been in full compliance with the associated conditions throughout 2019.

Legislation Updates

We subscribe to the Antaris legal advisory service, Pegasus, to evaluate new and amended legislation and to assure compliance.

SEAI NEEAP Targets

From the latest figures available, as at the end of 2019, the Central Bank of Ireland had recorded an energy reduction of 61.8% from 2009, remaining ahead of the NEEAP requirements (33% reduction by 2020).

Data Protection

The EHS team, in line with the Data Protection Act 2018 conducted a Data Protection Impact Assessment (DPIA) of the team accident and incident reporting process.

Access to Information on the Environment

The EHS team, in line with the Access to Information on the Environment Regulations (2007-2014), received and responded to one request in 2019.

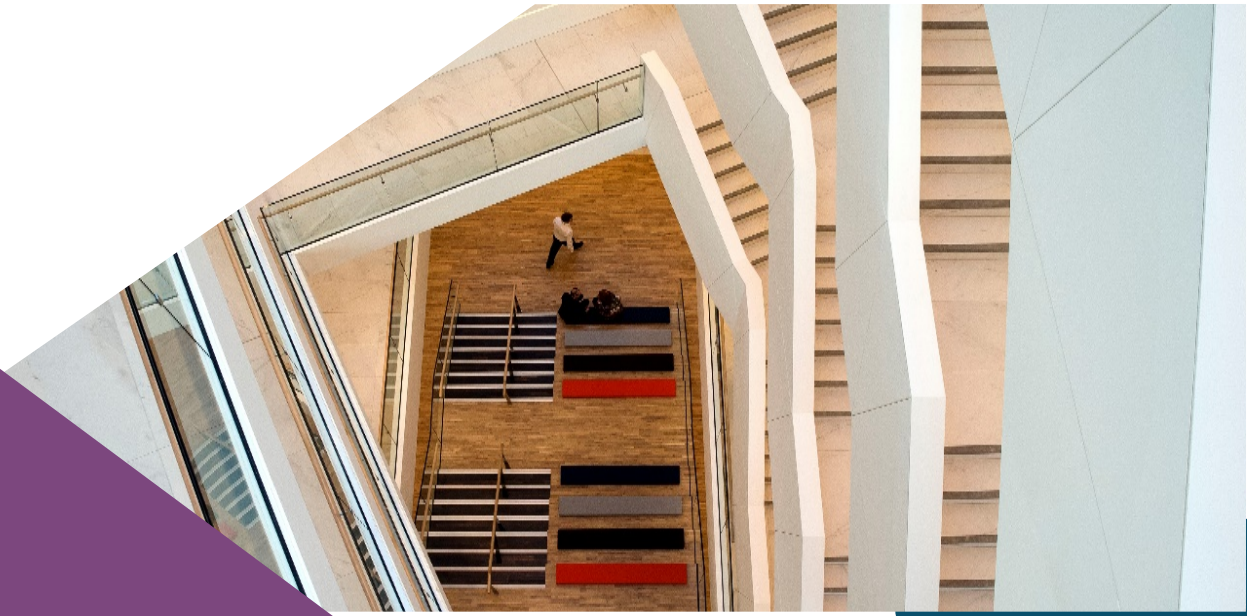
Conclusion

This annual report on the EHS performance of the organisation is presented to assist the Central Bank of Ireland Commission to discharge its responsibility for reviewing EHS management performance.

Through EHS support together with ongoing development and monitoring, Divisional EHS performance continues to improve. Overall compliance has been raised from a baseline in Q4 2011 of 42.4% to 95.5% in Q4 2019.

Continued implementation of our integrated EHS management system will help to engender a healthier and safer culture for all and be reflected in reduced incident and accident rates, reduced occupational illness absence, reduced environmental impact and an increase in organisational efficiency and staff motivation.

Ongoing collaboration with internal and external stakeholders, on sustainability related activities, will further enhance the organisations performance and credentials as a leader in sustainable practice.



Abbreviations

AED	Automated External Defibrillator
BCM	Business Continuity Management
BITCI	Business In The Community Ireland
BREEAM	Building Research Establishment Environmental Assessment Methodology
COO	Chief Operating Officer
DLRCC	Dun Laoghaire Rathdown county council
DSE	Display Screen Equipment
CPR	Cardio Pulmonary Resuscitation
ECB	European Central Bank
EHS	Environment, Health and Safety (team)
ENCB	Environmental Network of Central Banks
EPA-ORP	EPA Office of Radiological Protection
FM	Facilities Management Division
FTE	Full Time Equivalent employee
Fusion	Programme office for North Wall Quay Project
GWh	Gigawatt-hours
HRIS	Human Resources Information System
HSA	Health and Safety Authority
IMTD	Information Management and Technology Directorate
ISO	International Standards Organisation
HRD	Human Resources Division
HSA	Health and Safety Authority
KPIs	Key performance indicators; the core set of metrics used
kWh	Kilowatt-hours
MDR	Mixed Dry Recyclables
MMW	Mixed Municipal Waste
NEEAP	National Energy Efficiency Action Plan
NISO	National Irish Safety Organisation
NSAI	National Standards Authority of Ireland
NWQ	North Wall Quay
OHS	Occupational Health and Safety
OHSAS	Occupational Health and Safety Assessment Series
OPW	Office of Public Works
PEEP	Personal Emergency Evacuation Plan
PMO	Project Management Office
SEAI	Sustainable Energy Authority of Ireland
TLO	Training Liaison Officer
WCAG	Web Content Accessibility Guidelines

WEEE

Waste Electrical and Electronic Equipment

Acknowledgments

The EHS team is grateful to the following for their contributions towards preparing this report:

- Facilities Management – Dockland Campus
- Engineering - Sandyford
- Occupational Health and HR Advisory and Wellness
- Procurement
- Security
- Information Management Technology
- Communications
- The BankAbility Network
- The Corporate Social Responsibility Working Group

Appendix 1: Health and Safety Statistics

Accident Statistics

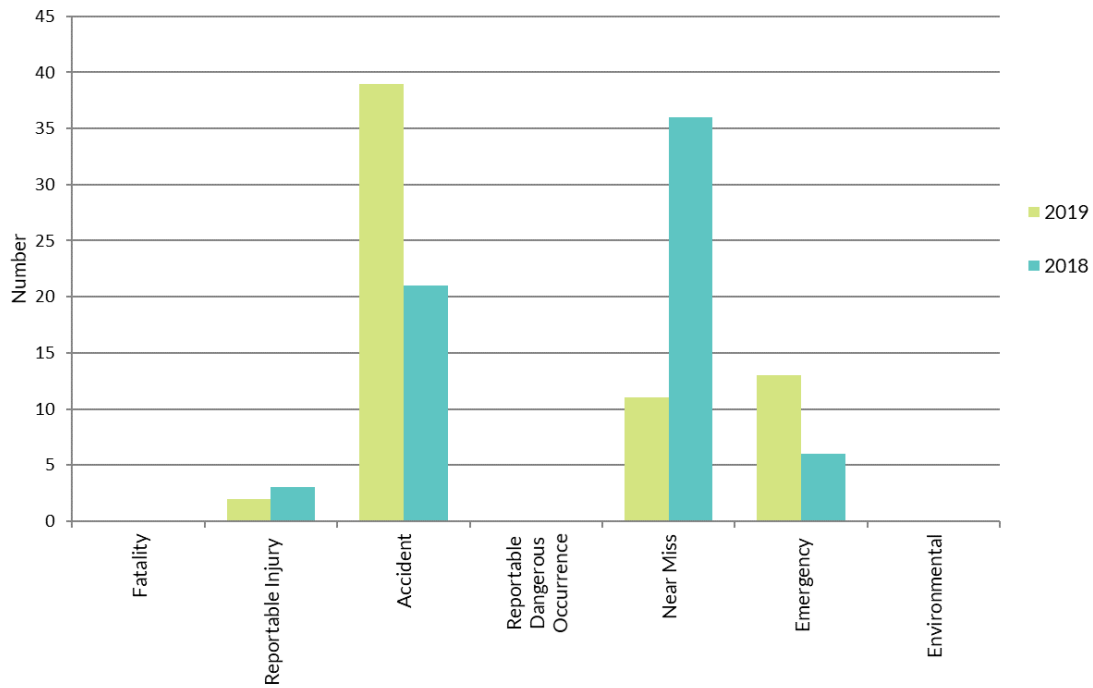
The table below shows accident statistics for the last two years:

Table A1.1 | Accident Statistics

Category	2019	2018	Diff	Note
Fatality	0	0	0	
Reportable Injury	2	3	- 1	1
Accident	38	21	+ 18	2
Reportable Dangerous Occurrence	0	0	0	
Emergency	13	6	+ 7	3
Environmental	0	1	- 1	
Total – Lagging Indicators	53	31	+ 23	4
Near Miss	11	36	- 25	
Total – Leading Indicators	11	36	- 25	5

- 1 2019 – trip by employee, back strain by contractor; 2018 – slip, fall, struck by trolley
- 2 Actively promoting the importance of Accident Reporting saw an increase in the number of minor accidents reported; this is offset by the reduced Accident Incidence Rate where more significant HSA reportable accidents are tracked (Pg. 36, Table A1.2); and Accident Related Absence (Pg.37, Table A1.3)
- 3 2019 – includes 3 sudden illnesses suffered by a visitor to the Bank
- 4 Lagging indicators measure an organisation’s incidents in the form of past statistics
- 5 Leading indicators are a measure preceding or indicating a future event used to drive and measure activities carried out to prevent and control injury

Graph A1.1 | Accident Statistics



Accident Incidence Rate

The table below shows accident rates for the last two years:

Table A1.2 | Accident Incidence Rate

Category	2019	2018	Diff	Note
Reportable Injury	2	3	- 1	
Accident Incidence Rate	102.5	155	- 52.5	1, 2

1 THESE FTE FIGURES WILL BE UTILISED FOR THE ALL CALCUALTIONS IN THESE APPENDICES

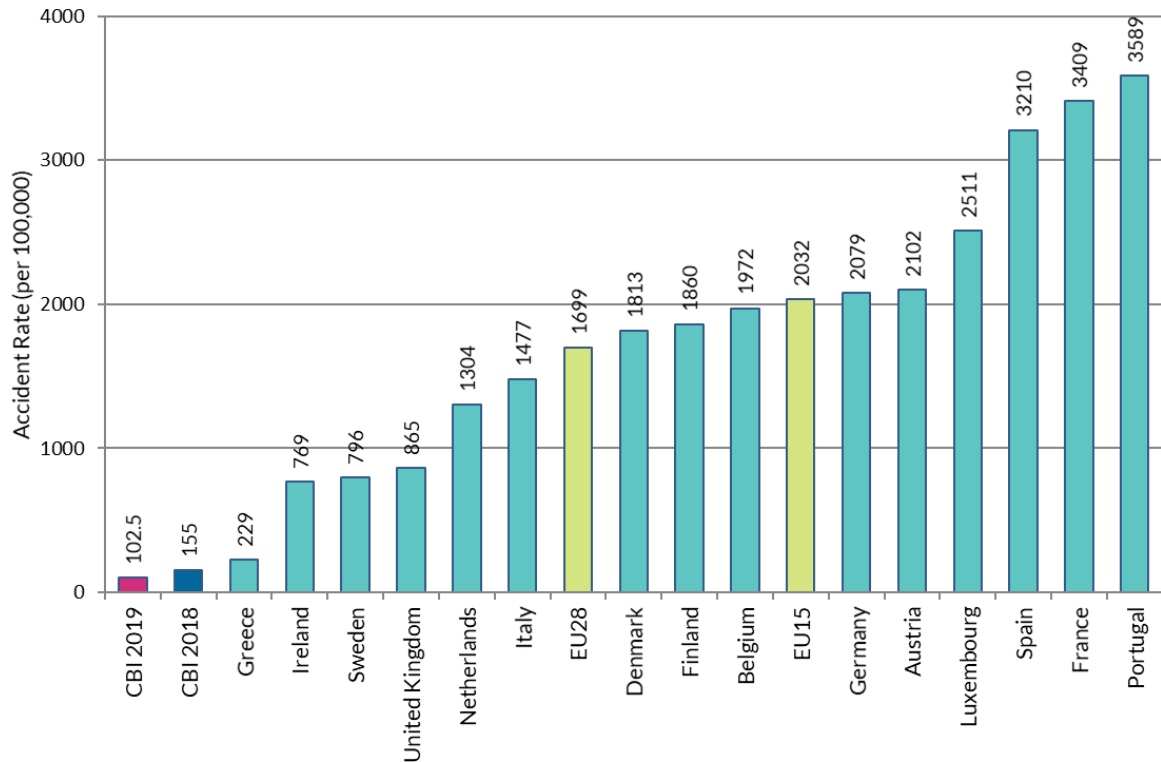
1824.0 FTE Dockland Campus + 126.8 FTE Currency Centre = 1950.8 FTE (2019)

1775.45 FTE Dockland Campus + 151.6 FTE Currency Centre = 1927.05 FTE (2018)

2 Accident Incidence Rate = (No of reportable accidents / Average workforce) * 100,000

The graph below shows our reportable accident performance for the last two years against the latest published accident rates (2016) for 4+ day injuries in EU national states:

Graph A1.2 | Accident Incidence Rate comparison with 2016 EU National Figures



Accident Related Absence

The table below shows lost days accruing from accidents at work.

Table A1.3 | Accident Related Absence

Category	2019	2018
Dockland Campus	65.5	8
Currency Centre	24.5	121.5
Total	90	128.5

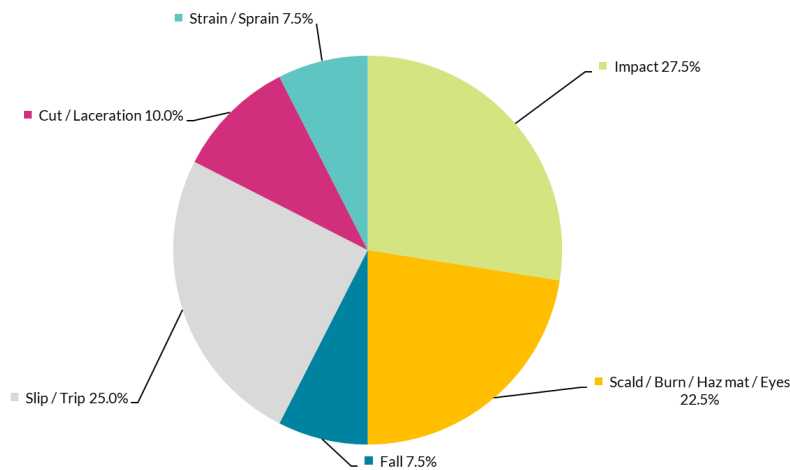
Injury type

The table below shows injury types for the last two years (from Accident and Reportable Injury statistics):

Table A1.4 | Injury Type

Category	2019	2018	Diff	Note
Cut / Laceration	4	1	+ 3	
Impact	11	5	+ 6	
Scald / Burn / Hazardous Material / Eye irritation	9	5	+ 4	
Fall	3	3	0	
Slip / Trip	10	5	+ 5	
Strain / Sprain	3	2	+ 1	
Bruising	0	3	- 3	

Graph A1.4 | Injury Type



Appendix 2: Resource Consumption

General

The Central Bank of Ireland operates out of two main locations. The majority of staff (1824.00 FTE, up from 1775.45 in 2018) are engaged in office based activities at our Dockland Campus locations, with the remainder (126.8 FTE, down from 151.6 in 2018) involved in manufacturing activities at the Currency Centre. All locations are supported by the on-site provision of services including facilities management, security and catering.

Electricity

The table below shows consumption of electricity throughout the organisation for the last two years:

Table A2.1 | Electricity consumption

Units	2019	2018	Diff (%)	Note
kWh usage	6,463,047	7,214,573	- 10.4	
kWh / m ²	145.2	162.1	- 10.4	1
kWh / FTE	3,313.0	3,743.8	-11.5	

1 North Wall Quay 24,951 m², Spencer Dock 4,620 m², Currency Centre 14,931 m²; Total 44,502 m²

Gas

The table below shows consumption of gas throughout the organisation for the last two years:

Table A2.2 | Gas consumption

Units	2019	2018	Diff (%)	Note
kWh usage	5,110,567	6,143,971	- 16.8	
kWh / m ²	114.8	138.1	- 16.8	1
kWh / FTE	2,619.6	3,188.3	- 17.8	

1 North Wall Quay 24,951 m², Spencer Dock 4,620 m², Currency Centre 14,931 m²; Total 44,502 m²

Oil

The table below shows consumption of oil throughout the organisation for the last two years:

Table A2.3 | Oil consumption

Units	2019	2018	Diff (%)	Note
kWh usage	235,796	380,144	- 38.0	1
kWh / m ²	5.3	8.5	- 38.0	1, 2
kWh / FTE	120.9	197.3	- 38.7	1

1 Conversion value is 11 kWh/l

2 North Wall Quay 24,951 m², Spencer Dock 4,620 m², Currency Centre 14,931 m²; Total 44,502 m²

Water

The table below shows consumption of water throughout the organisation for the last two years:

Table A2.4 | Water consumption

Units	2019	2018	Diff (%)	Note
m ³ usage	18,154	27,813	- 34.7	1
m ³ / employee	9.3	14.4	- 35.4	
m ³ / thousand banknotes	0.056	0.101	- 44.5	2

1 Calculated using Dockland Campus and Currency Centre total volume

2 Calculated using Currency Centre usage only - 2019: 64.12 million banknotes; 2018: 39.2 million banknotes and 3,575.5 m³ water

Office Paper

The table below shows consumption of office paper throughout the organisation for the last two years, based on the volumes of paper utilised:

Table A2.5 | Paper consumption

Units	2019	2018	Diff (%)	Note
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'000 sheets	8,591	8,543	+ 0.6	1, 2, 3
sheets / employee	4,403	4,433	- 0.7	

- 1 2019: Dockland Campus 8,185,955 sheets; Currency Centre estimate 405,000 sheets
- 2 2018: Dockland Campus 8,137,779 sheets; Currency Centre estimate 405,000 sheets
- 3 Since April 2017, paper usage is measured accurately with data collected from the print devices.

Appendix 3: Waste Management and Emissions

Waste production

The table below shows waste production for the last two years:

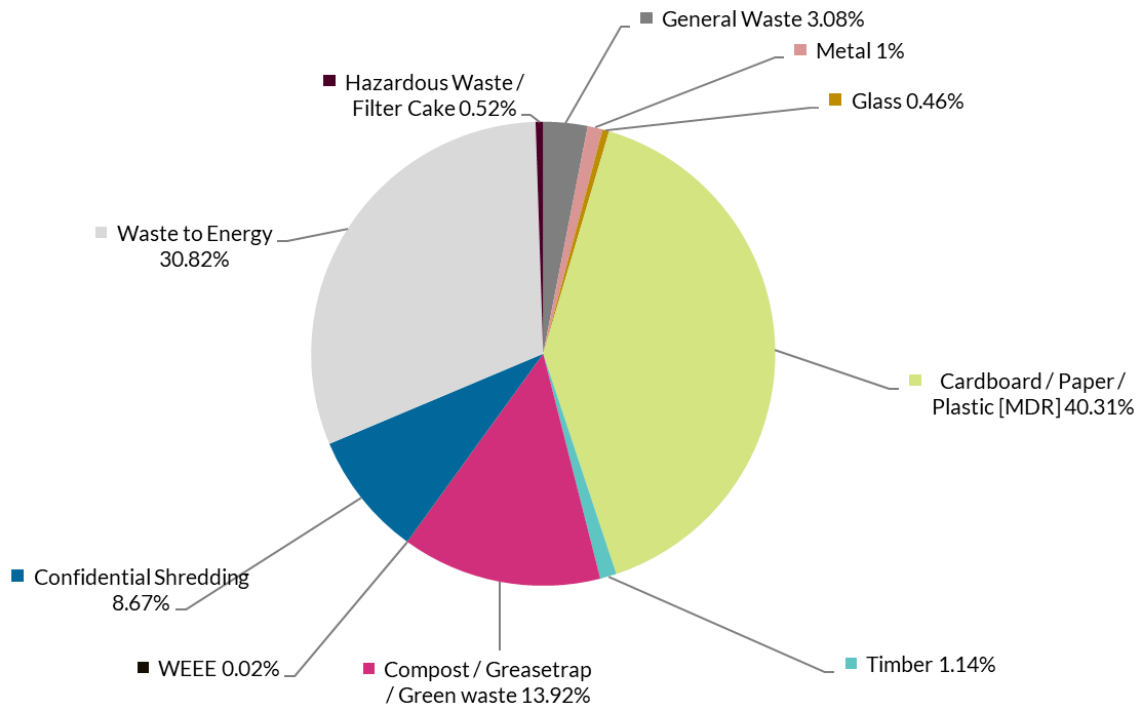
Table A3.1 | Waste production

Category	2019 (t)	2018 (t)	Diff (%)	Note
General Waste	13.5	18.2	- 25.8	1
Cardboard/ Paper/ Plastic [Mixed Dry Recyclables]	176.7	192.9	- 8.4	2
Compost / Greasetrap Waste / Green Waste	61.0	90.6	- 32.7	3
Timber	5.0	5.7	-12.2	
Confidential Shredding	38.0	43.8	- 13.2	4
Waste to Energy [Mixed Municipal Waste – Recovery]	135.1	125.1	+ 8.0	5
Glass	2.0	2.9	- 31.0	6
WEEE	0.1	0.2	- 50.0	
Metal	4.6	2.5	+ 84.0	
Hazardous Waste / Filter Cake	2.3	15.2	- 84.9	7
Total	438.3	497.1	- 11.8	

Waste t/FTE	0.224	0.258	- 13.2	8
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- 1 2018 – Mixed construction & demolition waste Currency Centre 0.98t + General Waste Currency Centre 0.78t + Bulky Mixed Municipal Waste Dockland Campus 2.1t + Landfill Dockland Campus 14.305t
2019 – Mixed Municipal Waste Landfill – Currency Centre 0t + North Wall Quay 10.88t + Spencer Dock 2.58t
- 2 2018 – Paper & Card Currency Centre 1.58t + Plastic Currency Centre 3.46t + Mixed Recycling Dockland Campus 153.777t + Cardboard Dockland Campus 0.3t + Dry Mixed Recyclables Dockland Campus 33.77t; 2019 – Card/Paper 1.90t + Mixed Dry Recyclables 174.76t
- 3 2018 – Compost and Greasetrap waste 84.4t + Green waste 6.2t
2019 – Currency Centre 13.18t + North Wall Quay 37.53t + Spencer Dock 10.34t
- 4 2018 – Dockland Campus 43.832t
2019 – North Wall Quay 30.40t + Spencer Dock 7.63t
- 5 2018 – Shredded Bank Notes 4.2t + Mixed Municipal Waste Dockland Campus 120.923t
2019 – Mixed Municipal Waste Recovery – Currency Centre 19.60t + North Wall Quay 91.51t + Spencer Dock 21.71t
- 6 2018 – all sites 2.847t
2019 – estimated figure
- 7 2018 – Hazardous waste 3.9t and Filter Cake 11.3 t
2019 – Hazardous waste 2.292t and no filter cake exported from Currency Centre during the calendar year
- 8 t/FTE allows year-on-year comparison of waste production, factoring in the size of the organisation.

Graph A3.1 | Waste production



Waste destinations

The table below shows ultimate destinations of wastes produced throughout the organisation for the last two years:

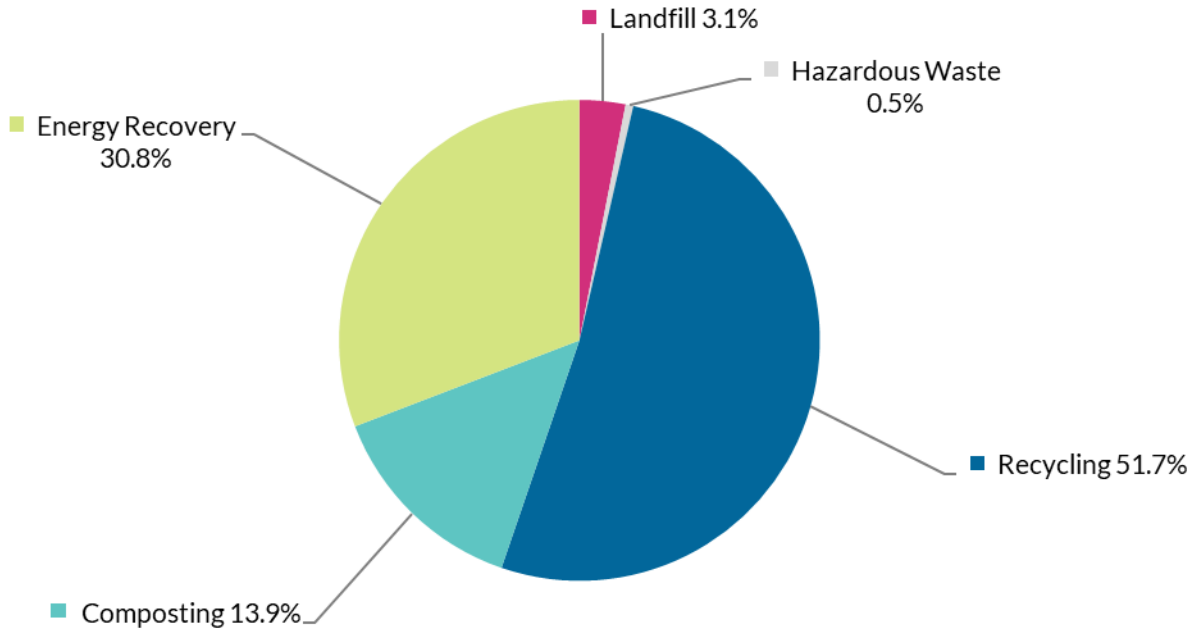
Table A3.2 | Waste destinations

Category	2019 (t)	2018 (t)	Diff (%)	Note
Landfill	13.5 [3.1 %]	18.2 [3.7 %]	- 25.8 [- 0.6 %]	
Hazardous Disposal	2.3 [0.5 %]	15.2 [3.0 %]	- 84.9 [- 2.5 %]	
Recycling	226.4 [51.7 %]	248.0 [49.9 %]	- 8.7 [+ 1.8 %]	1
Composting	61.0 [13.9 %]	90.6 [18.2 %]	- 32.6 [- 4.3 %]	2
Energy Recovery	135.1 [30.8 %]	125.1 [25.2 %]	+ 10.8 [+ 5.6 %]	
Total	438.3	497.1	- 11.8	
Recovered / Recycled	422.5 [96.4 %]	463.7 [93.3 %]	- 8.9 [+ 3.1 %]	

[Bracketed figures] are % of total of all waste streams

- 2018 - 5.7 t Timber + 2.5 t Metal + 43.8 t Confidential Shredding + 192.9t Cardboard / Plastic/Paper + 2.9t Glass + 0.2 t WEEE
2019 - 5.0t Timber + 4.6t Metal + 38.0 t Confidential Shredding + 176.7t Cardboard / Plastic/Paper + 2.0t Glass + 0.1 t WEEE
- 2018 - Food waste 84.4t + Green Waste 6.2;
2019 - 61.0t

Graph A3.2 | Waste destinations



Refrigerant Gases

The table below shows refrigerant gases disposed of throughout the organisation for the last year:

Table A3.3 | Refrigerant Gases

Category	2019 (kg)	2018 (kg)	Diff (%)	Note
Refrigerant gas lost	5	22	- 78	1, 2
Refrigerant gas disposed	0	0	0	
Total	5	22	- 78	

- 2019 – 5kg of R134a was lost from a chiller at Dockland Campus, This was recorded on the F-gas register and the equipment was repaired by a qualified contractor.
- 2018 - No releases of refrigerant gas occurred at Dockland Campus, however a leak occurred of 22kg at Currency Centre. This was recorded on the F-gas register and the equipment was repaired by a qualified contractor.

Greenhouse Gases

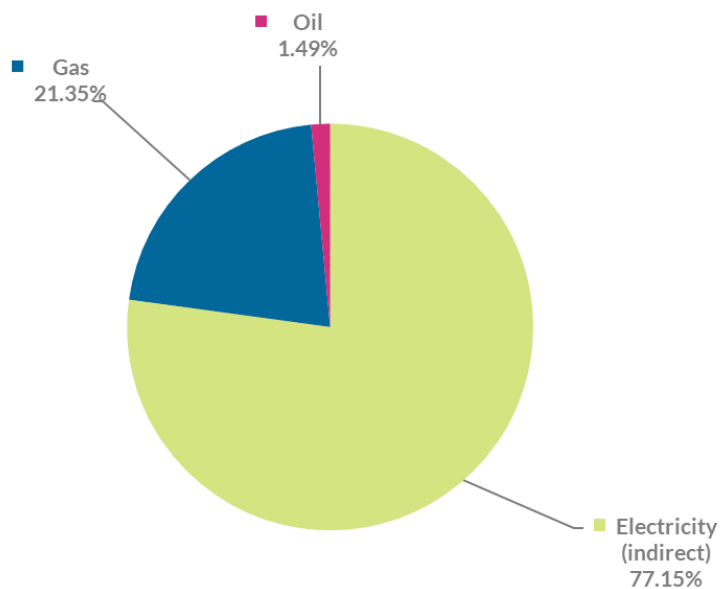
The table below shows refrigerant gases disposed of throughout the organisation for the last year:

Table A3.4 | Greenhouse Gases

Category	2019 (kgCO ₂ e)	2018 (kgCO ₂ e)	Diff (%)	Note
Electricity (Indirect)	3,390,514	3,784,765	- 10.4	1
Gas	938,300	1,128,033	- 16.8	2
Oil	65,685	105,897	- 38.0	3
Total	4,364,499 kgCO ₂ e	5,108,695 kgCO ₂ e	- 14.6	
Greenhouse gas	2,237 t/FTE	2,651 t/FTE	- 15.6	4

- 1 Conversion factor used for electricity is 0.5246 kgCO₂e / kWh
- 2 Conversion factor used for gas is 0.1836 kgCO₂e / kWh
- 3 Conversion factor used for oil is 0.27857 kgCO₂e / kWh
- 4 t/FTE allows year-on-year comparison of CO₂ production, factoring in the size of the organisation.

Graph A3.4 | Greenhouse Gases



Appendix 4: Managers' EHS Review Results

The table below shows the results of the Managers' EHS reviews in 2019:

Table A4.1 | Managers' EHS Review Results

Division		Site Fire Safety Induction Compliance	Fire Marshal Compliance	DSE Demonstrations	Q4 Result
1	Asset Management Authorisations and Client Assets	97.1	100.0	100.0	99.0
2	Anti-Money Laundering	100.0	100.0	96.8	98.9
3	Asset Management Supervision	100.0	96.8	100.0	98.9
4	Banking Supervision	85.3	100.0	89.7	91.7
5	Central Credit Register	100.0	100.0	100.0	100.0
6	Currency Issue Division	100.0	100.0	0.00	66.7
7	Communications	93.5	100.0	96.8	96.8
8	Consumer Protection Policy and Authorisations / Supervision / MiFID, Retail Intermediaries & Insurance	100.0	100.0	100.0	100.0
9	Enforcement	94.6	100.0	97.3	97.3
10	Financial Control	96.1	100.0	96.1	97.4
11	Facilities Management	90.8	100.0	100.0	96.9
12	Financial Markets	100.0	100.0	100.0	100.0
13	Financial Risk	92.6	74.1	92.6	86.4

14	Financial Risk and Governance Policy / Policy and Risk Horizontal Team	100.0	100.0	100.0	100.0
15	Governance and Operational Resilience	97.8	100.0	88.9	95.6
16	General Secretariat	96.7	100.0	96.7	97.8
17	Human Resources/ Organisational Development	100.0	95.2	96.8	97.3
18	Internal Audit	100.0	100.0	100.0	100.0
19	Investment Banks & Broker Dealer	92.3	100.0	97.4	96.6
20	Investor Compensation Company Limited (ICCL)	100.0	100.0	100.0	100.0
21	Irish Economic Analysis	95.2	95.2	91.3	93.9
22	Information Management Technology Division	89.0	41.9	88.7	73.2
23	Insurance Advisory, Analytics and Actuarial Services	100.0	100.0	100.0	100.0
24	Insurance Supervision	100.0	90.9	100.0	97.0
25	International Relations / Market Based Finance	100.0	100.0	100.0	100.0
26	Legal	100.0	88.9	100.0	96.3
27	Macro-Financial Division	100.0	100.0	100.0	100.0
28	Markets Policy	100.0	100.0	100.0	100.0
29	Monetary Policy	100.0	100.0	100.0	100.0

30	Organisational Risk	100.0	100.0	48.7	82.9
31	Project Management Office	72.0	100.0	84.0	85.3
32	Policy & Risk (Horizontal Team)	100.0	100.0	100.0	100.0
33	Procurement	100.0	100.0	100.0	100.0
34	Payments and Securities Settlements	96.4	100.0	100.0	98.8
35	Risk Analysis, Data Analytics & Reporting	100.0	98.0	98.0	98.7
36	Registrar of Credit Unions	100.0	100.0	100.0	100.0
37	Resolution	100.0	100.0	96.6	98.9
38	Regulatory Transactions	100.0	100.0	100.0	100.0
39	Security Currency Centre	100.0	100.0	100.0	100.0
40	Security Dockland Campus	100.0	100.0	100.0	100.0
41	Securities and Markets Authorisations	95.6	100.0	100.0	98.5
42	Securities and Markets Supervision	97.2	100.0	94.4	97.2
43	Supervisory Risk	100.0	100.0	100.0	100.0
44	Statistics	100.0	95.2	95.2	96.8
	Compliance	97.3%	97.2%	92.0%	95.5%
	Non compliance	2.7%	2.8%	8.0%	4.5%

- 1 IMTD score is lower than other divisions as a large number of contractors are attached to IMTD and listed in their numbers but work off site and do not use the offices
- 2 Other divisions where the score is returned at <80% will be provided with follow up support

3 A DSE Demo realignment exercise is planned for 2020

Appendix 5: Emergency Evacuation Performance

The table below shows the results of the Managers' EHS reviews in 2019:

Table A5.1 | Emergency Evacuation Performance

Building	Evacuation 1 (min)	Evacuation 2 (min)	Average (min)
North Wall Quay	< 9	< 9	< 9
Currency Centre	< 6	< 6	< 6
Spencer Dock	< 5	< 5	< 5

Specific actions for improvement were identified during each evacuation and implementation of such actions is tracked through the IMS to ensure completion.

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