



Banc Ceannais na hÉireann  
Central Bank of Ireland

Eurosystem

# Safety, Health & Sustainability

## Performance Report 2024

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# HIGHLIGHTS

## Sustainability

Leadership Climate Training developed and delivered to senior management



Four Divisional Green Teams (Currency Management Division, Internal Audit, Enforcement and Workplace Services & Facilities Management) now in place, influencing behaviours, increasing awareness and exploring opportunities to make a difference

**48% carbon emission reduction**

en-route to 51% target by 2030

## Health & Safety

**1774**

Office Display Screen Equipment assessments completed



Fire risk assessments completed and pre-fire planning commenced with Dublin Fire Brigade



**1**

HSA Reportable Accident in 2024 (1 in 2023)



**1829**

Updated EHS Essentials training completed



## Future Focus – 2025



- Explore sustainable design options for the new cash centre
- Support the Sustainability Taskforce in annual Roadmap approval and roll out of Leadership Climate Training to all Senior Leaders
- Embedding new Total Facilities Management service partner with Safety, Health and Sustainability processes

# 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 5 in 2023 to 6 in 2024, with the number of reportable injuries staying static at one. 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 794 per 100,000 and for the EU27 countries was 1506 per 100,000.
- Details are presented in Appendix 1.

## Resource Consumption

- Comparing 2024 unit consumption with 2023; electricity usage increased by 7.1%, gas increased by 19.7%, oil decreased by 59.0%; water usage increased by 11.7%. Paper usage per employee decreased by 6.0%.
- Details are presented in Appendix 2.

## Waste Management

- Total waste production increased by 0.3% between 2023 and 2024, and the amount recycled or recovered increased from 98.9% to 99.0%.
- Details are presented in Appendix 3.

## Emissions

- Between 2023 and 2024, greenhouse gas emissions increased by 7.1% to 3,990,516 kgCO<sub>2</sub>e
- Details are presented in Appendix 4.

## Managers' EHS Review

- The key compliance monitoring framework continued to be suspended in 2024.

## Compliance

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

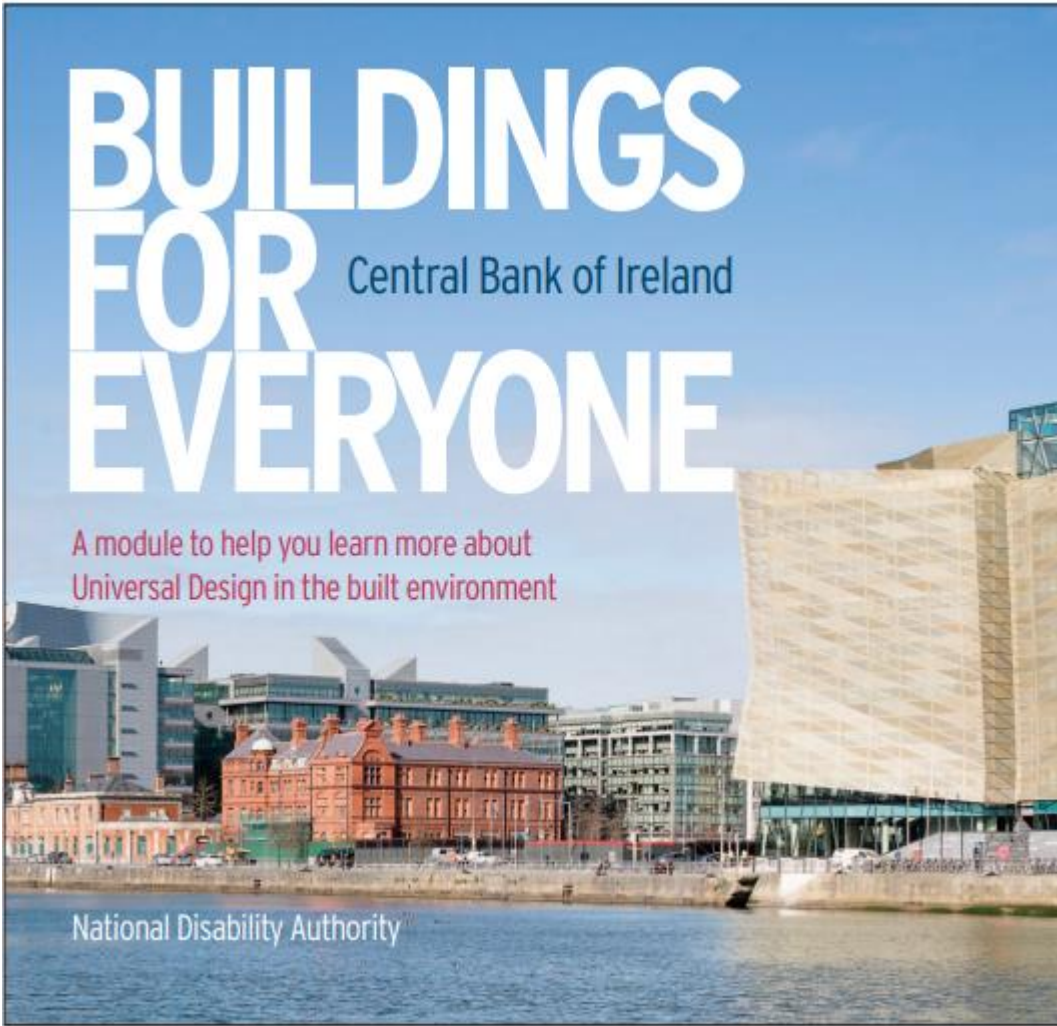
## Wellbeing

- Launched a new Menopause in the Workplace guidance document to support our colleagues in their menopause journey.
- Re-accreditation to the IBEC KeepWell Mark and retaining place in the Top 100 Companies for Wellbeing in Ireland.
- Additional initiatives and details are presented in Appendix 11.

## Accessibility and Inclusion

- Supported the production of the National Disability Authority's latest "Introduction to Disability Equality" eLearning module by hosting it's filming at the Dockland Campus
- Our Dockland Campus featured as a best-practice case study in Universal Design in Local Authority Times
- Launched internal guidance documents for employees and managers on disclosure and reasonable accommodations
- Additional initiatives and details are presented in Appendix 12.

Figure 1 | Local Authority Times feature (January 2024)



# Safety, Health and Sustainability

## Safety, Health & Sustainability initiatives and projects

- Initiatives and projects completed in 2024 are detailed in Appendix 5.
- Initiatives and projects planned for 2025 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 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.

## 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.
- Three personal Emergency Evacuation Plans (PEEP) have been created, tested and documented where requested by a member of staff with additional needs during 2024.
- New starters induction training was completed with 120 personnel at Dockland Campus during 2024.

### Managers' EHS Review Framework

- Due to resource restraints and competing demands the Managers' EHS Review process has been put 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 2024.

### 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 2024, the Central Bank recorded an energy reduction of 59% from 2009, exceeding the 50% target by 2030.
- Greenhouse gas emissions are detailed in Appendix 4.

### Sustainability Taskforce / 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
- The Roadmap sets out how the Central Bank will aim to meet the requirements of the Public Sector Climate Action Mandate. Roadmap achievements in 2024 included:
  - Governors approval and publication of the Central Bank's Climate Action Roadmap on the website

- Leadership Climate training delivered to senior management
- Green procurement training delivered to significant users within the Bank
- Four Green Teams in operation across the organisation
- Maintained both 50001 (Energy Management Standard) and ISO 14001 (Environmental Management Standard)
- Reduced GHG by 48% en-route to 51% target by 2030
- Energy management initiatives delivered energy savings across the Bank
- Holding a sustainability awareness day
- Promoted the use of bicycles and shared mobility as part of international World Bicycle day
- 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 2025.

### Green Teams

- Our WSFM energy team have delivered a number of presentations at divisional meetings during 2024 and if you would like to set up a presentation for 2025, please contact [sustainability@centralbank.ie](mailto:sustainability@centralbank.ie). Further information from the WSFM Energy/Engineering team will be rolled out in 2025.
- The Currency Management Division have added EV charging points in Sandyford, reduced the number of deliveries to the site, re-located staff to other buildings to make energy savings, installed motion sensor lighting and they continue to roll out e-receipting to reduce the reliance of printing and postage. There are also two bee hives in the Currency Centre which are actively producing honey and staff have taken part in tree planting volunteering.
- Internal Audit (IAD) set up their green team during 2024 and they have developed a dedicated internal green newsletter, successfully organised a charity clothing drive, arranged presentations and talks from WSFM and INS and taken a number of steps to encourage staff to reduce waste and to consider recycling gifts/purchasing eco gifts, etc.
- Enforcement (ENF) have continued to support green initiatives and provided great support to IAD on how best to encourage staff to look at their ways of working to make small steps to be 'more green' onsite

### Objectives and targets

- As part of our integrated ISO management system, our 2024 SHS objectives and targets 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 strategic works to achieve optimum EH&S standards and outcomes including Site Works, Cash Centre Design, Hybrid working, FM contract mobilisation, BREEAM (Mayor St.), Recertification to KeepWell Mark (People Directorate) and transition to leasing model in MS;
  - Drive and support delivery of the Bank's Climate Action Roadmap objectives and population across membership/units;
  - Improve emergency preparedness through development of a Pre-Fire plan for the Dockland Campus (and model for Cash Centre), in conjunction with Dublin Fire Brigade Fire Prevention programme;
  - Enhance EH&S related KPI measurement tracking, reporting and management;
  - Embed EH&S best practice across the organisation by prioritising industry/peer engagement and methodology implementation with stakeholders;
  - Optimise effectiveness and value of integrated management system (IMS).

## Communications

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

# 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
DC	Dockland Campus
DSE	Display Screen Equipment
ECB	European Central Bank
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
IMTD	Information Management and Technology Directorate
ISO	International Standards Organisation
kWh	Kilowatt-hours
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
SEAI	Sustainable Energy Authority of Ireland
EHS	Environmental, Health and Safety (team)
WEEE	Waste Electrical and Electronic Equipment
WFH	Working From Home
WSFM	Workplace Services & Facilities Management

# Acknowledgments

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

# Appendix 1: Health and Safety Statistics

## Accident Statistics

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

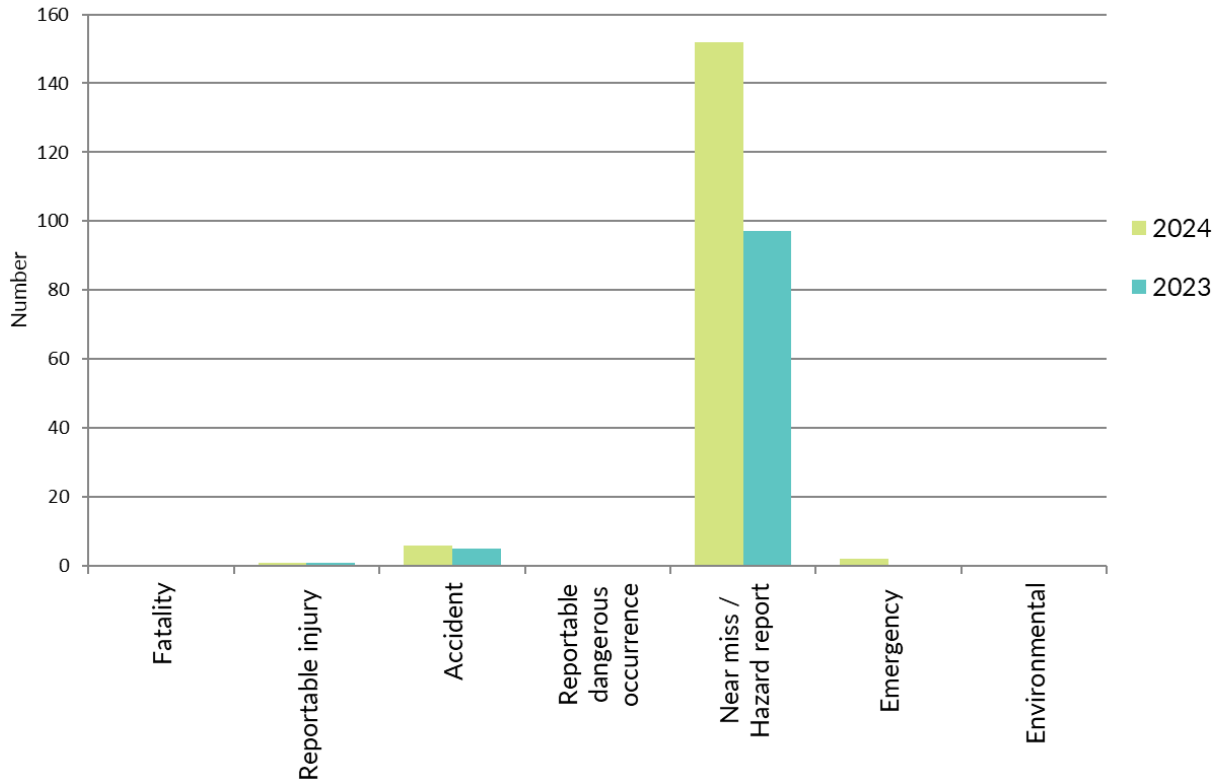
**Table A1.1 | Accident Statistics**

Category	2024	2023	Diff	Note
Fatality	0	0	0	
Reportable Injury	1	1	0	
Accident	6	5	+ 1	
Reportable Dangerous Occurrence	0	0	0	
Emergency	2	0	2	
Environmental	0	0	0	
<b>Total - Lagging Indicators</b>	<b>9</b>	<b>6</b>	<b>+ 3</b>	<b>1</b>

Near miss / Hazard reports	152	97	+ 55	
<b>Total - Leading Indicators</b>	<b>152</b>	<b>97</b>	<b>+ 55</b>	<b>2</b>

- 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



### Accident Incidence Rate

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

**Table A1.2 | Accident Incidence Rate**

Category	2024	2023	Diff	Note
Reportable Injury	1	1	0	
Accident Incidence Rate	47	47	0	1, 2

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

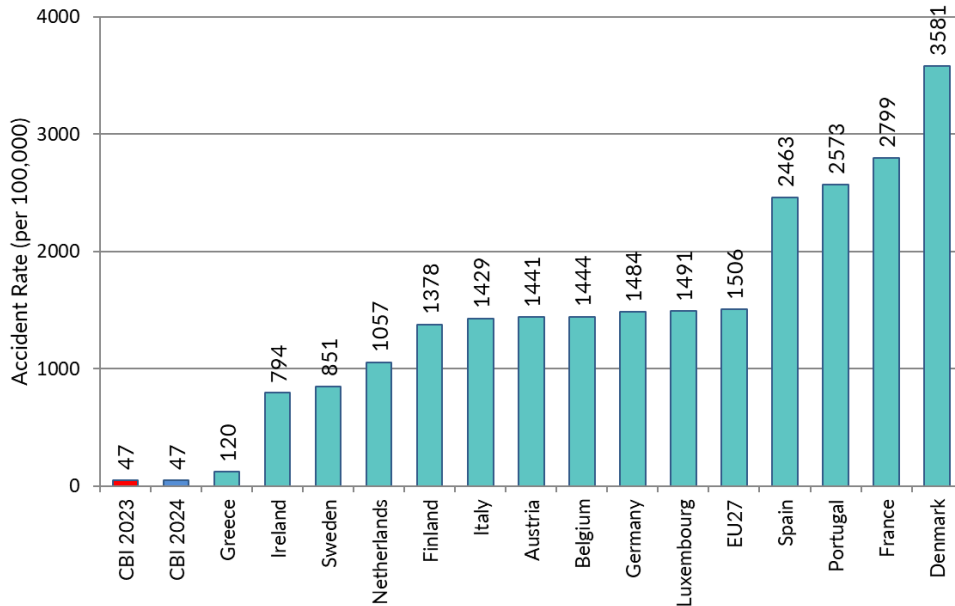
2108 = FTE (2023)

2142.3 = FTE (2024)

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 (2022) for 4+ day injuries in EU national states:

**Graph A1.2 | Accident Incidence Rate comparison with 2022 EU National Figures**



### Accident Related Absence

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

**Table A1.3 | Accident Related Absence**

Category	2024	2023	Note
Dockland Campus	33.5	42.5	1
Currency Centre	66	208	2
Total	99.5	250.5	

1 Soft tissue injury (recurring) – 13.5 days; Lower back injury 20 days

2 Injury occurred in 2022: Fall resulting in injured shoulder and knee pain

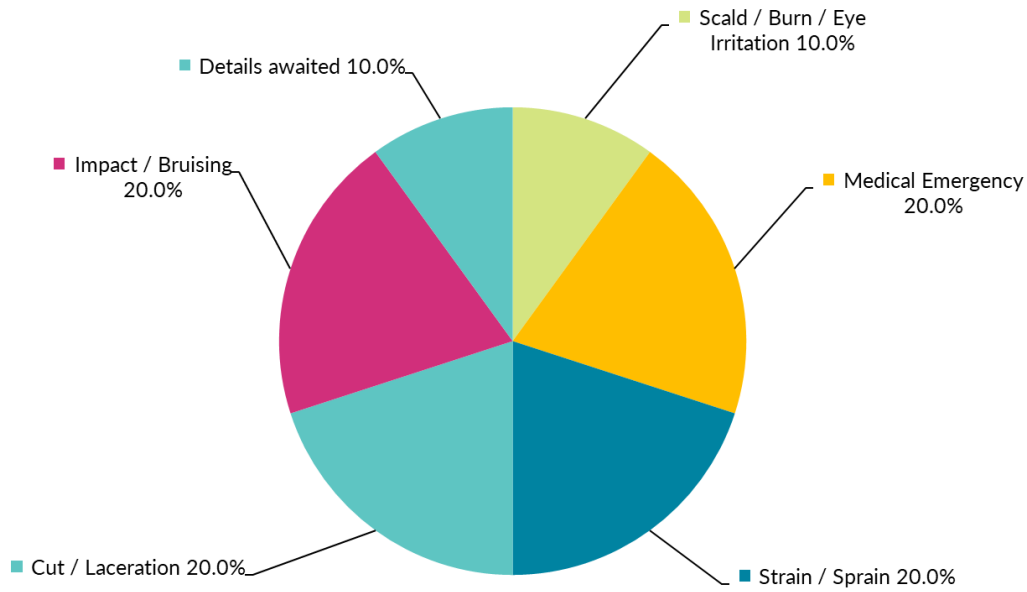
### Injury type

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

**Table A1.4 | Injury Type**

Category	2024	2023	Diff	Note
Cut / Laceration	2	1	+ 1	
Impact / Bruising	2	2	0	
Scald / Burn / Hazardous Material / Eye irritation	1	0	+ 1	
Fall from height	0	0	0	
Slip / Trip	0	0	0	
Strain / Sprain	2	2	0	
Medical emergency	2	0	+2	
Driving for work	0	1	0	
Details awaited	1	0	+ 1	

### 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 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

In line with the Bank's Climate Action Roadmap and to transition away from fossil fuel, the Bank replaced two end of life gas calorifiers (water heating system) with more efficient electrical units. This reduced demand for gas but increased electricity usage.

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

**Table A2.1 | Electricity consumption**

Units	2024	2023	Diff (%)	Note
kWh usage	5,962,056	5,563,401	+ 7.1	
kWh / m <sup>2</sup>	96.7	90.3	+ 7.1	1
kWh / FTE	2,783.0	2,639.2	+ 5.4	2

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

2 2023 FTE = 2108.3, 2024 FTE = 2142.3

## Gas

The gas meter for Mayor Street was found to be incorrectly registering lower usage figures for 2023. Correction of the issue led to an increase in usage figures for 2024.

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

**Table A2.2 | Gas consumption**

Units	2024	2023	Diff (%)	Note
kWh usage	4,499,927	3,758,351	+ 19.7	
kWh / m <sup>2</sup>	73.0	61.0	+ 19.7	1
kWh / FTE	2,100.5	1,782.6	+ 17.8	2

- 1 North Wall Quay 23,357 m<sup>2</sup>, Currency Centre 14,931 m<sup>2</sup>; Spencer Dock 4,620 m<sup>2</sup>; Mayor Street 18,744 m<sup>2</sup>; Total 61,652 m<sup>2</sup>
- 2 2023 FTE = 2108.3, 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	2024	2023	Diff (%)	Note
kWh usage	131,516	320,780	- 59.0	1
kWh / m <sup>2</sup>	2.1	5.2	- 59.6	1, 2
kWh / FTE	61.4	152.2	- 59.6	3

- 1 Conversion value is 11 kWh/l; 2024 usage is 11,956 litres; 2023 usage is 19,738 litres (Currency Centre only)
- 2 North Wall Quay 23,357 m<sup>2</sup>, Currency Centre 14,931 m<sup>2</sup>; Spencer Dock 4,620 m<sup>2</sup>; Mayor Street 18,744 m<sup>2</sup>; Total 61,652 m<sup>2</sup>
- 3 2023 FTE = 2108.3, 2024 FTE = 2142.3

## Water

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

**Table A2.4 | Water consumption**

Units	2024	2023	Diff (%)	Note
m <sup>3</sup> usage	13,546	12,123	+ 11.7	1
m <sup>3</sup> / employee	6.3	5.7	+ 10.5	2

1 Calculated using Dockland Campus and Currency Centre total volume

2 2023 FTE = 2108.3, 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	2024	2023	Diff (%)	Note
'000 sheets	1,789	1,873	-4.5	1, 2, 3
sheets / employee	835.0	888.6	-6.0	

1 2023: Dockland Campus 1,792,481 sheets; Currency Centre estimate 81,000 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.

# Appendix 3: Waste Management

## Waste production

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

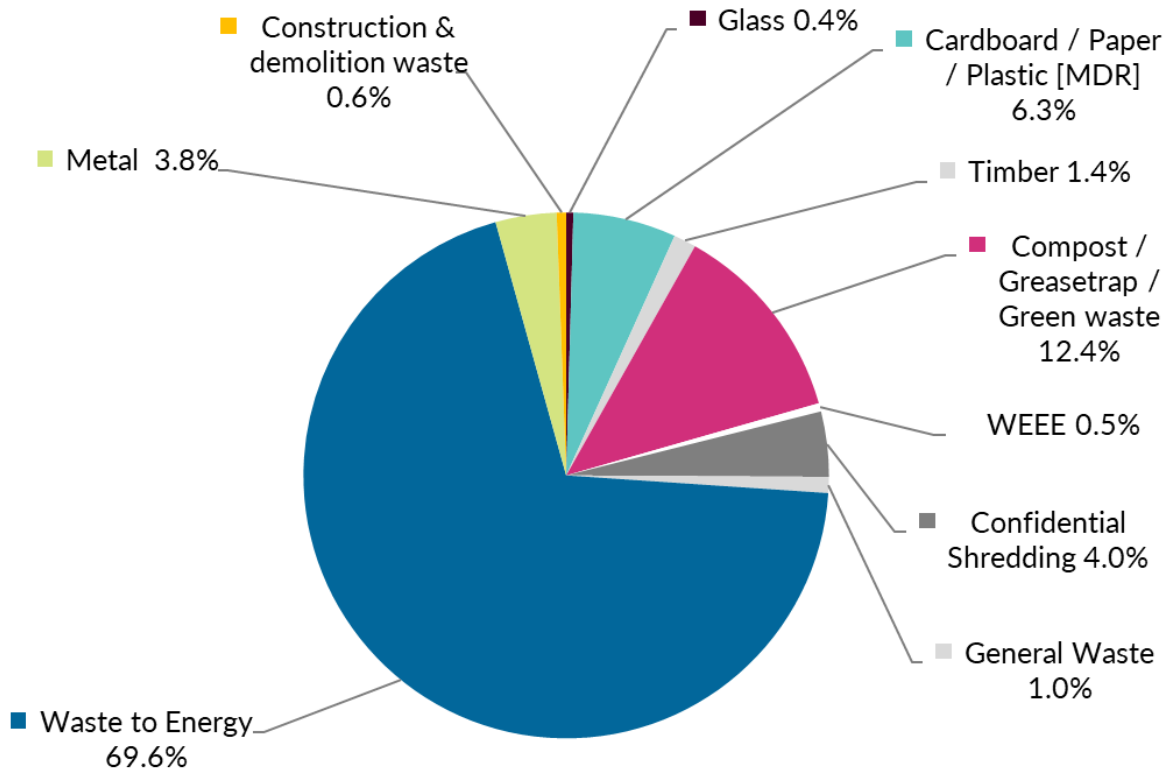
**Table A3.1 | Waste production**

Category	2024(t)	2023(t)	Diff (%)	Note
General Waste	2.7	3.1	- 12.9	1
Cardboard/ Paper/ Plastic [Mixed Dry Recyclables]	17.4	18.9	+ 6.3	2
Compost / Greasetrap Waste / Green Waste	34.1	39.6	- 13.9	3
Timber	3.8	4.3	- 11.6	4
Confidential Shredding	11.0	8.3	+ 32.5	5
Waste to Energy [Mixed Municipal Waste - Recovery]	191.1	172.5	+ 10.8	6
Glass	1.2	2.0	- 0.8	7
WEEE	1.4	1.1	+ 27.3	8
Metal	10.3	3.7	+ 278.4	9

Category	2024(t)	2023(t)	Diff (%)	Note
Construction & Demolition waste	1.6	20.4	- 92.1	10
<b>Total</b>	<b>274.6</b>	<b>273.9</b>	<b>+ 0.3</b>	
<b>Waste t/FTE</b>	<b>0.128</b>	<b>0.130</b>	<b>- 1.5</b>	<b>11</b>

- 1 2023 - Dockland Campus 3.1t  
2024 - Dockland Campus 2.7t
- 2 2023 - Dockland Campus 11.5t; Currency Centre 3.4t (Mixed Dry Recyclables) + 0.5t Plastic + 0.8t Baled Card  
2024 - Dockland Campus 13.1t; Currency Centre 3.4t (Mixed Dry Recyclables) + 2.7t Plastic + 0.9t Baled Card
- 3 2023 - Currency Centre (Food Waste) 2.7t + Currency Centre (Green Waste) 5.7t + Dockland Campus 31.2t  
2024 - 34.1t total
- 4 2023 - Currency Centre 4.3t  
2024 - Currency Centre 3.8t
- 5 2023 - Dockland Campus 8.3t  
2024 - Dockland Campus 11.0t
- 6 2023 - Dockland Campus 97.6t + Currency Centre 74.9t  
2023 - Dockland Campus 125.5t + Currency Centre 65.6t
- 7 2023 - estimated figure  
2024 - Dockland Campus + Currency Centre
- 8 2023 - Dockland Campus 1.1t  
2024 - Dockland Campus 1.4t
- 9 2023 - Currency Centre 3.7t  
2024 - Currency Centre 10.3t
- 10 2023 - Currency Centre 20.4t  
2024 - Currency Centre 1.6t
- 11 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:

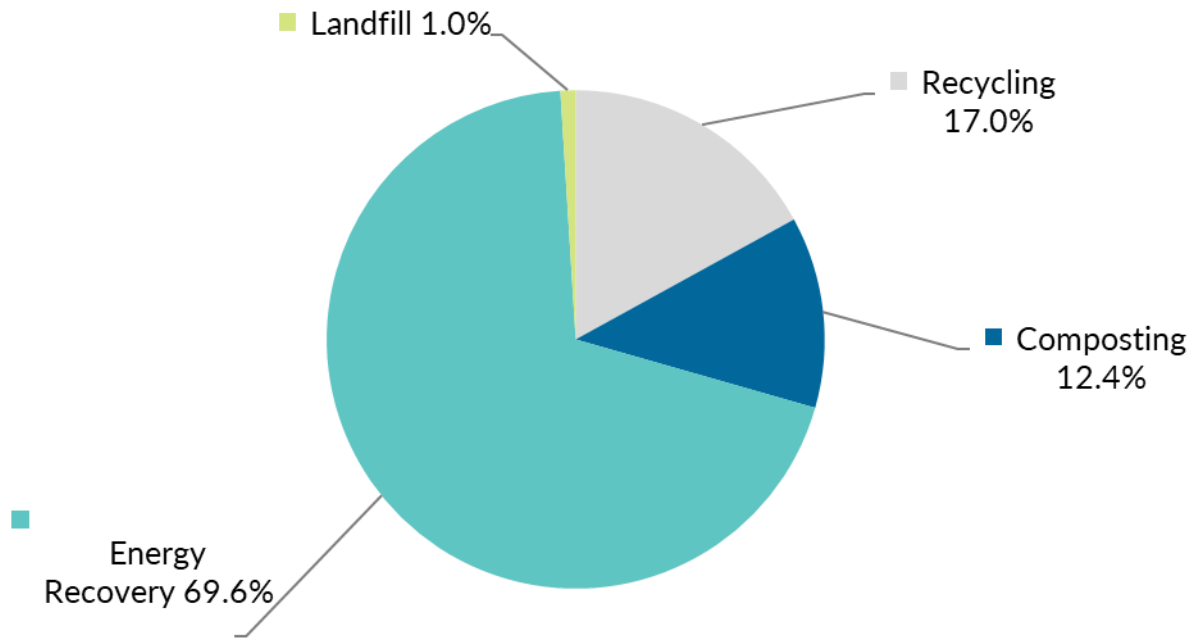
**Table A3.2 | Waste destinations**

Category	2024 (t)	2023 (t)	Diff (%)	Note
Landfill	2.7 [1.0 %]	3.1 [1.1 %]	- 0.4 [- 0.1%]	
Recycling	46.7 [17.0 %]	58.7 [21.4 %]	- 13.8 [- 4.4 %]	1
Composting	34.1 [12.4 %]	39.6 [14.5 %]	- 5.5 [- 2.1 %]	
Energy Recovery	191.1 [69.6 %]	172.5 [63.0 %]	+ 10.8 [+ 6.6 %]	
<b>Total</b>	<b>274.6</b>	<b>273.9</b>	<b>[+ 0.3 %]</b>	
<b>Recovered / Recycled</b>	<b>271.9</b> [99 %]	<b>270.8</b> [98.9 %]	<b>[+ 0.1 %]</b>	

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

- 1 2023 – 4.3 t Timber + 3.7 t Metal + 8.3 t Confidential Shredding + 18.9t Dry Mixed Recyclables + 2.0t Glass + 1.1 t WEEE + 20.4 t Construction & Demolition Waste  
2024 – 3.8 t Timber + 10.3 t Metal + 11.0 t Confidential Shredding + 17.4t Dry Mixed Recyclables + 1.2t Glass + 1.4 t WEEE + 1.6 t Construction & Demolition Waste

**Graph A3.2 | Waste destinations**



# 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	2024 (kg)	2023 (kg)	Diff (%)	Note
Refrigerant gas lost	15.3	0.5	+ 3060	1, 2
Refrigerant gas disposed	0	0	0	
<b>Total</b>	<b>15.3</b>	<b>0.5</b>	<b>+ 3060</b>	

- 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.
- 2023 – 0.5kg of refrigerant was lost from a chiller at the Dockland Campus. This was recorded on the F-gas register and the equipment was repaired by a qualified contractor.

## Greenhouse Gases

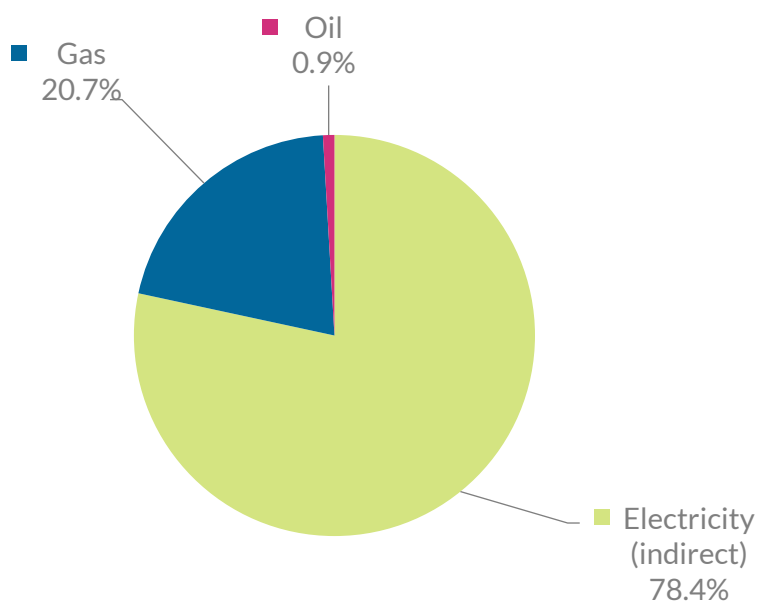
The table below shows greenhouse gases emissions from the organisation for the last year:

**Table A4.2 | Greenhouse Gases**

Category	2024(kgCO <sub>2</sub> e)	2023 (kgCO <sub>2</sub> e)	Diff (%)	Note
Electricity (Indirect)	3,127,694	2,918,560	+ 7.2	1
Gas	826,186	690,033	+ 19.7	2
Oil	36,636	89,359	- 59.0	3
Total	3,990,516 kgCO <sub>2</sub> e	3,669,075 kgCO <sub>2</sub> e	+ 8.8	
Greenhouse gas	1,863 t/FTE	1,740 t/FTE	+ 7.1	4

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

**Graph A4.2 | Greenhouse Gases**



# Appendix 5: SHS Initiatives and Projects – completed 2024

The tables below detail the key initiatives and project activities completed by the SHS team during 2024.

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

Safety and Health
Pre-fire plan information gathering (Dockland Campus) for Dublin Fire Brigade Fire Prevention team and internal stakeholder engagement
Review of components of the Dockland Campus fire safety management plan that require improvement
Review and enhancement of online DSE training and risk assessment content prior to relaunch
Redrafted and updated online EHS “Basics” training module launched in Q2 for all staff
2023 SHS Annual Performance Report prepared and approved
Tender exercises completed and service partners appointed for (i) ISO Internal audits; (ii) ISO External audits; and (ii) Online DSE Training and Risk Assessment modules
IMS 2024 objectives drafted and approved by senior management
2024 (2023 EHS Performance Review) Management Review documents prepared and meeting completed

Figure 2 | New mandatory online EHS Basics training (July 2024)



## Sustainability

Attended the network for Greening the Financial System under the subgroup Greening Internal Operations

Completed review of statutory obligations requested by Internal Governance Division

Energy review for all sites completed (mandatory every four years)

Display energy surveys and certificates updated

Hosted site tour and meeting on Bank's Accessibility approach with Bank's Disability Inclusion Partner and a large retail bank team from EHS/FM/HR/IT

Hosted and contributed to filming of latest National Disability Authority eLearning video on disability equality

Launched new Waste Segregation signage for all bins

Presented the Bank's Accessibility by Design story at two Student D&I events

SEAI Monitoring and Reporting portal updated with 2023 information

Supported close out of BREEAM actions for Mayor Street

Ongoing engagement with energy and green teams to deliver on 2024 objectives

Supported Governing Council Retreat 2024 emission factors information

CSO Business Energy Survey completed (Mandatory)

ENCB Task Force on Carbon Footprint- Stocktaking Exercise

## Sustainability

Created additional operational content for “Climate 101” training slides in conjunction with CCU

SEAI Monitoring and Reporting Training – Building Stock Plan

SEAI Energy Management and Critical Success Factors (CSF) for 2030

AIE request

**Figure 3** | Introduced new waste segregation signage (May 2024)



## Sustainability Taskforce

Ongoing engagement and workshops with Learning and Development team for Climate and Sustainability training

Submitted the new SEAI Monitoring and Reporting requirements for the Climate Action Mandate

Review of updates to Climate Action Plan for 2024

Ongoing engagement on green procurement training and initiatives

Ongoing engagement on business travel

Climate and Sustainability training development for all stakeholders and staff

## Inspections / exercises

Personal emergency evacuation plans

IMS Internal audit process review completed, schedule issued and program implementation organised with relevant stakeholders

## Inspections / exercises

Stakeholder engagement to close actions raised from the external (NSAI) Surveillance Audit

Internal Audit Division Audit Action Plan created and agreed with stakeholders in WSFM

Legislation - Evaluation of EH&S compliance against applicable 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

Bomb/Suspicious parcel exercise (CC Security Team)

Dockland Campus Cycle path and entrance inspection and enhancement report

# Appendix 6: Emergency Evacuation Performance

The table below shows the emergency evacuation performance in 2024:

**Table A6.1 | Emergency Evacuation Performance**

Building	Evacuation 1 (min)	Evacuation 2 (min)	Average (min)
North Wall Quay	5 *	23	14
Mayor Street	10	15	12.5
Currency Centre	11	5 #	8

\* low occupancy

# unplanned evacuation

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

# 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 2024.

## Improvement / Prohibition Notices

The Central Bank of Ireland has not been issued with any improvement or prohibition notices during 2024.

## Spills and Releases

There have been no reported significant spills during 2024.

No releases of refrigerant gas occurred at Currency Centre, however leaks totalling 15.3kg 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 inspection visits to Currency Centre or Dockland Campus by the Health and Safety Authority (HSA) during 2024.

## 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 2024.

## 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 2024.

## 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.

### **SEAI NEEAP Targets**

From the latest figures available, as at the end of 2024, the Central Bank of Ireland had recorded an energy reduction of 48% 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 zero requests in 2024.

### **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.

# Appendix 8: Communications

The table below details the key communications activities undertaken by the SHS team during 2024.

**Table A8.1 | Key communication activities**

Q1
Evacuation Events notices/engagement
Updated Plaza on Hybrid Working (removed COVID ref. and reflected new DSE review process)
Sustainability Taskforce communications
AIE request response completed
VDU Eye testing cascade (CC)
Cancer awareness cascade (CC)
EAP awareness cascade (CC)
Housekeeping (reducing accidents) cascade (CC)
Toolbox talks covering Safe Work at Height, Chemical and Electrical Safety (CC)
Corporate Safety Statement & Policy Commission Signed Off
Q2
Legislative evaluation overview of relevant sustainability legislation shared
2023 SHS Annual Report approved by PRC, ELC and Commission before published to website & Plaza
Sustainability Taskforce engagement on new objectives and updated 2024 Roadmap.
Evacuation Events notices/engagement including debrief minutes and action items from both unannounced emergency evacuation events published on Plaza (and CMD/WSFM/SEC teams)

Q3

Environmental Network of Central Banks - Task Force on Business Travel

Environmental Network of Central Banks – Carbon Footprint Review

Dublin Fire Brigade Pre-Fire Plan engagement (internal & external)

Site tour and meeting on Bank’s Accessibility approach scheduled with Bank’s Disability Inclusion Partner and representatives from a large retail Bank from EHS/FM/HR/IT

Q4

Ongoing engagement and workshop planned with Learning & Development for Climate and Sustainability training

Submitted the new SEAI Monitoring and Reporting requirements for the Climate Action Mandate

Toolbox talks on Near Miss reporting, Isocyanates and Machine Safety (CC)

Monthly cascades on driving safely in winter and on preventing slips, trips and falls (CC)

Dublin Fire Brigade Pre-Fire Plan engagement (internal & external)

ISO internal and external audit tenders evaluated and awarded

Figure 4 | Divisional Green Teams

**The Impact of Our Divisional Green Teams and Setting up your own Green Team**

### Green Team

Divisions are taking steps to reduce paper billing and use more e-receipting/e-billing.

The Currency Management Division have added EV charging points in Sandyford, reduced the number of deliveries to the site, re-located staff to other buildings to make energy savings, installed motion sensor lighting and they continue to roll out e-receipting to reduce the reliance of printing and postage. There are also 2 bee hives in the Currency Centre which are actively producing honey and staff have taken part in tree planting volunteering.

ENF have continued to support green initiatives and provided great support to IAD on how best to encourage staff to look at their ways of working to make small steps to be 'more green' onsite.

Look at opportunities to make a difference

Increase energy awareness among staff

Remove single use cups from the tea stations and a range of other initiatives

Help our messaging around reduce your use campaign

Positively influencing behaviours of others, Waste management, Water

Promote and attend Sustainability Awareness Day

Our WSFM energy team have delivered a number of presentations at divisional meetings during 2024. Further information from the WSFM Energy/Engineering team will be rolled out in 2025

IAD set up their green team during 2024 and they have developed a dedicated internal green newsletter, successfully organised a charity clothing drive, arranged presentations and talks from WSFM and INS and taken a number of steps to encourage staff to reduce waste and to consider recycling gifts/purchasing eco gifts

If you are interested in setting up a Green Team within your own division/directorate in 2025 or for further information on some of the initiatives mentioned, please contact [sustainability@centralbank.ie](mailto:sustainability@centralbank.ie)

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# Appendix 9: Training

The tables below detail the key training activities undertaken during 2024.

**Table A9.1 | Key SHS related training activities**

Training type	DC total	CC total
EHS Essentials (online)	1829	
DSE Onsite Assessment	1774	
DSE Home Assessment	1762	
New Starter Fire Safety Induction	120	0
Fire Safety Induction	0	0
First Aid Responder	0	7
First Aid Refresher	0	8
Fire Marshal	16	0
Fire Marshal (floor clearing)	0	0
Cardiac first responding	0	3
Evacuation chair testing	17	0
New starter EHS induction	0	0
Project implementation specific inductions	0	20
Annual total	153	18

**Table A9.2 | Key operational training activities**

Training type	DC total	CC total
Manual Handling	0	2
Chemical Spill	0	0
Fork Truck	0	0
Power Pallet Stacker	0	0
Power Pallet Stacker Refresher	0	5
IOSH Managing Safely	0	0
PAT testing	0	0
SafePass	0	1
Annual total	0	8

# Appendix 10: SHS Initiatives and Projects – planned 2025

The table below details the key initiatives and project activities planned to be undertaken by the SHS team during 2025.

**Table A10.1 | Key planned initiatives and projects**

Safety and Health
Continue to provide technical support for the online DSE risk assessment process and monitor compliance
Complete and publish tender for DSE external support services from January 2025 – 2028. This tender is for the provision of the on-going online training and risk assessment modules
Continue to support WSFM with DC fire management risk assessment output (including EV charging facilities and fire risk)
IBEC Keep Well Mark – EHS self-assessment submission
Corporate and Ancillary Safety Statement and IMS Policy 2024 review in advance of submission to the Commission for review and sign off
Managers Review baseline information gathering and preparation for relaunch in 2025
Risk assessment review across all Bank sites
Legacy data transfer of historical Currency Management Division EHS information to new document management system to ensure future data protection
Sustainability
Continue to focus on Network for Greening the Financial System under the subgroup Greening Internal Operations
SEAI Monitoring and Reporting for 2024 data
SEAI Energy Management and Critical Success Factors (CSF) for 2030
Advance Leadership Climate training
Technical Climate training for key stakeholder teams

# Appendix 11: Wellbeing initiatives 2024

The table below details the key wellbeing initiatives completed during 2024.

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

Wellbeing
The HR Advisory & Wellbeing team launched a new Menopause in the Workplace guidance document to support our colleagues in their menopause journey and assist in normalising informed discussion on menopause in the workplace
The Wellbeing Working Group ran a large scale exercise challenge in October with over 70 participants in aid of Coolmine Therapeutic Centres
The Wellbeing Team and Wellbeing Working Group launched our new Wellbeing Strategy 2025 – 2027. The strategy sets out five new key pillars of focus
We increased our number of Mental Health Champions to 83 and completed refresher training with all of our existing champions
Following increased promotion of our Employee Assistance Programme, utilisation increased and 99.5% of those contacting the service fell into a low risk category meaning the service is acting as a successful early intervention mechanism
In Q4, the Bank was re-accredited with the KeepWell Mark following our 4th audit process, scoring Excellence in Leadership, Mental Health, Inclusion & Belonging, Occupational Health & Safety, Attendance Management, Talent Support & Development and Nutrition & Physical Activity and Achievement in Intoxicants. We have also retained our place in the Top 100 Companies for Wellbeing in Ireland

# Appendix 12: Accessibility and Inclusion initiatives 2024

The table below details the key accessibility and inclusion initiatives completed during 2024.

**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:**

Supported the production of the National Disability Authority's (NDA) latest eLearning module "The Introduction to Disability Equality" by hosting the filming of the course content onsite at the Dockland Campus and contributing to the section on "Organisational Commitment"

Hosted a large retail Bank visit to demonstrate best-practice Accessibility and Inclusion practices

Facilitated an international (ECB) "Dynamic Workspaces" workshop online, promoting effective universal and inclusive design successes

Launched internal guidance documents for employees and managers on disclosure and reasonable accommodations

Improved the request process, availability and awareness of Assistive Technology

Engaged with a Neurodiversity specialist organisation and offered Disability Awareness and Inclusion training, with a particular focus on leaders and managers

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