Banc Ceannais na hÉireann
Central Bank of Ireland
Eurosystem

Safety, Health & Sustainability

Performance Report 2025

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HIGHLIGHTS

Sustainability

Online Climate Action Leadership Climate training delivered to senior management

48.5% carbon emission reduction

en-route to 51% target by 2030

IMS External Surveillance Audit (NSAI) recommended continued certification across the 3 international standards

Health & Safety

1790 Office Display Screen Equipment assessments completed

Dockland Campus Pre-Fire Plan created with Dublin Fire Brigade

1 HSA Reportable Accident in 2025 (1 in 2024)

1975 EHS Essentials training completed

Future Focus – 2026

- Support the Sustainability Taskforce in Roadmap advancement and additional Climate Training
- Completion of the Dublin Fire Brigade Pre-Fire Plan for the Dockland Campus
- ISO 14001:2026 Standard update

Executive Summary

This annual report on the Safety, Health and Sustainability (SHS) performance of the organisation is designed to assist the Central Bank of Ireland Commission in discharging its responsibility for reviewing SHS management performance.

SHS Management

- The Central Bank continues to operate to independently certified international management system standards ISO14001 (environment), ISO45001 (health & safety) and ISO50001 (energy), across all sites and BREEAM In-Use for the North Wall Quay building.

Health and Safety Statistics

- The total number of accidents (with injury) recorded increased from 6 in 2024 to 9 in 2025, with the number of reportable injuries staying static at 1. This equates to a reportable accident incidence rate per 100,000 employees remaining static at 47. To set this in context, the latest published average national value for Ireland was 926 per 100,000 and for the EU27 countries was 1300 per 100,000.
- Details are presented in Appendix 1.

Resource Consumption

- Comparing 2025 unit consumption with 2024; electricity usage decreased by 7.8% ,gas decreased by 6.1% oil increased by 4.4% water usage decreased by 25.9%. Paper usage per employee decreased by 2.6%
- Details are presented in Appendix 2.

Waste Management

- Total waste production decreased by 18.8% between 2024 and 2025, and the amount recycled or recovered increased from 99% to 99.8%.
- Details are presented in Appendix 3.

Emissions

- Between 2024 and 2025, greenhouse gas emissions decreased by 7.8% to 3,697,618 $kgCO_2e$
- Details are presented in Appendix 4.

Managers' EHS Review

- The key compliance monitoring framework continued to be suspended in 2025.

Compliance

- No breaches or notices were recorded. Details are presented in Appendix 7.

Wellbeing

- Won Inclusion & Belonging KeepWell Mark Award and shortlisted for multiple other categories, namely: Nutrition and Physical Activity / Talent Support & Development / Company of the Year (large)
- Additional initiatives and details are presented in Appendix 11.

Accessibility and Inclusion

- Embedded internal guidance documents for employees and managers on disclosure and reasonable accommodations
- Shortlisted as a finalist in the 2026 National Diversity and Inclusion Awards in two categories; Advancing Disability Equality and Advancing LGBTQ+ Inclusion
- Additional initiatives and details are presented in Appendix 12.

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Safety, Health and Sustainability

Safety, Health & Sustainability initiatives and projects

- Initiatives and projects completed in 2025 are detailed in Appendix 5.
- Initiatives and projects planned for 2026 are detailed in Appendix 10.

Stakeholder and Industry Engagement

- Quarterly SHS reports are submitted to the Safety, Health & Sustainability Working Group containing an accident and incident summary, details of training / assessment and a summary of inspections, communications, initiatives and new legislation implications.
- Details of other SHS activities involving communication with stakeholders are presented in Appendix 8.

Ergonomic Support

- Staff 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.

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 is presented in Appendix 5.

  Nine personal Emergency Evacuation Plans (PEEP) have been updated or created, tested and documented where requested by a member of staff with additional needs during 2025.
- New starters induction training was completed with 182 personnel at Dockland Campus during 2025.

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Managers' EHS Review Framework

- Due to resource restraints and competing demands the Managers' EHS Review process remains on hold.

Training, Awareness and Competence

- Time sensitive training records (such as Fire Marshal and First Aid Training) are managed through the EHS team, who record, track and identify staff/people requesting SHS specific training, and ensuring refresher training is provided where required. Completed training figures are presented in the SHS Report at the quarterly Safety Committee meetings.
- Specialist task-related training was arranged, recorded and evaluated as appropriate.
- Details of training provided are presented in Appendix 9.

Safety, Health & Sustainability Working Group

- The Safety, Health & Sustainability Working Group (which includes the Safety Committee function) is chaired by senior management and meets to review SHS performance and issues quarterly.
- Four meetings of the safety, health and sustainability working group were held relating to Q1, Q2, Q3 and Q4 of 2025.

National Energy Efficiency Action Plan / Carbon emissions

- 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 the Environment, Climate and Communications.
- As at the end of 2025, the Central Bank recorded an energy reduction of 70% from 2009, exceeding the 50% target by 2030.
- Greenhouse gas emissions are detailed in Appendix 4.

Climate Action Plan (CAP) Update

- A Sustainability Taskforce was established in June 2022, under the Social and Sustainability Oversight Group, to lead and coordinate the delivery of the Bank's strategic objective to "deliver on our commitment to act as a sustainable organisation". With membership comprising of representatives from across the key responsibility of the Taskforce

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- The Roadmap sets out how the Central Bank will aim to meet the requirements of the Public Sector Climate Action Mandate. Roadmap achievements in 2025 included:
  - Climate Action Leadership Climate training delivered to senior management
  - Monitoring Building Management Systems (BMS) to gather Significant Energy User data from plant and equipment
  - Six Green Teams in operation across the organisation
  - Continuing to enhance knowledge of Green Public Procurement and related requirements among relevant personnel to support the inclusion of GPP criteria where possible, appropriate and proportionate in line with "Buying Greener: Green Public Procurement Strategy and Action Plan 2024-2027
  - Maintained both 50001 (Energy Management Standard) and ISO 14001 (Environmental Management Standard)
  - Reduced GHG by 48.5% en-route to 51% target by 2030
  - Engaging with energy teams to identify, measure and record opportunities for improvement and delivering energy savings across the Bank
  - Promoting energy efficiency awareness by hosting annual Energy and Sustainability days
  - On October 7th, the Bank along with their supply partner Sodexo, held the Sustainability Awareness Day. The showcase brought a collection of our suppliers together to show the Bank's journey to Net Zero. It is an important day to remind staff of what they can do and also what the Bank is currently doing and what the goal is as an organisation.

Figure 1 | Sustainability Awareness Day

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- The Bank welcomed our supply partner, Sodexo to host a Net Zero Workshop. The session highlighted where both Sodexo and the Bank are on their respective sustainability journeys and provided opportunities on collaborating as we progress toward our shared net zero ambitions.
- Promoted the use of bicycles and shared mobility as part of international World Bicycle day
  - Free onsite Cycle Clinic available to staff each month
  - Throughout the year cycling and step challenges are organised and promoted internally as part of our role as Smarter Travel partners with Transport for Ireland (TFI)

- The Central Bank of Ireland has complied with Circular 1/2020 since its inception, making payments annually in line with specified deadlines, ensuring CO emissions relating to business flights are accounted for. The Central Bank of Ireland will also comply with circular 1/2020 during 2026.

Green Teams

- Our WSFM energy team have delivered a number of presentations at divisional meetings during 2025 promoting awareness of the operational initiatives employed to continuously reduce the Bank's environmental footprint.
- Six staff-led Green Teams are currently operating across the Bank, playing a key role in driving our sustainability agenda. We encourage all colleagues to get involved and support these efforts by working together to raise awareness and drive positive behaviour.
- Meeting quarterly, the Green Teams share updates and collaborate on new ideas and initiatives, including newsletters, at-home sustainability tips, webinars and friendly competitions that help keep momentum and engagement high.

Objectives and targets

- As part of our integrated ISO management system, our 2025 SHS objectives and targets were all achieved. These were to:
  - Deliver key mandatory training across the organisation to improve compliance with and engagement on all relevant environmental, health, and safety regulations and requirements
  - Support Sodexo integration to ensure IMS requirements are maintained and performance continually improved across the Bank
  - Drive and support delivery of the Bank's Climate Action Roadmap objectives across Sustainability Taskforce membership

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- Enhance emergency preparedness arrangements to reduce risk through pre-fire planning, in conjunction with Dublin Fire Brigade (DFB) Fire Prevention programme
- Support strategic works to achieve optimum Environmental, Health, Safety and Accessibility standards and outcomes including Cash Centre Design, Recertification to KeepWell Mark (People Directorate) and transition to leasing model in MS
- Embed EH&S best practice across the organisation by prioritising industry/peer engagement and methodology implementation with stakeholders

Communications

- A number of key communications were published during the year with a full table presented in Appendix 8.

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Abbreviations

AED	Automated External Defibrillator
AIE	Access to Information on the Environment
BREEAM	Building Research Establishment Environmental Assessment Methodology
CAP	Climate Action Plan
CC	Currency Centre
CEUD	Centre for Excellence in Universal Design
CMD	Currency Management Division
DC	Dockland Campus
DSE	Display Screen Equipment
ECB	European Central Bank
EHS	Environmental, Health and Safety (team)
ELC	Executive Leadership Committee
EPA-ORP	EPA Office of Radiological Protection
F@W	Future at Work
FoI	Freedom of Information
FTE	Full Time Equivalent employee
Fusion	Programme office for North Wall Quay Project
GHG	Greenhouse Gas
HRD	Human Resources Division
HSA	Health and Safety Authority
IBEC	Irish Business and Employers Confederation
IMS	Integrated Management System
IMTD	Information Management and Technology Directorate
ISO	International Standards Organisation
kWh	Kilowatt-hours
L&D	Learning and Development
NDA	National Disability Authority
NEEAP	National Energy Efficiency Action Plan
NSAI	National Standards Authority of Ireland
NWQ	North Wall Quay
OPW	Office of Public Works
PEEP	Personal Emergency Evacuation Plan
PRC	Performance and Resourcing Committee
SEAI	Sustainable Energy Authority of Ireland
SEC	Security Division
SHS	Sustainability, Health and Safety
WEEE	Waste Electrical and Electronic Equipment
WFH	Working From Home
WSFM	Workplace Services & Facilities Management

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Acknowledgments

The EHS team is grateful to all stakeholders, colleagues and partners for their contributions towards preparing this report.

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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	2025	2024	Diff	Note
Fatality	0	0	0	
Reportable Injury	2	1	+ 1	
Accident	9	6	+ 3	
Reportable Dangerous Occurrence	0	0	0	
Emergency	0	2	- 2	
Environmental	0	0	0	
Total – Lagging Indicators	11	9	+ 2	1
Near miss / Hazard reports	173	152	+ 21	
Total – Leading Indicators	173	152	+ 21	2

1 Lagging indicators measure an organisation's incidents in the form of past statistics.

2 Leading indicators are a measure preceding or indicating a future event used to drive and measure activities carried out to prevent and control injury. The increased number is due to better reporting

Graph A1.1 | Accident Statistics

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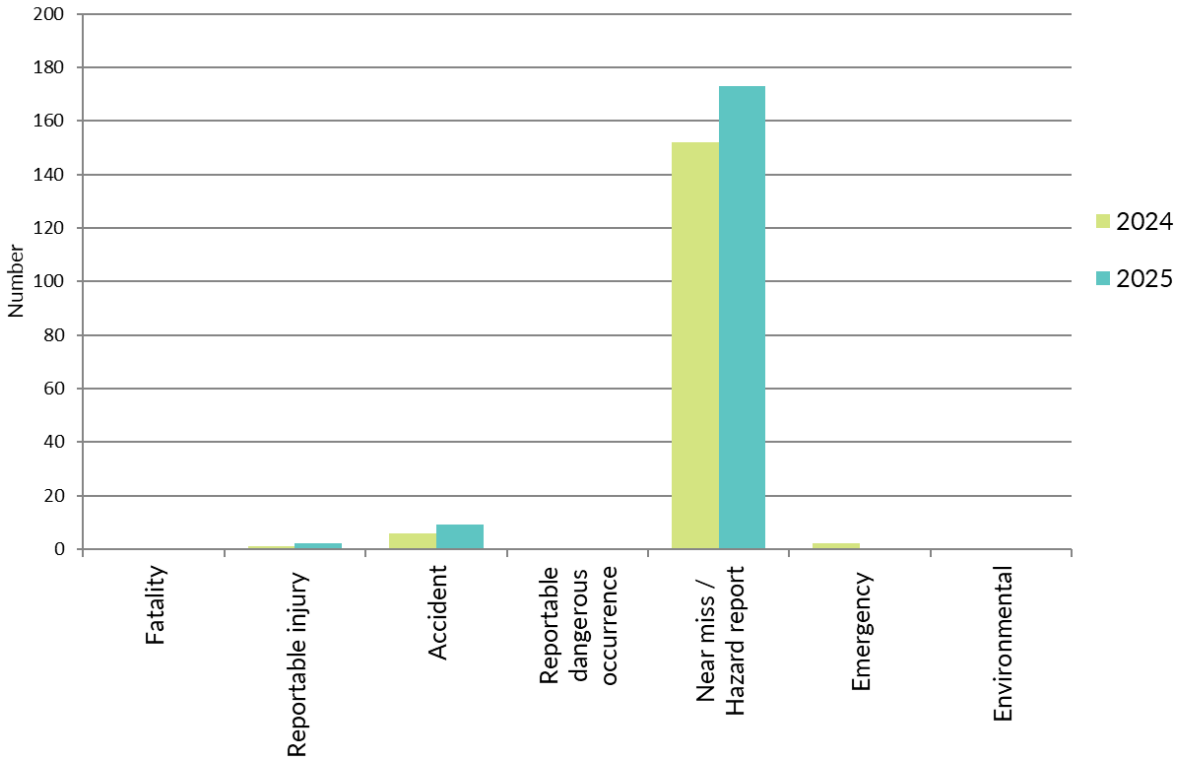

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Accident Incidence Rate

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

Table A1.2 | Accident Incidence Rate

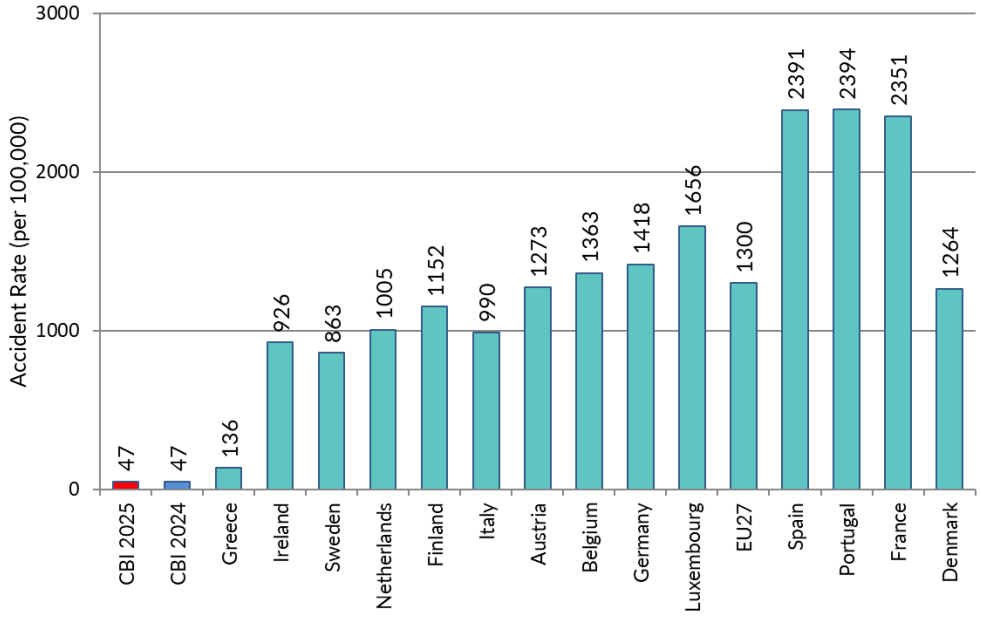
Category	2025	2024	Diff	Note
Reportable Injury	2	1	0	
Accident Incidence Rate	47	47		1, 2

1 **THESE FTE FIGURES WILL BE UTILISED FOR THE ALL CALCUALTIONS IN THESE APPENDICES**
2142.3 = FTE (2024)
2106.9 = FTE (2025)

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 (2023) for 4+ day injuries in EU national states:

Graph A1.2 | Accident Incidence Rate comparison with 2023 EU National Figures



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Accident Related Absence

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

Table A1.3 | Accident Related Absence

Category	2025	2024	Note
Dockland Campus	43	33.5	1
Currency Centre	207	66	2
Total	250	99.5	

1 Zero new absences in 2025, 43 days absence in year from injury recorded in 2007

2 Zero new absences in 2025, 207 days absence in year from injury recorded in 2022

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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	2025	2024	Diff	Note
Cut / Laceration	0	2	- 2	
Impact / Bruising	2	2	0	
Scald / Burn / Hazardous Material / Eye irritation	3	1	+ 2	
Slip / Trip	1	0	+ 1	
Strain / Sprain	3	2	+ 1	
Medical emergency	0	2	-2	
Details awaited	0	1	- 1	

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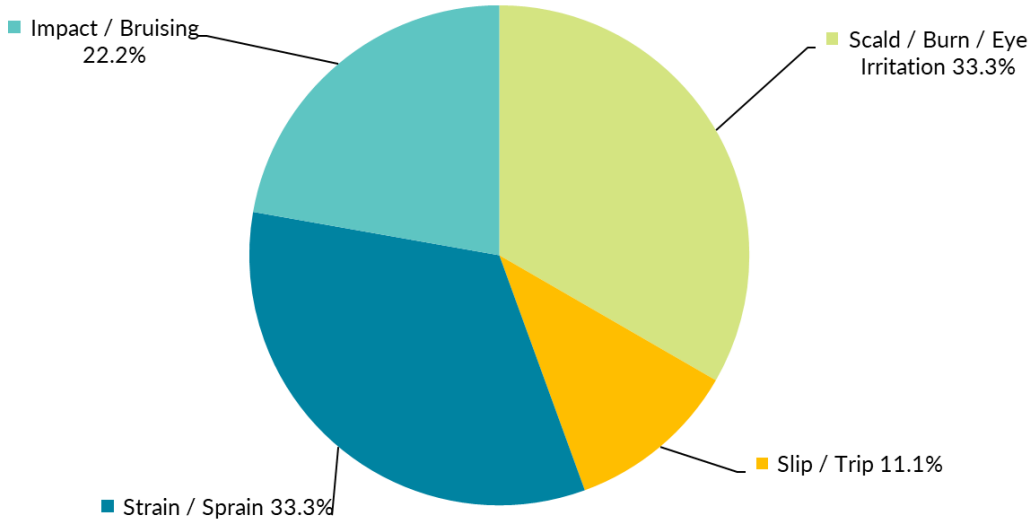
Graph A1.4 | Injury Type



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Appendix 2: Resource Consumption

General

The Central Bank of Ireland operates out of two main locations. The majority of staff are engaged in office-based activities at our Dockland Campus locations, with the remainder 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	2025	2024	Diff (%)	Note
kWh usage	5,497,271	5,962,056	- 7.8	
kWh / m^2	89.2	96.7	- 7.8	1
kWh / FTE	2609.2	2,783.0	-6.2	2

1 North Wall Quay 23,357 m^2, Currency Centre 14,931 m^2; Spencer Dock 4,620 m^2; Mayor Street 18,744 m^2; Total 61,652 m^2

2 2025 FTE = 2106.9, 2024 FTE = 2142.3

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Gas

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

Table A2.2 | Gas consumption

Units	2025	2024	Diff (%)	Note
kWh usage	4,223,832	4,499,927	- 6.1	
kWh / m^2	68.5	73.0	- 6.1	1
kWh / FTE	2,004.8	2,100.5	- 4 .6	2

1 North Wall Quay 23,357 m^2, Currency Centre 14,931 m^2; Spencer Dock 4,620 m^2; Mayor Street 18,744 m^2; Total 61,652 m^2

2 2025 FTE = 2106.9, 2024 FTE = 2142.3

Oil

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

Table A2.3 | Oil consumption

Units	2025	2024	Diff (%)	Note
kWh usage	137,324	131,516	+ 4.4	1
kWh / m^2	2.2	2.1	+ 4.4	1, 2
kWh / FTE	65.2	61.4	+6.2	3

1 Conversion value is 11 kWh/l; 2024 usage is 11,956 litres; 2025 usage is 12,484 litres (for all sites)

2 North Wall Quay 23,357 m^2, Currency Centre 14,931 m^2; Spencer Dock 4,620 m^2; Mayor Street 18,744 m^2; Total 61,652 m^2

3 2025 FTE = 2106.9, 2024 FTE = 2142.3

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Water

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

Table A2.4 | Water consumption

Units	2025	2024	Diff (%)	Note
m^3 usage	10,033	13,546	-25.9	1
m^3 / employee	4.8	6.3	- 23.8	2

1 Calculated using Dockland Campus and Currency Centre total volume

2 2025 FTE = 2106.9, 2024 FTE = 2142.3

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 A2.4 | Paper consumption

Units	2025	2024	Diff (%)	Note
'000 sheets	1,737	1,789	- 2.9	1, 2, 3
sheets / employee	824.5	835.0	- 2.6	

1 2025: All sites 1,737,154 sheets

2 2024: Dockland Campus 1,707,816 sheets; Currency Centre estimate 81,000 sheets

3 Since April 2017, paper usage is measured accurately with data collected from the print devices.

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Appendix 3: Waste Management

Waste production

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

Table A3.1 | Waste production

Category	2025(t)	2024(t)	Diff (%)	Note
General Waste	0.5	2.7	- 81.5	1
Cardboard/ Paper/ Plastic [Mixed Dry Recyclables]	19.4	17.4	+ 11.5	2
Compost / Greasetrap Waste / Green Waste	44.9	34.1	+ 31.7	3
Timber	4.5	3.8	+ 18.4	4
Confidential Shredding	6.4	11.0	- 41.8	5
Waste to Energy [Mixed Municipal Waste – Recovery]	151.4	191.1	-20.7	6
Glass	1.2	1.2	0	7
WEEE	1.2	1.4	- 14.3	8
Metal	3.3	3.7	-10.8	9

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Category	2025(t)	2024(t)	Diff (%)	Note
Construction & Demolition waste	0	20.4	n/a	10
Total	232.8	286.8	-18.8	
Waste t/FTE	0.110	0.134	- 17.9	11

1 2025 – Currency Centre 0.5t
2024 - Dockland Campus 2.7t

2 2025 – Mayor Street 2.34t + NWQ 9.08t; Currency Centre 8.0t
2024 – Dockland Campus 13.1t; Currency Centre 3.4t (Mixed Dry Recyclables) + 2.7t Plastic + 0.9t Baled Card

3 2025 – Mayor Street 2.23t + NWQ 36.17t; Currency Centre 6.439t
2024 – 34.1t total

4 2025 – Currency Centre 4.46 t
2024 – Currency Centre 3.8t

5 2025 – Dockland Campus 6.35 t
2024 – Dockland Campus 11.0t

6 2025 – Mayor Street 6.66 + NWQ 97.79*t; Currency Centre 46.99t
2024 – Dockland Campus 125.5t + Currency Centre 65.6t

7 2025 – estimated figure 1.2t (subtracted from *)
2024 – estimated figure 1.2t

8 2025 – Dockland Campus 1.18 t
2024 – Dockland Campus 1.4t

9 2025 - Currency Centre 3.34 t
2024 - Currency Centre 10.3t

10 2024 – Currency Centre 1.6t

11 t/FTE allows year-on-year comparison of waste production, factoring in the size of the organisation.

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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	2025 (t)	2024 (t)	Diff (%)	Note
Landfill	0.5 [0.2 %]	2.7 [1.0 %]	- 81.5 [-0.8 %]	
Recycling	36.0 [15.5 %]	58.9 [20.5 %]	- 22.9 [- 5.0 %]	1
Composting	44.9 [19.3 %]	34.1 [11.9 %]	+ 31.7 [+ 7.4 %]	
Energy Recovery	151.4 [65.0 %]	191.1 [66.6 %]	- 20.7 [+ 1.6 %]	
Total	232.8	286.8	- 18.82	
Recovered / Recycled	232.3 [99.8 %]	284.1 [99 %]	- 14.6 [+ 0.8 %]	

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

1 2025 – 4.5 t Timber + 3.3 t Metal + 6.4 t Confidential Shredding + 19.4 t Dry Mixed Recyclables + 1.2 t Glass + 1.2 t WEEE
2024 – 3.8 t Timber + 3.7 t Metal + 11.0 t Confidential Shredding + 17.4t Dry Mixed Recyclables + 1.2t Glass + 1.4 t WEEE + 20.4 t Construction & Demolition Waste

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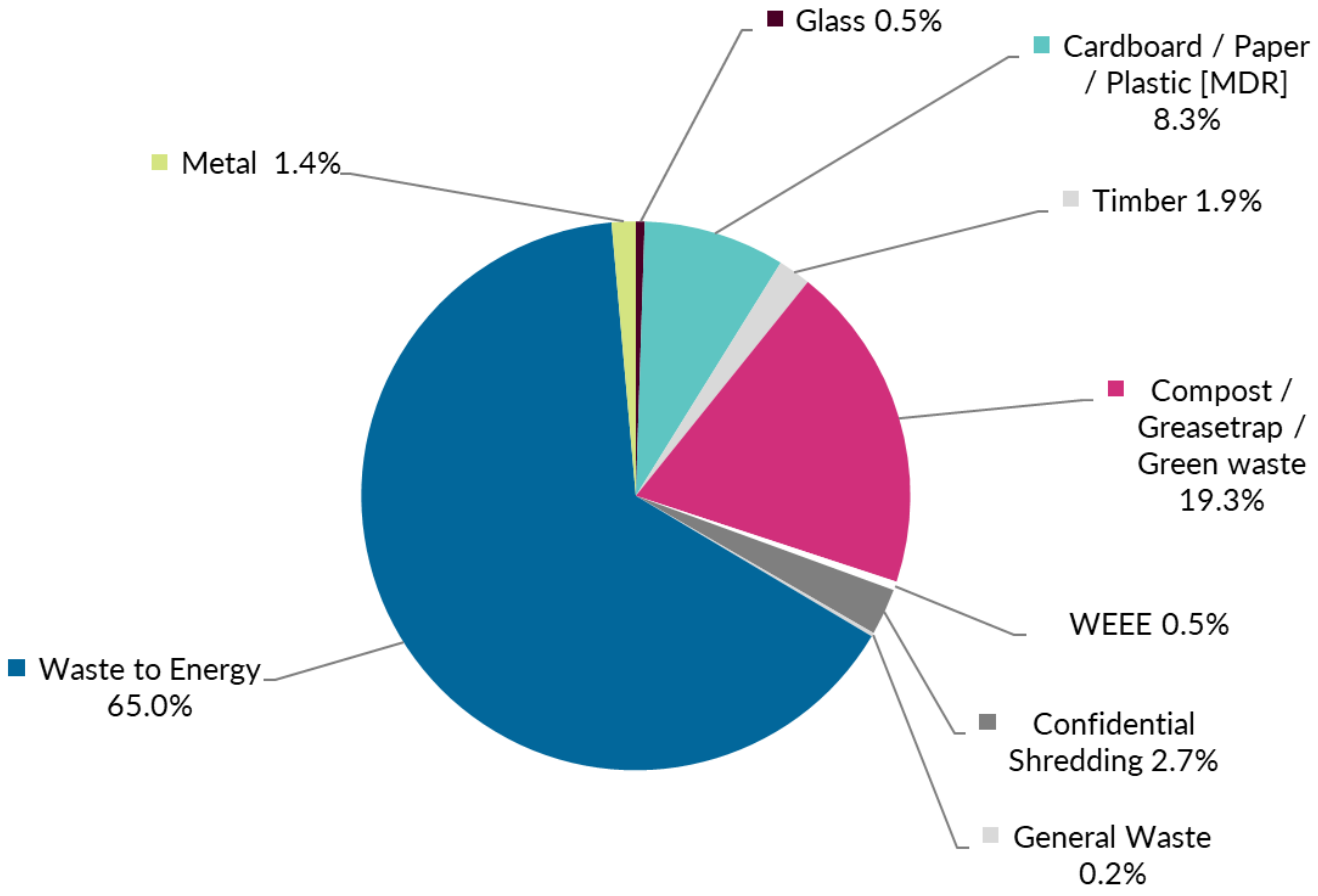
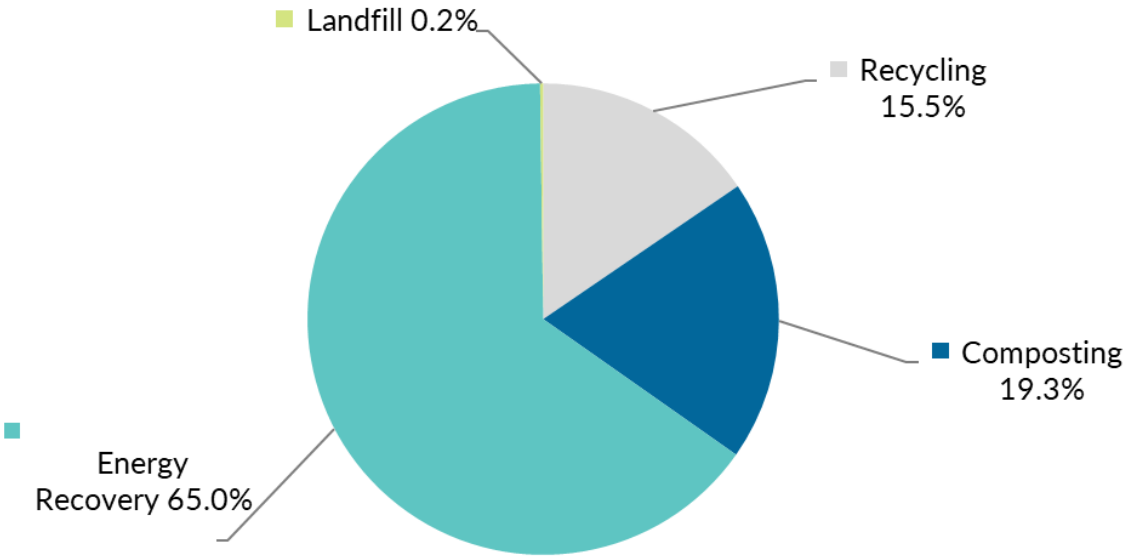
Graph A3.1 | Waste production



Graph A3.2 | Waste destinations



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Appendix 4: Emissions

Refrigerant Gases

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

Table A4.1 | Refrigerant Gases

Category	2025(kg)	2024 (kg)	Diff (%)	Note
Refrigerant gas lost	1.5	15.3	-90.2%	1, 2
Refrigerant gas disposed	0	0	-	
Total	1.5	15.3	-90.2%	

1 2024 – 15.3 kg of refrigerant (including 0.32kg R290 propane) was lost at the Dockland Campus. This was recorded on the F-gas register, and the equipment was repaired by a qualified contractor.

2 2025 – 1.5kg of refrigerant was lost at the Dockland Campus. This was recorded on the F-gas register, and the equipment was repaired by a qualified contractor.

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Greenhouse Gases

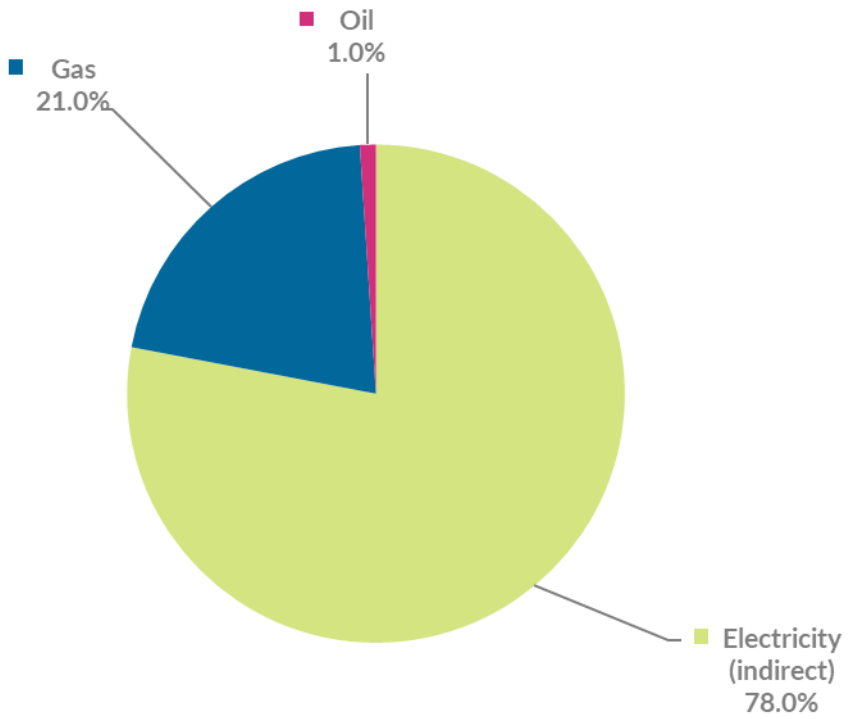
The table below shows greenhouse gases emissions from the organisation for the last year:

Table A4.2 | Greenhouse Gases

Category	2025 ($kgCO_2$ e)	2024 ($kgCO_2$ e)	Diff (%)	Note
Electricity (Indirect)	2,883,868	3,127,694	- 7.8	1
Gas	775,496	826,186	- 6.1	2
Oil	38,254	36,636	+ 4.4	3
Total	3,697,618 $kgCO_2$ e	3,990,516 $kgCO_2$ e	- 7.3	
Greenhouse gas	1.755 t/FTE	1.863 t/FTE	- 5.8	4

1 Conversion factor used for electricity is 0.5246 $kgCO_2e$ / kWh
2 Conversion factor used for gas is 0.1836 $kgCO_2e$ / kWh
3 Conversion factor used for oil is 0.27857 $kgCO_2e$ / kWh
4 t/FTE allows year-on-year comparison of CO_2 production, factoring in the size of the organisation.

Graph A4.2 | Greenhouse Gases



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Appendix 5: SHS Initiatives and Projects – completed 2025

The tables below detail the key initiatives and project activities completed by the SHS team during 2025.

Table A5.1 | Key initiatives and projects completed – Safety and Health

Safety and Health
2024 SHS Annual Performance Report prepared and approved
IMS 2025 objectives drafted and approved by senior management
2025 (2024 EHS Performance Review) Management Review documents prepared and meeting completed
Supported WSFM with DC Fire Safety Risk Assessment 2025 (including review of EV charging facilities) conducted by Arup Fire Engineering
Continued focus on Network for Greening the Financial System under the subgroup Greening Internal Operations
TFM integration work and training on H&S Admin/ Processes completed
2025 IMS objectives reviewed and approved ahead of ISO external surveillance audit
IMS External Surveillance Audit (NSAI) prep and audit completed. Outcome, recommended continued certification
Completed WSFM ISO surveillance audit findings meeting and engagements
Keep Well Mark engagements following final report findings
IMS Policy and scope reviewed for suitability for 2025
Continued to provide technical support for the online DSE risk assessment process and monitor compliance
Updated online DSE Training relaunched
Corporate and Ancillary Safety Statement and IMS Policy reviewed in advance of submission to the Commission submission
Risk assessment review completed at the Currency Centre

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Sustainability
SEAI Monitoring and Reporting portal updated with 2024 information
SEAI Energy Management and Critical Success Factors (CSF) updated for 2030
Complete CSO Business Energy Survey
AIE statistic data gathering
AIE Request 2022/01 – The Office of the Commissioner for Environmental (OCEI) has made the decision to refuse the requested information
Ongoing engagement with energy and green teams to deliver on 2025 objectives
CSO Business Energy Survey completed (Mandatory)
Continued focus on Network for Greening the Financial System under the subgroup Greening Internal Operations

Inspections / exercises
All existing personal emergency evacuation plans (PEEPs) reviewed
IMS Internal audit schedule organised with relevant stakeholders (DC and CC), reports issued
Stakeholder engagement to close actions raised from the external (NSAI) Surveillance Audit
Legislation – Evaluation of EH&S compliance against applicable new legalisation
Nonconformity & Corrective action register meetings to monitor the closure of relevant EH&S actions raised during audits, inspections, exercises etc
Emergency evacuation events managed and recorded at Currency Centre and Dockland Campus
IMS External Surveillance Audit (NSAI) prep and audit completed. Outcome, recommended continued certification across the 3 international standards. (10 Days, 2 Auditors across the 3 standards)

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Appendix 6: Emergency Evacuation Performance

The table below shows the emergency evacuation performance in 2025:

Table A6.1 | Emergency Evacuation Performance

Building	Evacuation 1 (min. to clear buildings)	Evacuation 2 (min)	Evacuation 3 (min)	Average (min)
North Wall Quay	8	7	-	7.5
Mayor Street	10 #	13 #	15 #	12.5
Currency Centre	<5	<5	-	<5

unplanned evacuation

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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Appendix 7: Compliance

Fines and Penalties

The Central Bank of Ireland incurred no fines or statutory penalties issued by health and safety or environmental regulators during 2025.

Improvement / Prohibition Notices

The Central Bank of Ireland has not been issued with any improvement or prohibition notices during 2025.

Spills and Releases

There have been no reported significant spills during 2025.

No releases of refrigerant gas occurred at Currency Centre, however leaks totalling 1.5kg occurred at 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 physical inspection visits but one formal written enquiry by the Health and Safety Authority (HSA) relating to statutory lift inspections was successfully closed out during 2025.

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 2025.

Radiological Protection

The Central Bank of Ireland maintained registration with the EPA Office of Radiological Protection (EPA-ORP) in relation to the X-ray machines used by Security. The Central Bank has been in full compliance with the associated conditions throughout 2025.

Legislation Updates

We subscribe to the Red-on-line legal advisory service to identify and communicate applicable new and updated legislation, evaluate new and amended legislation and to assure compliance.

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SEAI NEEAP Targets

From the latest figures available, as at the end of 2025, the Central Bank of Ireland had recorded an energy reduction of 70% from 2009, remaining ahead of the NEEAP requirements (50% reduction by 2030).

Access to Information on the Environment

The SHS team, in line with the Access to Information on the Environment Regulations (2007-2014), received and responded to one request in 2025.

Accessibility of Buildings, Services and Supports

The Central Bank of Ireland is currently operating with an Access Officer and a Disability and Inclusion Partner to manage its legal responsibilities under applicable legislation.

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Appendix 8: Communications

The table below details the key communications activities undertaken by the SHS team during 2025.

Table A8.1 | Key communication activities

Q1
TFM interface and handover engagements
Arup Fire Safety Risk Assessment Report and findings reviewed by stakeholders
Annual IMS Management Review meeting held evaluating SHS 2024 overall performance
Annual Safety, Health & Sustainability Report 2024 data gathering completed and shared with external provider to populate a draft version for review
Promotion of KeepCup Plaza Notices
Climate Change 101 Training updated and relaunched
New Re-Turn Bin Plaza Notice – partnership with Down Syndrome Ireland charity
All Staff Monthly Briefing on (1) Green/ Sustainability initiatives introduced onsite during Q1 (2) Energy usage onsite, energy & emissions reduction initiatives undertaken to date & upcoming ones

Q2
ARF recording process reviewed to enhance effectiveness e.g. include SEC reports
Monitoring & Measurement procedure updated to include relevant sustainability measurements
Presented annual Safety, Health & Sustainability Report 2024 to PRC / Commission
TFM interface and handover engagements continued
Accident and incident briefing (CC)
Net Zero Workshop for WSFM & CMD leads, led by Sodexo

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Q3
Emergency preparedness testing exercises scheduled
Onboarding of interim Sodexo H&S Officer completed
Risk Assessment briefing (CC) carried out
Housekeeping and electrical safety Toolbox Talk (CC) carried out
AIE engagements on existing appeal continued
Climate Action Roadmap updates completed for 2025
Climate Action Leadership Training developed with support from L&D
Updating of Sustainability section of Bank's external website commenced

Q4
Emergency preparedness testing exercises completed
AIE engagements on existing appeal continued
One Bank Week/Sustainability Day hosted
Climate Action Leadership Training developed and launched with support from L&D

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Appendix 9: Training

The tables below detail the key training activities undertaken during 2025.

Table A9.1 | Key SHS related training activities

Training type	DC total	CC total
EHS Essentials (online)	1975	
DSE Onsite Assessment	1790	
DSE Home Assessment	1738	
New Starters Induction (includes Fire Safety and DSE demo)	182	0
First Aid Responder	47	7
First Aid Refresher	11	16
First Aid Instructor	0	1
Fire Marshal	27	4
Fire Marshal (floor clearing briefing)	21	0
Cardiac first responder	30	0
Evacuation chair testing	5	0
Control room managers course	0	1
Security operations centre technician	0	1
Annual total	323	30

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Table A9.2 | Key operational training activities

Training type	DC total	CC total
Manual Handling	73	22
Chemical Spill	39	9
MEWP	7	6
Power Pallet Stacker Refresher	7	18
Abrasive Wheels	0	7
PAT testing	0	3
Annual total	0	65

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Appendix 10: SHS Objectives – planned 2026

The table below details the key objectives planned to be undertaken by the SHS team during 2026.

Table A10.1 | Key planned objectives

Safety and Health
Continue to provide technical support for the online DSE risk assessment process and monitor compliance
Corporate and Ancillary Safety Statement and IMS Policy 2025 review in advance of submission to the Commission for review and sign off
Managers Review baseline information gathering and preparation for relaunch in 2026
Risk assessment review across all Bank sites
Emergency preparedness testing exercises to be conducted
Complete onboarding of permanent Sodexo H&S Officer
2026 Internal Audit schedule to be organised
Nonconformity and corrective action register meetings to continue to monitor the closure of relevant EH&S actions raised during audits inspections, exercises
Sustainability
Continue to focus on Network for Greening the Financial System under the subgroup Greening Internal Operations
SEAI Monitoring and Reporting for 2025 data; engagements on energy management for the Bank
SEAI Energy Management and Critical Success Factors (CSF) for 2030
Climate Action Roadmap statement of compliance
Update the Climate Action Roadmap to reflect the additional changes from the Government's Climate Action Plan 2025
WSFM working with the Data Science & Analytics (DSA) team on GHG emissions dashboards
Finalise Sustainability objectives
ISO 14001:2026 requirement integration planning

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Appendix 11: Wellbeing initiatives 2025

The table below details the key wellbeing initiatives completed during 2025.

Table A11.1 | Key initiatives and projects completed – Wellbeing

Wellbeing
The Central Bank's Wellbeing working group focussed on supporting physical, mental, social and financial wellbeing
External expert talks delivered on Brain Health, Sepsis Awareness, Addiction Awareness, Green Ribbon Month, Men's Health, and Financial Supports and Wellbeing
The Central Bank won Inclusion & Belonging category at the KeepWell Mark 2025 Awards, while also being short listed as Best in Class under the following categories: • Nutrition and Physical Activity • Talent Support & Development • Company of the Year (Large)
Retained our place in the Top 100 Companies for Wellbeing in Ireland

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Appendix 12: Accessibility and Inclusion initiatives 2025

The table below details the key accessibility and inclusion initiatives completed during 2025.

Table A11.1 | Key initiatives and projects completed – Accessibility and Inclusion

Under the Diversity and Inclusion (D&I) Strategy 2022-2026, in support of its disability representation and inclusion objectives, the Central Bank:
Embedded internal guidance documents for employees and managers on disclosure and reasonable accommodations
Continued accessibility/inclusion engagements with an improved ISL request process
Continued Disability Awareness and Inclusion training for all staff
Continued offering neurodiversity supports, providing tailored coaching and support for staff members on an individualised basis
Shortlisted as a finalist in the 2026 National Diversity and Inclusion Awards in 2 categories; Advancing Disability Equality and Advancing LGBTQ+ Inclusion
Nine Personal Emergency Evacuation Plans (PEEPs) updated or created

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