

# RESPONSIBLE BUSINESS REPORT 2022

ENERGIA GROUP  
[www.energiagroup.com](http://www.energiagroup.com)



**enÉrgia group**



**enÉrgia group**

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## Introduction from our Chief Executive Officer Ian Thom

Playing a leading role in Ireland's energy transition has taken on added importance in the last year. The Group's strategy enables us to navigate the increasing levels of uncertainty and guided by our purpose, we are continuing to make progress and to deliver on our objectives. Powered by our people, we are certain that the steps we are taking will help to address the climate crisis, have a positive impact on communities and provide our customers with solutions to enable them to play their part.

### Tackling the Climate Crisis

Our €3 billion Positive Energy investment programme is focussed on delivering new renewable electricity generation across the island of Ireland to accelerate the decarbonisation of the power system. This will support the achievement of the governments' 80% renewable electricity targets in Ireland and Northern Ireland; and facilitate the wider decarbonisation required by new legislation. To show our commitment to achieving this outcome, we set ourselves a new Paris aligned target to reduce by 50% the carbon intensity of the electricity we generate from a 2019/20 base year. This will involve increasing by a factor of three the amount of onshore renewable electricity we generate.

Further to improve the transparency and disclosure of our carbon emissions, we will also participate in the Carbon Disclosure Project (CDP) and we have committed to having our science-based target verified by the Science Based Target Initiative (SBTi).

We also continue to make the investments required to achieve these objectives and in the past year have acquired two new windfarm projects; Drumlin[s] Windfarm (49 MW) in Co. Monaghan and Ballylongford Windfarm (25 MW) in Co. Kerry. Overall, we have 267 MW in our onshore wind development pipeline and 313 MW of in-development solar projects.

Our two offshore wind projects – North Celtic Sea (600-800 MW), Co. Waterford and South Irish Sea (600-800 MW), Co. Wexford – are engaging in ongoing public consultation and will complete geotechnical and geophysical surveys this year.

The steps we have taken to progress these offshore projects place them among a small group of projects that can deliver by 2030 and facilitate the achievement of Ireland's 5,000 MW offshore wind target.

The acceleration of the energy transition on the island does face challenges. There are significant deficits in planning, electrical grid infrastructure and areas of policy (e.g. Phase 2 offshore designation) that have a material impact on projects. We will continue to advocate for the changes required to enable the achievement of the respective governments' climate action ambitions for 2030 and onwards to Net Zero.

### Powering the Transition

With renewable electricity to provide 80% of demand in 2030, we support the decarbonisation of other sectors (e.g. heat and transport) through electrification. This new demand, coupled with expected economic growth, will place a greater reliance on the power system. Our gas-fired generators (747 MW) at the Huntstown campus provide critical security of supply to the greater Dublin area, as well as back up to, and thereby facilitating, the growing portfolio of renewables on the island. We expect the Huntstown units to be critical to security of supply for the remainder of the decade and while this has obvious implications for our 2030 carbon intensity target, we need to continue to meet the electricity demands of homes and businesses across the island.

Our future power system will also require new technologies to complement the changes in electricity generation and support system operation.

One example of this is the 50 MW battery storage project we are commissioning at Castlereagh close to Belfast. We are also involved in a number of hydrogen projects and the interlinkage between what will be a largely decarbonised power system and wider energy systems.

### Sustainability at Energia Group

We are a modern European utility and sustainability is at the centre of what we do. This year we have identified five of the UN Sustainable Development Goals (SDGs) that align best with the Group's strategy, how we operate and our values. Importantly, we also heard from our stakeholders during the year and results of our Materiality Assessment underscore the important role we have not just in relation to climate action but also to our staff, our customers and to the communities within which we operate.

We are committed to providing affordable, reliable and clean energy to homes and businesses across the island. Our Customer Solutions business continues to offer customers market leading products and a suite of energy services, as well as providing support to those affected by the increases in global energy prices. We are also investing significantly in digital structures and solutions that will enable us better to assist our customers in their decarbonisation journey.

The health and safety of our staff is a priority across the Group and I am proud that we have again recorded zero Loss Time Incidents (LTI) for employees in the year. We were also a signatory to Business in the Community's new Elevate Pledge to build a more inclusive workplace,

have created a Women's Network; and developed new women's health policies to promote these objectives.

It is gratifying that our Windfarm Community Benefit Funds now provide over €660,000 annually to community groups across the island. Our award-winning fund at Meenadreen, Co. Donegal (Overall Winner, Wind Industry Awards) demonstrates how we are living our values and meeting the needs of communities through ongoing consultation. Through charitable donations, volunteering and other community-focussed initiatives, I am very proud of the positive impact we're making across the country.

Sustainability is at the core of our business and our new carbon target to 2030 demonstrates our commitment to climate action and facilitating the achievement of governmental targets in Ireland and Northern Ireland. We have an excellent track record in the delivery of energy projects, serving customers and positively engaging with communities; and we are approaching the energy transition with the same enthusiasm and commitment. Through the work and dedication of all at Energia Group, our strategy and approach will make a positive contribution to life on this island.



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# Overview

OVERVIEW

CLIMATE ACTION

CUSTOMERS

OUR PEOPLE

COMMUNITY

GOVERNANCE





# Group Overview

Energia Group is a modern and innovative energy company focused on playing a significant part in the achievement of the energy transition on the island of Ireland through the Group's renewables, flexible generation and customer solutions businesses. We are committed to acting responsibly in relation to our employees, our customers and communities and we are proud to be one of only 45 companies in Ireland to have been awarded the Business Working Responsibly Mark by Business in the Community.

As a leading energy provider and infrastructure investor Energia Group currently supplies approximately 20% of the island of Ireland's total electricity requirements and is responsible for approximately 25% of wind power capacity installed on the island. The Group supplies over 800,000 homes and businesses across the island of Ireland with electricity and gas, through its retail brands Energia and Power NI. The Group continues to make progress on its €3 billion Positive Energy investment programme, focused on renewable energy projects. Ongoing projects include onshore and offshore wind, solar, battery storage and green hydrogen. It is anticipated that The Group's programme will add approximately 1.5 GW of additional renewable capacity to the system by 2030 to facilitate the achievement of Government targets and maintain momentum towards the overall objective of Net Zero.

We also operates two efficient gas-fired power stations in north County Dublin with a combined capacity of almost 750 MW critical to ensuring security of supply and will, for the foreseeable

future, play an important role in providing necessary back-up to a growing amount of renewable generation. The Group has won a wide range of awards for programmes encompassing sustainability, innovation in energy supply, customer service, sponsorship and community engagement.

At Energia Group we consider our Environmental, Social and Governance commitment a vital component of how we do business now and how we will do business into the future. We are committed to integrating ESG across our business and this year marks our second Responsible Business Report.

This year our report focuses on how some of our responsible business activities contribute to the UN Sustainable Development Goals (SDGs). We believe that by aligning our activities to the broader global efforts to deliver the SDGs we are demonstrating our commitment to the communities in which we operate and serve, our employees and to climate action. We are also participating in CDP Global disclosure process for the first time and are committed to pursuing science based target verification for our target to reduce the carbon intensity of our electricity generation by 50% by 2030 when compared to 2019/20 levels.

As we continue our ESG journey we are evolving in terms of our disclosures and reporting frameworks. We will continue to expand our reporting over the coming years as we further integrate ESG across the business.

## About Energia Group



We operate 14 onshore windfarms with a total capacity of 309 MW



We are developing a further 590 MW of onshore wind and solar energy



We are progressing with the development of 2 offshore windfarms



We operate 2 efficient gas-fired power stations that are critical to security of supply



We supply 20% of electricity demand on the island of Ireland to over 820,000 homes and businesses



We have 993 employees 45% female and 55% male



We have invested over €3 million in local communities through our wind farm Community Benefit Funds in the last 6 years

### Key accreditations



ISO 45001:2018 Occupational Health & Safety  
 ISO 14001:2015 Environmental Management  
 ISO 55001:2014 Asset Management



## Responsible Business Highlights in FY22



Set a target to reduce the carbon intensity of our electricity generation by 50% by 2030



Announced plans to increase by a factor of 3 the volume of renewable electricity generated onshore by the Group by 2030



We are aligning our business activities to the UN Sustainable Development Goals



Almost 10,000 tonnes CO<sub>2</sub> avoided through energy efficiency measures



Continue to offer 100% renewable electricity tariffs for homes and businesses



6 Electric Vehicle charging infrastructure partnerships



Launched our Women in Energy Network



Rolled out our Women's Health policies



Founding signatory to Business in the Community Elevate Pledge



Developed Sustainability @ Energia Group module on UN SDGs



Zero employee Loss Time Incidents



€660,000 being invested annually in our windfarm community benefit funds



Extensive engagement with communities in relation to new onshore and offshore projects



€64,000 Christmas donation to charities – foodbanks and Black Santa appeal



360 volunteering hours



Sponsorship of environmental, cultural and sporting initiatives



## Our Purpose

Energia Group is committed to playing a leading role in the decarbonisation of the energy system across the island of Ireland. We are committed to providing affordable, reliable and clean energy to homes and businesses. We have an ambitious €3 billion positive energy investment plan and we are building innovative wind and solar renewable energy projects whilst also providing critical generation to ensure energy security and to support the energy transition. We are developing battery storage solutions and hydrogen fuel solutions. We are committed to making a positive impact in the communities in which we operate and serve. Our people are core to our success.

## We are Taking Action

### Decarbonising the energy system

- We are committed to reducing the carbon intensity of our electricity generation by 50% by 2030 compared to 2019/20 levels
- We will participate in a number of global initiatives on carbon disclosure and verification



### Building Renewable Energy Infrastructure

- Increase the volume of onshore renewable electricity the Group generates by a factor of three by 2030
- We are continuing to deliver our €3 billion Positive Energy investment programme through the development of new onshore wind and solar farms and developing 2 significant offshore wind farms



### Empowering our Customers

- We are passionate about supporting both our residential and business customers' energy transition journey through the provision of a range of innovative energy efficiency products and services and by delivering education and awareness campaigns for a just energy transition



### Empowering our People

- Our people are our most valued asset and are the power behind our business and the driving force to deliver on our strategic objectives. We are proud of our inclusive, diverse and collaborative culture that is underpinned by our core business values. We remain committed to providing a safe, healthy and inclusive working environment for our employees encouraging their professional and personal growth



### Supporting the communities in which we operate and serve

- We are committed to the local communities in which we operate and whom we serve and have a long-standing record of working in collaboration with community groups to enhance local areas and to benefit local people. In the last 6 years, we have invested more than €3 million in communities through our community benefit funds



## Underpinned by our Values

### Trustworthy

We're trusted to bring our best selves to work, treat our customers with care and empower people and communities.

### Dynamic

We're creative and capable, countering everyday problems and committing our resources to developing the solutions that deliver the best service for all.

### Resourceful

We're adaptable and agile, always developing new ideas to improve our customers' lives, achieve our business goals and lead on climate action.

### Community Focused

We're at the heart of communities, investing in green energy infrastructure and jobs, looking after people in need and empowering clubs and teams across Ireland.



**WEI Irish Wind Industry Awards 2021**

**Young Person of the Year**

Cian Brogan – Energia Renewable Generation

**Overall Winner**

Energia Renewables - Meenadreen Extension Community Benefit Fund

**Community Award**

Energia Renewables - Meenadreen Extension Community Benefit Fund

**European Sponsorship Award**

**Best use of PR**

Energia Get Ireland Growing campaign

**Purpose Led Campaign (Highly Commended)**

Seachtain na Gaeilge

**CNNI Awards 2021**

**Apprentice/Newcomer of the Year**

Maria Fyfe Business Improvement Team

**Corporate Social Responsibility**

Special Recognition Award

**Business Transformation Strategy**

CRM Centralised Complaints Team

**UK Complaint Handling Awards 2021**

**Vulnerable Situations**

Gold

**Most Improved Complaint Handling**

Bronze

**Complaint Handling Team of the Year**

Silver





## Environmental, Social and Governance at Energia Group

At Energia Group we consider our Environmental, Social and Governance (ESG) commitment a vital component of how we currently do business now and how we will do business into the future. We are committed to integrating ESG across our business and this year marks our second Responsible Business Report.

This year our report focuses on how some of our responsible business activities contribute to the UN Sustainable Development Goals (SDGs). We believe that by aligning our activities to the broader global efforts to deliver the SDGs we are demonstrating our commitment to the communities in which we operate and serve.

This is also an important year for the Group as, for the first time, we are setting a science-based target for to reduce the carbon intensity of our electricity generation by 50% by 2030, when compared to 2019/20 levels. The achievement of this medium-term target will facilitate the wider decarbonisation of energy across the island and place the Group on a pathway to achieve Net Zero by 2040.

As we continue our ESG journey we are evolving in terms of our disclosures and reporting frameworks. In this report we set out a number of next steps that Group will undertake as we further integrate ESG into the business.

## Aligning to the UN Sustainable Development Goals (SDGs)

Environmental, Social and Governance (ESG) matters are important to Energia Group as a business, to our employees, to the communities we serve and to our investors as well as a broad range of stakeholders. Whilst we are at the early stages of our ESG journey we consider our ESG commitment a vital component of how we do business now and how we will do business into the future. We are committed to embedding ESG considerations across our business and into our decision-making processes.

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared roadmap for governments, businesses and society to work together to address a multitude of global challenges including the climate crisis for people and the planet, now and into the future.

There are 17 UN SDGs and whilst Energia Group contributes to many of the SDGs, we have identified 5 which we believe our purpose aligns closest to;

- SDG 13 Climate Action;
- SDG 7 Affordable & Clean Energy;
- SDG 8 Decent Work & Economic Growth;
- SDG 9 Industry, Innovation & Infrastructure;
- SDG 11 Sustainable Cities & Communities.

We believe that by aligning our activities to the broader global efforts to deliver the SDGs we are demonstrating our commitment to the communities in which we operate and serve, our employees and to climate action change.





# The UN SDGs & Energia Group



## 13 CLIMATE ACTION

**Take urgent action to combat climate change and its impacts**

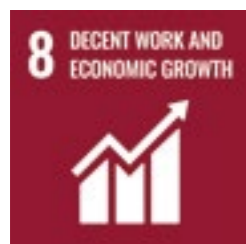
- Committing to reducing the carbon intensity of electricity generation by 50% by 2030 supported by the Group's strategy.
- Identifying and evaluating climate risks and opportunities linked to our business including taking steps to measure, reduce and report our climate exposure and progress on actions to confront climate change on an annual basis.
- Supporting high level partnerships and industry bodies advocating for responsible public policies on climate, including carbon pricing and trading schemes.
- Supporting carbon trading schemes and purchasing carbon credits to offset emissions.
- Education and awareness through supporting schools' climate action programmes.



## 7 AFFORDABLE AND CLEAN ENERGY

**Ensure access to affordable, reliable, sustainable, and modern energy for all**

- Increasing the availability of renewable energy through the expansion of our renewable energy portfolio through the development of innovative offshore wind, onshore wind, solar energy and battery storage solutions.
- Consumer education on how to conserve energy and benefits of safe, renewable and cost-effective energy solutions.
- Sharing our energy sector expertise with other stakeholders fostering a collaborative approach to climate action.
- Supporting prosumer activity through microgeneration and other services.



## 8 DECENT WORK AND ECONOMIC GROWTH

**Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all**

- Energia Group directly employs almost 1,000 people across the island of Ireland.
- Promoting high standards of health and safety, encouraging employees to take personal and collective responsibility for creating a safe working environment and investing in training, equipment, technology and H&S awareness across the Group.
- Implementing hiring and training programmes that will support greater diversity in the workplace.
- Establish a Women's Network with new supports and policies.



## 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

**Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation**

- Increase by a factor of three the amount of onshore renewable electricity generated by the Group by 2030.
- Incorporating sustainability and resilience features into our capital projects and incorporating community benefit for surrounding communities.
- Implementing local procurement and employment initiatives.
- Building on current EV Home Charging Infrastructure Partnerships to help simplify the transition to electric vehicles for consumers and to continue to support publicly accessible EV charging.



## 11 SUSTAINABLE CITIES AND COMMUNITIES

**Make cities and human settlements inclusive, safe, resilient, and sustainable**

- Supporting the power grid in Ireland ensuring continuity of supply and facilitation of the further build out of renewables through the efficient operation of the Huntstown power plants.
- Proactively engaging with communities from the outset of a project/site development to identify and mitigate impacts on sites.
- Developing products which improve the efficiency of homes and offices and their ability to track and control their energy usage over time.
- Support cultural and natural heritage projects and community groups.



# Stakeholder Mapping & Materiality Assessment

As the development and implementation of our ESG Strategy continues we understand how important our stakeholder views are. As a Group, we engage with a broad range of internal and external stakeholders including; our employees, commercial and residential customers, communities, regulators, industry groups, investors, non-governmental organisations, academia; rating agencies and other organisations that affect, or could be affected by, our activities and services. This year we undertook a Group-wide stakeholder mapping exercise, including a number of workshops across the Group.

Another important element of our strategy is to understand the issues that are perceived to be most important or material to our stakeholders. In 2022 we also conducted our first Materiality Assessment for ESG related matters. With specific reference to our sector, we identified a long-list of potential issues, refined this list to focus on the Group's most significant potential impacts and sought the views of our internal and external stakeholders.

The results of this assessment have informed our overall ESG approach and are summarised in the Group's Materiality Matrix.

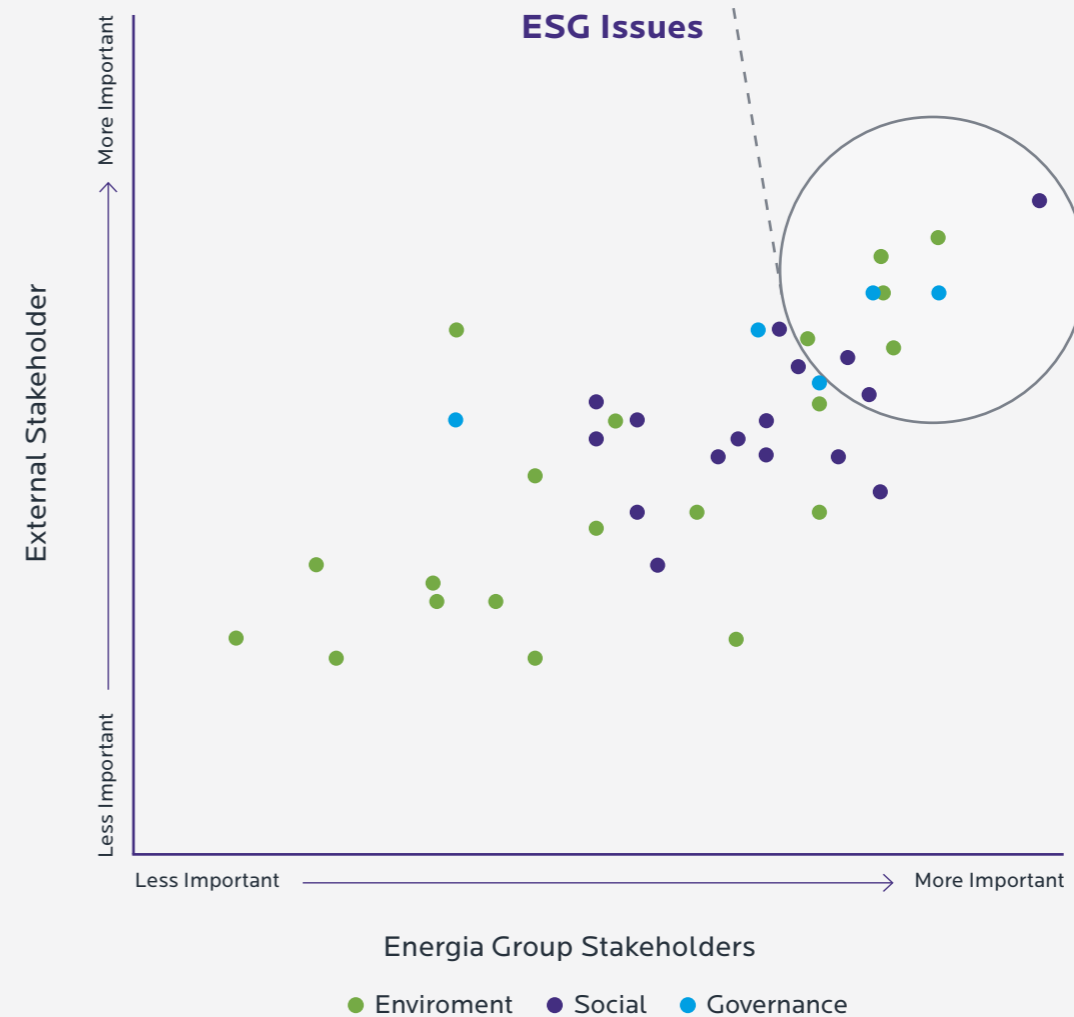
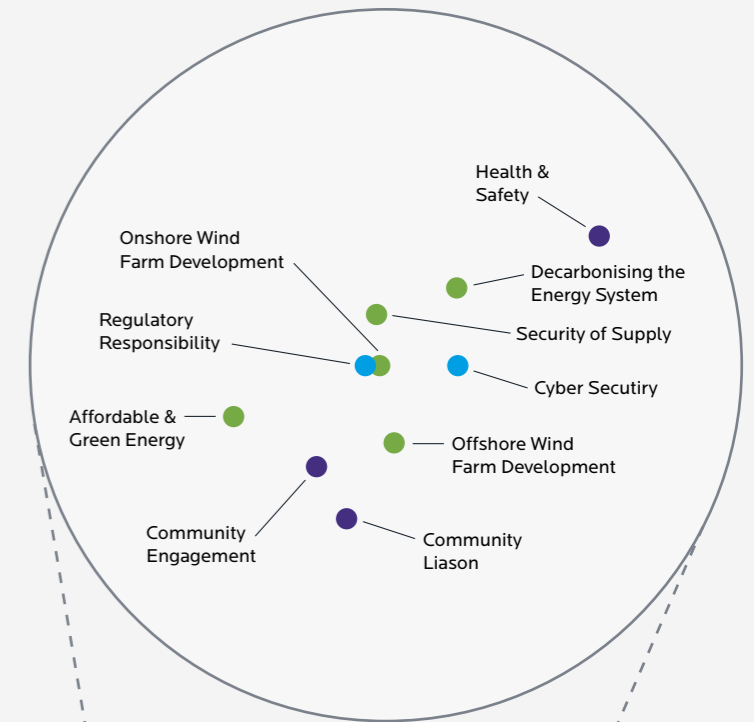
In line with our overall ESG approach, we will continue to refine our stakeholder and materiality approach in 2023 and our materiality matrix will be revised based on our continued engagement with key stakeholders and consideration of emerging challenges with a consistent focus on delivering our ESG Strategy

## Materiality Matrix 2022

Overall the results indicate that our stakeholders view a range of Environmental, Social and Governance factors as being important to Energia Group. Half of the issues identified as most important are specific environmental factors. Some of the other issues identified are relevant to our decarbonisation activities (e.g. community engagement) and there is also an important focus on health and safety and governance.

## ESG Top 10 Issues

- Health and Safety
- Decarbonising the Energy System
- Security of Supply
- Regulatory Responsibility
- Onshore Wind Farm Development
- Cyber Security
- Affordable & Green Energy
- Offshore Wind Farm Development
- Community Engagement
- Community Liaison





## Climate Risks & Opportunities

Climate change impacts our business in terms of both risks and opportunities. These risks and opportunities have the potential to affect all aspects of our operations, the products and services we provide and our wider business strategy over both the short and long term.

We held a workshop to consider climate risks and opportunities relevant to our business utilising the Task Force on Climate-related Financial Disclosures (TCFD) framework. This was our first step in formalising our approach to Climate risk and opportunity, an approach that we will continue to develop in the year ahead.

### Energia Group's ESG Governance

The Group's ESG commitment is a vital component of how it does business now and into the future. To reflect this, we have established a new ESG Governance structure in the Group. A description of this structure contained in the Governance section of this report.

### Next Steps

In FY23 the Group will participate in the Carbon Disclosure Project (CDP), a global environmental disclosure system and progress the disclosure of our climate related risks and opportunities in line with TCFD recommendations.

We will continue to monitor and where necessary implement relevant legislative changes to aid the standardised disclosure and reporting of key ESG metrics.

In relation to the Group's climate-related targets and disclosures, the data for our carbon intensity target is already externally verified but we will look to expand this approach to cover other data and further consider our approach to Scope 3 reporting.

We will continue to advocate for the changes required to accelerate the decarbonisation of energy across the island. Significant issues with the availability of grid, planning and the resourcing required to implemented the respective climate and energy policies all require urgent action if the targets are to be achieved.





# Industry Partners & Research





## Partners / Sponsors



## Memberships





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# Powering Climate Action







## Powering Climate Action

The energy transition is central to the achievement of climate action goals. This requires a more efficient use of energy, far greater levels of renewable electricity and the widespread adoption of electrification for other energy requirements (e.g. heating and transport). At Energia Group, these requirements are central to our strategy and are embodied in our €3bn Positive Energy investment programme.



Our alignment to the UN SDGs, specifically SDG 13: Climate Action, has resulted in Energia Group setting a science-based carbon intensity reduction target for electricity generation (Target 13.2).

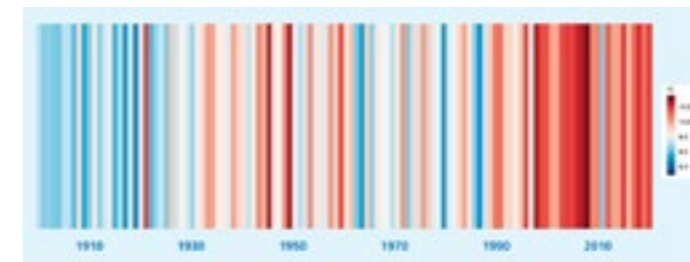
Through our ongoing advocacy work, as well as our community and industry engagements, we seek to raise the awareness of climate change and the urgency with which the energy transition must progress (Target 13.3).

The Group's activities in powering climate action also go beyond SDG 13. In SDG 7: Affordable and Clean Energy and SDG 9: Industry, Innovation and Infrastructure, the Group is taking important steps in furtherance of these targets too. Our planned investments in renewable electricity will facilitate the achievement of ambitious targets across the island (Target 7.2) and through these substantial infrastructure investments, will enable industries to accelerate their electrification and decarbonisation (Target 9.4).

In this section we provide details of our Group emissions, information on new renewable project developments and summarise some of the challenges we are engaging with key stakeholders to overcome to try to accelerate climate action.

## Policy Developments in FY22

We are living in a climate crisis and climate change is an urgent global issue that requires unprecedented action to ensure a sustainable future for the planet. The global nature of this issues received a lot of focus in FY22 with the United Nations Climate Change Conference (COP26) taking place in Glasgow in November 2021. For the first time, the conference received widespread, mainstream media coverage and while the outcomes of COP26 are outside the scope of this report, the central message was the need for urgent action to limit the rise in global average temperature to well below 2°C and to pursue efforts to limit warming to 1.5°C.



Source: EPA

This message is just as true at the local level as it is on the global stage. The challenges are evident from recent research undertaken by both Ireland's Environmental Protection Agency (EPA) and the UK's Climate Change Committee (CCC). Both reports cite the scale of the transformation for both Ireland and Northern Ireland to achieve Net Zero.

## Overview of Policy Developments in FY22

In FY22 the respective Governments in Ireland and Northern Ireland introduced new legislation and policies to address the need for a more significant and urgent response to the climate crisis.



In March 2022, the Northern Ireland Assembly passed the Climate Change Bill and went beyond the recommendations of the UK Climate Change Committee's (CCC) 6th Carbon Budget Report by setting a Net Zero target for Northern Ireland by 2050. Consistent with this new legislation, the Northern Ireland Executive published a new energy strategy – The Path to Net Zero Energy – in December 2021. The strategy sets out a requirement for a 56% reduction in energy-related emissions by 2030, relative to 1990.





As recognised in the strategy, this is an ambitious target, particularly if you consider in the period since 1990 Northern Ireland’s energy-related emissions have fallen by just 25%.

Northern Ireland’s new energy strategy is built around two key deliverables in 2030:

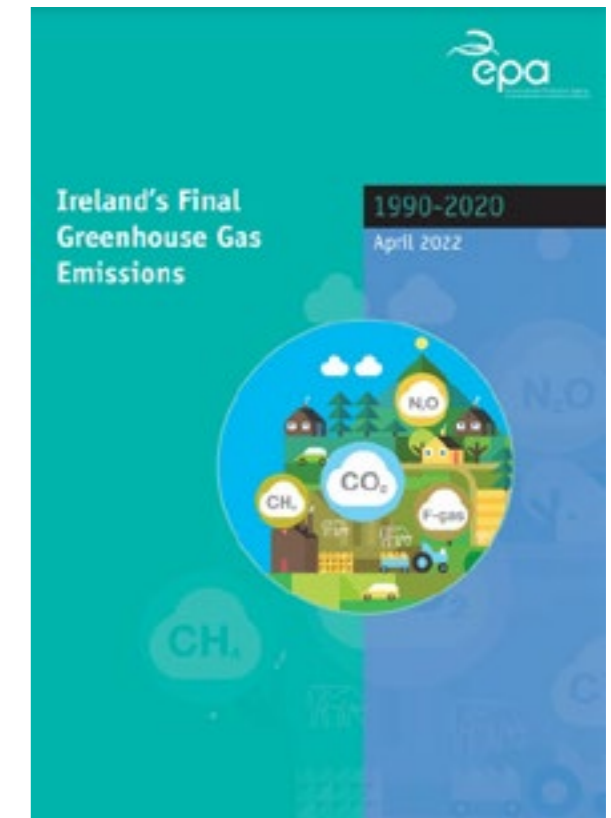
1. At least 70% renewable electricity; this was increased to 80% by the Northern Ireland Assembly in March 2022
2. At least 25% energy savings from energy efficiency measures.

The document also sets out a number of review points to 2030, with the ultimate destination of Net Zero in 2050

In Ireland, the Climate Action and Low Carbon Development (Amendment) Act 2021 was signed into law in July 2021. This legislation sets Ireland on an ambitious and legally binding path to Net Zero no later than 2050 and contains a number of noteworthy provisions, including:

- A process of setting binding and ambitious emissions-reductions targets in law
- A strengthened role for the Climate Change Advisory Council, enabling it to propose carbon budgets to the Minister which match our ambition and international obligations
- A requirement on the government to adopt carbon budgets that are consistent with the Paris agreement and other international obligations
- A total reduction of 51% in emissions over the period to 2030, relative to a baseline of 2018, to be provided for in the first two five-year carbon budgets proposed by the Climate Change Advisory Council (CCAC)
- The Government to determine, following consultation, how to apply the carbon budget across the relevant sectors, and what each sector will contribute in a given five-year period
- Actions for each sector will be detailed in the Climate Action Plan which must be updated annually

A recent EPA report – Ireland’s Final Greenhouse Gas Emissions Report 1990-2020 – highlights this issue and furthermore, reframes the challenge in achieving this target in the context of the recent COVID-19 pandemic and the impact it had on greenhouse gas emissions in Ireland:



*That big emissions reductions did not occur in 2020 despite intense societal disruption highlights both the scale of the climate change challenge and the fact that transformational change will be needed for the targets to be met. While measures which restrict activity may be part of the solution, far more important for 2030 targets and beyond will be those measures, in all sectors, that decouple economic growth from emissions growth.*



In line with the requirements of the new legislation, the CCAC has proposed 4.8% reduction in emissions annually during the period of the first carbon budget (2021-2025) and for the annual reduction to increase to 8.3% in the second carbon budget (2026-2030), in order for Ireland to be in compliance with the legally binding 51% reduction target set out in the 2021 Act.

As envisaged in the Climate Action and Low Carbon Development (Amendment) Act 2021 and as required to meet these more ambitious targets, the Irish Government published an updated Climate Action Plan in November 2021.



As with the previous Plan, the Climate Action Plan 2021 outlines a broad range of targets across all sectors of the economy. To achieve the overall 2030 emissions reduction target, emissions from electricity will have to reduce by between 62% and 81% (from 2018 levels) to a range of 2 million to 4 million tCO<sub>2</sub>e by 2030.

To achieve this, the Plan includes the following enabling targets:

1. 80% renewable electricity target, where achievable and cost effective, without compromising security of electricity supply. This will include:
  - i. Up to 8,000 MW of onshore wind capacity; i.e. c.3,500MW of new capacity
  - ii. At least 5,000 MW of new offshore wind capacity
  - iii. Between 1,500 MW and 2,500 MW of new solar capacity

This is anticipated to deliver between 6 million and 8 million tCO<sub>2</sub>e additional abatement

2. 2,000 MW of new flexible gas-fired power stations in support of a high variable renewable electricity system
3. Complete the phase-out of coal and peat-fired electricity generation
4. 3 new interconnectors to Northern Ireland (North-South), Great Britain (Greenlink) and the EU (Celtic), and explore further interconnection opportunities
5. Expand and reinforce the grid, through the addition of lines, substations and new technologies
6. 20%-30% of system demand to be flexible by 2030

The Plan also commits to carrying out work to identify a route to deliver 1 to 3 TWh of zero emissions gas (including green hydrogen) by 2030 with an anticipated additional abatement benefit of between 0.2 million and 0.4 million tCO<sub>2</sub>e.

FY22 was a landmark year for energy policy on the island. Legislation creating binding carbon targets and new energy policies to enable the achievement of those ambitious targets by 2030, are an appropriate response to the climate crisis. Given the scale of investment and change required across the island, the time remaining to 2030 is exceptionally short. The achievement of the respective government targets will largely be dependent on the execution of the respective government strategies and it is vital that the necessary resources are in place to aide this. Having identified the pathways to Net Zero, the real work must begin to ensure an urgent and appropriate response to the climate crisis.



### Our Climate Action Targets

At Energia Group we are committed to playing our part in powering the energy transition on the island of Ireland. We have set a medium-term target to reduce the carbon intensity of our electricity generation by 50%. This is a science-based target and will see the overall carbon intensity of our electricity generation fall from 332 gCO<sub>2</sub>/kWh in FY20 to 165 gCO<sub>2</sub>/kWh in 2030. The achievement of this target will ensure the Group is well-positioned to maintain progress towards a long-term Net Zero position and is a core aspect of our ESG strategy.

In setting this target we have been ambitious while also taking account of the security of supply and network constraint issues prevalent on the Irish system, particularly in Dublin. These issues have acted as a significant restriction on our stated ambition but reflect our current understanding of the likely system conditions and requirements in 2030.

This target is accompanied by our ambition to increase by a factor of 3 the amount of onshore renewable electricity we generate.

The Group's volume of renewable electricity will be further increased through the development of our offshore wind portfolio towards the end of the decade.



### Our Climate Data

The Group's Scope 1 emissions are the Green House Gas (GHG) emissions directly attributable to the activities of the Group. The vast majority of the Group's Scope 1 emissions are from gas-fired electricity generation at Huntstown. These units are operate within the EU Emissions Trading Scheme and the carbon emissions from the site are independently verified by a third-party.

The Group's Scope 2 emissions are calculated in accordance with the market-based approach in the GHG Protocol.

Approximately one-third of the Group's overall estimated emissions are attributable to the sale of gas to customers (Scope 3). Options to reduce this in the future will be dependent on the availability of alternatives for customers both in terms of technology (e.g. electrification) and substitutes (e.g. biomethane and hydrogen).

Scope	Activity	FY20	FY21	FY22
		tCO <sub>2</sub> e	tCO <sub>2</sub> e	tCO <sub>2</sub> e
Scope 1	Huntstown Electricity Generation	1,181,064	1,196,162	1,049,493
	Company Vehicles	79	75	69
Scope 2	Energy Use (electricity, heating oil and gas)	287	23	39
	<b>Total - Scope 1 + 2</b>	<b>1,181,429</b>	<b>1,196,260</b>	<b>1,049,601</b>
Scope 3	Water		22	7
	Gas Sales	567,106	553,477	540,440
	Business Travel (grey fleet and air travel)	156	23	44
	Waste to Landfill		0.3	0.1
	<b>Total</b>	<b>1,748,692</b>	<b>1,749,783</b>	<b>1,590,092</b>
<b>Key Climate Metrics</b>				
	Carbon Intensity of Generation gCO <sub>2</sub> /kWh	332	330	330
	Renewable Generation GWh	672	691	644



### Electricity Generation and Carbon Emissions

In FY22 Energia Group provided 5.4 TWh of electricity to the all-island Single Electricity Market, with over half of this coming from renewable sources.

Energia Group owns and operates two CCGT plants at the Huntstown campus in north Dublin. Huntstown 1, a 343 MW CCGT plant was commissioned in November 2002 and Huntstown 2, a 404 MW CCGT plant adjacent to Huntstown 1, was commissioned in October 2007. These units provide critical security of supply to homes and businesses in the Greater Dublin Area and are regularly required to run to satisfy operational constraints imposed by the Transmission System Operator (TSO) EirGrid for the safe and secure supply of electricity.

In FY22 Huntstown 2 suffered a significant outage and the unit was unavailable until October 2021.

For the duration of this outage, Huntstown 1 provided vital system security and constrained operation to the system.

In the year ended 31 March 2022, the two units at Huntstown exported 2.53 TWh of electricity to the grid, to supply the needs of homes and businesses. Approximately 23% of all electricity generation at Huntstown was to satisfy system constraints and to maintain security of supply in the Greater Dublin Area.

The total generation activity at Huntstown released c.1.05m tCO<sub>2</sub> into the atmosphere, 26.3% of which was related to the units' constrained operation.

The Group also has a long and prominent history of investing in renewables electricity projects and currently the Group owns and operates 14 onshore wind farms with a capacity of 309MW. This comprises of 136 MW in Ireland and 173 MW in Northern Ireland, as well as a strong development pipeline discussed elsewhere in this report.





### HUNTSTOWN 2 TRANSFORMER

In late-January 2021 an issue with the transformer at Huntstown 2 was identified by on-site monitoring equipment and following initial analysis, the transformer was immediately removed from service.

The electrical transformer is a vital piece of equipment for exporting power to the grid. The initial phase of work was on fault identification and the tests indicated a complex fault within the transformer. Work then progressed to disconnection and disassembly of the transformer for removal from the site. Options for repair and replacement were investigated and, following further analysis, a global procurement process commenced and a contract was signed for a new transformer.

In September a new 315 tonne 460 MVA transformer was shipped to Dublin Port and transported to Huntstown. Following testing and commissioning work, the unit returned to service on 23 October 2021, less than nine months after the identification of the fault.

Given the importance of Huntstown to the security of supply in Dublin, at every stage the Group looked to accelerate the unit's return to service.



In FY22, the Group's renewable assets generated 644 GWh of renewable electricity. An additional 8.6% (56 GWh) of the available generation from this portfolio was lost due to system constraints and curtailment. This is equivalent to the output from a 20 MW windfarm or the power required annually by over 13,000 homes and, represents a significant loss of renewable electricity across the system and inhibits progress towards further decarbonisation.

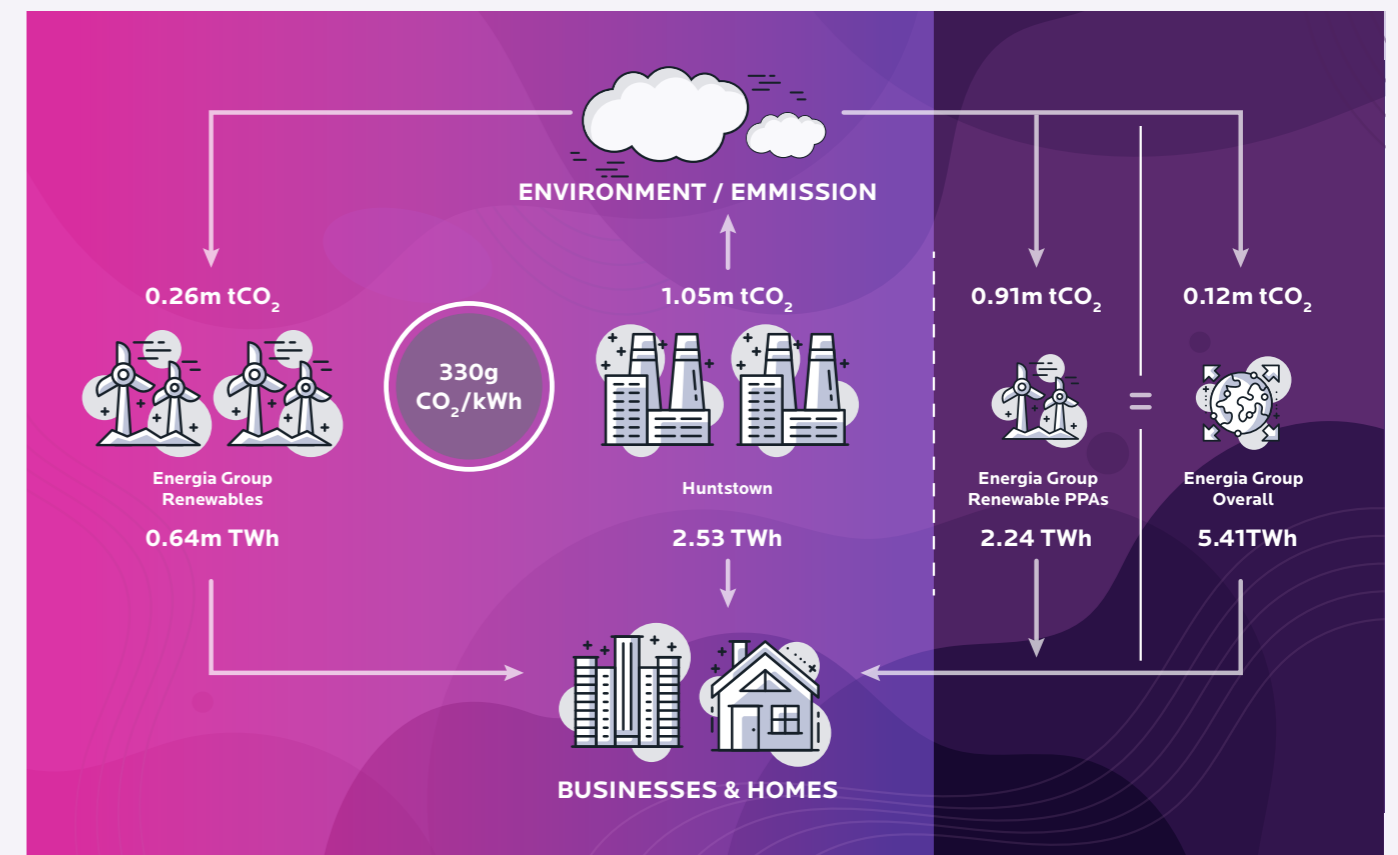
Overall in FY22 the Group's electricity generation assets generated 3.17 TWh of electricity, emitting 1.05m tCO<sub>2</sub> and resulting is a carbon intensity of electricity generation of 330g CO<sub>2</sub>/kWh.

As well as the onshore wind assets owned and operated by the Group, we also have a renewable PPA portfolio of 1,282 MW, primarily consisting of off-take contracts with third party owned wind farms. These contracts are a key enabler for renewable projects to access financial support (e.g. REFIT/RESS) and provides a clear route to market for their generation.

Overall, the Group was responsible for supplying 2.88 TWh of renewable electricity to the all-island market in FY22, avoiding 1.17m tCO<sub>2</sub>.



### ELECTRICITY GENERATION AND EMISSIONS PROFILE





**New developments in FY22**

The Group currently has 267 MW of new onshore wind projects in development and a further 313MW in new solar capacity. To support system operation, the Group is also developing 50MW of battery storage outside Belfast at Castlereagh.

Some of the key developments in FY22 include:

**1. Onshore Wind – Drumlins Windpark, Co. Monaghan**

Construction works have started on a 49 MW onshore windfarm in Drumlins, Co. Monaghan. The windfarm will consist of 8 wind turbines and when fully operational, will generate enough renewable electricity to meet the annual electricity needs of 34,000 households.



**2. Battery Storage – Castlereagh, Co. Down**

Large-scale battery storage on the all-island system will facilitate the further integration of renewable electricity on the grid to meet customers’ demands. At Castlereagh in Co. Down, work is ongoing at the Group’s first battery storage project. The 50MW project will comprise up to 18 battery containers, each containing rechargeable battery units. The associated works on site include a new electricity substation and transformer compound. The project is located near an existing NIE Networks substation and will utilise the local electrical infrastructure to connect to the grid.



**What are the benefits of battery storage**

- Facilitates the further integration of renewable energy onto the NIE network
- Reduces the potential for curtailment of renewable energy generation
- provides a secure and reliable electricity supply to end customers
- Offsets the requirement for costly network upgrades
- Results in reductions to wholesale electricity price for consumers

**3. Offshore Wind – North Celtic Sea & South Irish Sea**

**Energia Group has two offshore windfarms:**

1. North Celtic Sea Wind is a proposed 600-800 MW project off the Co. Waterford coast on the south coast of Ireland at a distance of between 10km (minimum) and 25 km from the shore, consisting of approximately 40-60 turbines.
2. South Irish Sea Wind is a proposed 600-800 MW project off the Co. Wexford and South Co. Wicklow coasts on the east coast of Ireland at a distance of between 10km (minimum) and 25 km from the shore, consisting of approximately 40-60 turbines.



*Proposed location of North Celtic Sea Offshore Wind farm*



*Proposed location of South Irish Sea Offshore Wind farm*





The Group commenced environmental survey and initial design work for both projects in 2019. In September 2021, Foreshore Licences for both projects were granted by the Department of Housing, Local Government and Heritage. The licences have enabled the Group to schedule geotechnical and geophysical survey of the proposed project sites and these surveys will take place between April and August 2022.



*Peter Baillie MD of Energia Renewables and Kieran Ivers CEO of Green Rebel*

Public consultation and engagement has been central to progress on both projects and in FY22 we completed the first of three planned public consultations on the respective projects to be conducted in 2022/23, prior to the commencement of any formal planning process. These consultation and associated reports are intended to provide up to date information on the projects and to engage with the project team.

Details of the first public consultation and report are in the Community section of this report. There were also significant legislative developments affecting the offshore sector in Ireland during FY22. The Maritime Area Planning Act 2021 (MAP Act)

has overhauled existing legislation to provide a “fit for purpose” regime applicable to offshore wind projects and intended to facilitate the achievement of Ireland’s 5 GW 2030 target. The MAP Act creates new consenting and planning processes, and a new regulatory regime, including a new regulatory body – the Maritime Area Regulatory Authority (MARA) – that will be responsible for issuing relevant licences and consents for offshore wind projects. It is anticipated that MARA will commence work in Q1 2023 and both projects will engage with the new body as early as possible to maintain progress on the projects and facilitating the achievement of the Irish Government’s 5 GW target.

**The Energy Transition and Security of Supply**

The all-island power system will increasingly rely on renewable electricity generation, primarily onshore and offshore wind and solar, supported by large, flexible gas-fired plants and other technologies (e.g. large-scale batteries) if we are to achieve our climate action ambition.

In the current system, security of supply remains critically important to both the power system and the wider economy but the challenge becomes a more dynamic one, the more the system seeks to rely on intermittent renewable technologies to meet customers’ demands. This, coupled with system constraints for both renewable and conventional generators, gives rise to a range of complex issues.

In this report last year we highlighted the important role gas-fired generation would play in facilitating the energy transition on the island, supported by independent research from University College Cork’s climate research centre MaREI. This position has since been underlined by the Irish Government’s Climate Action Plan 2021 and the stated requirement for

2 GW of new gas-fired generation to meet growing demand and to facilitate a wider and deeper energy transition in line with an 80% renewable electricity system and the wider climate targets that have been set for 2030 (51% reduction) and 2050 (Net Zero).

The operation of the Huntstown units, described earlier in this report, is a relevant example of the role and importance of gas-fired generation to the wider economy, particularly in highly constrained demand centres such as Dublin. In EirGrid’s recent Shaping Our Electricity Future report, the high risk of significant overloading of the network in Dublin was specifically addressed.

In FY22 approximately 23% of all generation at Huntstown was required by EirGrid to meet unanticipated shortfalls in generation elsewhere in the system and/or local system constraints.





On the wider issue of security of electricity supply, there are a number of recent announcements that are designed to mitigate the risks, including: the proposed introduction of temporary dispatchable generation, the Climate Action Plan call for 2 GW of new gas-fired generation, and a review of aspects of the Capacity Remuneration Mechanism (CRM) with a view to ensuring future auctions can deliver new capacity at the level required to meet anticipated demand. Nevertheless, the outlook for the system seems challenging and could have wider economic implications for growth and investment.

**EirGrid & System Alerts**

During the course of FY22 EirGrid announced a number of System Alerts, (previously known as “Amber Alerts”), warning of the potential for temporary electricity security of supply issues in the near future. An alert is issued when the buffer between electricity supply and demand is tighter than EirGrid would like, and the alert provides a signal for all generators of electricity to make their facility available for use and not to put their facility at any risk of tripping. System Alerts are the lowest level of alert issued by EirGrid, followed by System Emergency (previously a “Red Alert”).

For the required level of investment in renewable electricity to reach the targets in both Ireland and Northern Ireland, grid-related challenges are also a prevalent feature for existing and new renewable projects.

Already the Group sees significant volumes of renewable electricity from its windfarms lost to constraint and curtailment events annually. In FY22, this was 8.6% of all generation from the portfolio of Energia Group owned assets.

**What is Constraint and Curtailment?**

According to EirGrid, the Transmission System Operator (TSO), there are times when it is not possible to accommodate all renewable (wind) generation, while maintaining the safe, secure operation of the power system. Security-based limits have therefore been imposed on the system due to both local network and system-wide security concerns.

To mitigate these concerns, it is necessary for EirGrid to reduce the output of renewable generators below their maximum available level which these security limits are reached. This reduction is typically referred to as ‘dispatch-down’ of renewable generation and can occur due to constraint curtailment.

**Constraint** refers to the dispatch-down of wind generation for localised network reasons- e.g. insufficient capacity on the lines - and only wind generators in that area can contribute to alleviating the problem.

**Curtailment** refers to the dispatch-down of wind for system-wide reasons- e.g. the EirGrid limit on the percentage of wind that can supply customers at any point in time (currently trailing 75%) - and where the reduction of any or all wind generators can alleviate the problem.

The level of grid investment to date has failed to keep pace with the level of renewable investment that has taken place across the island resulting in c.5,585 MW of onshore wind. The stated ambition of the governments in Ireland and Northern Ireland is to connect a further c.12,000 MW of new renewable energy projects by 2030.

The level of grid investment required to facilitate this scale of ambition is very substantial, however without it many renewable projects will not be able to proceed and those that do will be significantly more expensive to cover the risk and uncertainty.

EirGrid’s Shaping Our Electricity Future report outlines some of the planned investment in the grid to 2030 that will be required to facilitate changes in demand and a move to a largely renewable power system. This report was prepared on the basis of the 2019 Climate Action Plan and a 70% renewable electricity target but stops well short of matching the Irish Government’s ambition for onshore wind by seeking to only facilitate an additional 1,300 MW as opposed to the c.4,000 MW outlined in the Plan.

A review of this report and of the planned investments required to facilitate Ireland’s decarbonisation needs to go a lot further. Even with the full implementation of the planned investments in Shaping Our Electricity Future, we continue to see grid as a significant barrier to new renewable investments on the island.

Investment in the electricity grid to facilitate wider and deeper electrification powered by renewable electricity is a no regrets approach to the long-term decarbonisation of this island.

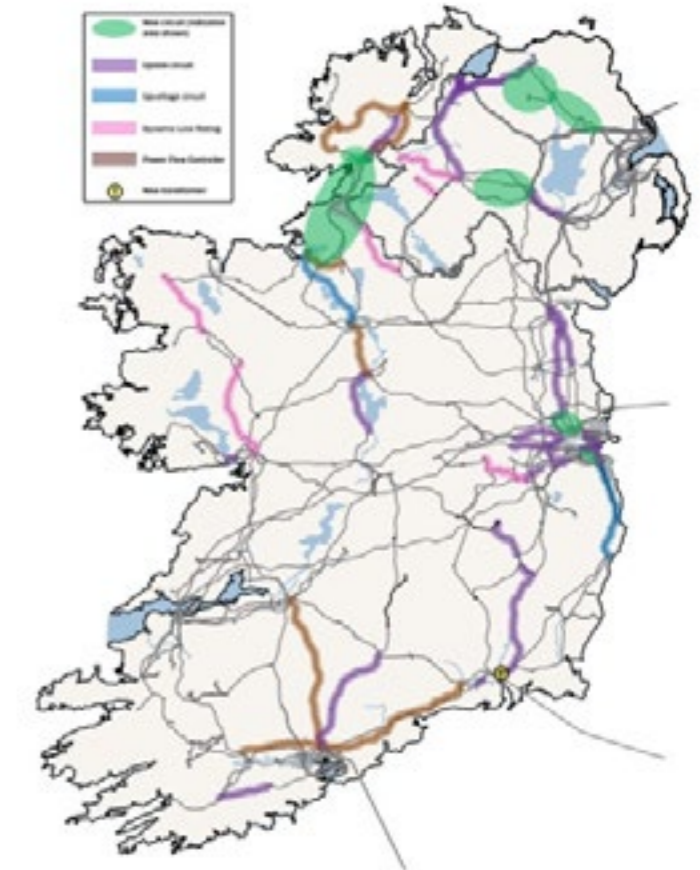


Figure 5: Map of Ireland and Northern Ireland detailing reinforcements



## COP 26

The COP26 summit in Glasgow (31 Oct - 12 Nov 2021) brought together a global audience of political leaders, civil society, companies and people on the frontline of climate change to accelerate action towards the goals of the Paris Agreement and the UN Framework Convention on Climate Change.

Representatives from Energia Group were invited to speak at two events over the course of the conference and attended Glasgow to share our views on our involvement with two important and innovative projects in Northern Ireland.

On the topic of decarbonising public transport in Northern Ireland, Energia Group's David Macartney highlighted the role of collaboration and early-stage funding to support ambitious energy solutions to create zero emission public transport in Northern Ireland. The Group's hydrogen refuelling station in Belfast is the first of its kind on the island.

Expanding on these themes, Energia Group's Gavin Hickey presented to delegates on the Northern Ireland Green Seas project, as part of the UK's Clean Maritime Demonstration Competition. Power NI is leading a consortium of businesses and academics undertaking a feasibility study into practical real-life scenarios out to 2030 and beyond of the energy requirements of different maritime locations in Northern Ireland and determine the appropriate pathways for achieving Net-Zero by 2050. These include battery energy storage to support the charging of electrified vessels and freight handling, green hydrogen production and bunkering, shore side electrical grid infrastructure required for cold ironing and freight handling and renewable energy supply.

 **CLICK TO WATCH VIDEO:**  
<https://youtu.be/3CIWbYA8kbc>

The main outputs of this assessment will be a fully costed plan for a large-scale demonstration of the solutions, including any barriers to adoption, and an investigation into the potential reduction of lifecycle emissions of the solutions.



**UN CLIMATE  
CHANGE  
CONFERENCE  
UK 2021**

IN PARTNERSHIP WITH ITALY



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# Empowering our customers on their energy transition journey



- OVERVIEW
- CLIMATE ACTION
- CUSTOMERS
- OUR PEOPLE
- COMMUNITY
- GOVERNANCE



## Empowering our customers on their energy transition journey

Energia Group is passionate about supporting both our residential and business customers' energy transition journey. We understand the critical role that our customers can play in the decarbonisation of the energy system and believe that empowering our customers through the delivery of innovative and effective solutions is key and consistent with our vision for the role of a modern utility. We are committed to helping all customers in their energy transition, from large corporates to the most vulnerable in our society.



In aligning our activities to the UN SDG's, we are supporting the objectives of SDG 7 Affordable and Clean Energy through the provision of a range of innovative energy efficiency products and services (Target 7.3), providing solutions to all of our customers (Target 7.1) and investing significantly in renewable electricity and electrification solutions (Target 7.2).

Energia Group activities also supports SDG 9: Industry Innovation and Infrastructure through our investments in renewable infrastructure and, providing services and assistance to make industry more energy and resource efficient (Target 9.4). Through ongoing communication and engagement with our customers, we also support SDG 13: Climate Action, in terms of information on climate change awareness, adaption and mitigation (Target 13.3).

In this section of the report we outline some of the key steps we're taking to support our customers in their energy transition journey.

We provide information on some of the innovative and effective solutions the Group's businesses provide for energy efficiency, energy services and assisting those most vulnerable in our society.



Energia is a modern customer-centric utility focusing on renewable technology. We are committed to our customers and trusted by thousands of homes and businesses throughout Ireland to meet their energy needs.



Power NI is Northern Ireland's largest electricity supplier, energising over half a million homes and businesses. We are driving positive change for people living here and for the future of our planet through sustainable, smart, affordable and customer centric products and services.

At 31 March 2022, Energia Group had 821,000 customer sites on the island of Ireland supplying 7.8TWh of electricity to homes and businesses



### Customer Experience

A focus on the customer is core to the Group's strategy and significant focus is placed on ensuring our customers have a positive experience when engaging with us. We are very proud of our Trustpilot ratings of "Excellent" for both Energia and Power NI in FY22.



During FY22, the Group received 5 complaints which were referred to the CRU and 1 complaint which were referred to the CCNI. The number of complaints continues to compare favourably with best practice in other markets.

### Customer Education and Awareness

Energia continues to invest in customer information programmes particularly aimed at energy efficiency for all industrial and commercial customers. These programmes include energy awareness days and energy efficiency information.

### Supporting our customers in their energy transition

Many of our customers are becoming increasingly focussed on climate action and the need to take steps to decarbonise their energy use. As well as investing in energy efficiency and other technologies, customers are increasingly looking at products that will assist them in minimising their Scope 2 emissions.

Energia supplies all customers with 100% renewable electricity and Power NI offers 100% renewable tariffs. This has enabled our customers to report a 2.5 million tCO<sub>2</sub> benefit in their Scope 2 emissions (market-based GHG Protocol).



**Energy Efficiency**

During the year, through the Energy Efficiency Obligation Scheme (EEOS) in Ireland, approved by the SEAI, Energia provided funding to non-residential projects with estimated annual energy savings of 29.7 GWh Delivered Electrical Energy. This represents an estimated annual saving of 7,234 t/CO<sub>2</sub> savings and annual customer benefits of over €2m.

Through the Residential EEOS in Ireland, approved by the SEAI, Energia provided almost €1 million in funding for energy efficiency projects implementing a total of 3,702 projects and 127 deep retrofits. This represents estimated annual savings of 1,540 tonnes of CO<sub>2</sub>. Included within the 3,702 projects was the support of 460 purchases of Electric Vehicles.

A number of new relationships were forged with County Councils, including a project with County Clare focusing on the deep retrofit of energy poverty households.

Energia continue to pursue new and innovative services aimed at increasing awareness and offering customers energy efficiency solutions. In addition to gas boiler servicing, Energia offers customers an electric vehicle charge point to enable their energy transition to net-zero carbon.

The Northern Ireland Sustainable Energy Programme (NISEP) is funded from money collected from all electricity customers through a Public Service Obligation (PSO), and the fund is used to provide funding for energy efficiency schemes. Power NI received funding to administer a number of commercial schemes in the last year, these included: LED Lighting; Intelligent Heating Controls, Variable Speed Technology and Voltage Optimisation.

**CLICK TO WATCH VIDEO:**  
<https://youtu.be/peFBFSVItP8>

A total of 230 businesses applied for funding of which, 43 availed of the grant schemes over the last financial year to the value of approximately €125,000, resulting in almost 50 GWh of lifetime savings and delivering lifetime savings of 11,030 tCO<sub>2</sub>e.

The Energia and Power NI websites provide a wide range of information and advice on energy efficiency and renewable energy.

**Residential Customers**

**Creating prosumers and supporting microgeneration**

In support of the Smart Metering programme in Ireland, where smart meters are being installed in all homes and small businesses, Energia has successfully deployed new “time of use” products to customers and work is ongoing to further develop opportunities offered by smart meters.

Energia Group continues to help customers as they transition to low carbon living through microgeneration and welcomed the Clean Export scheme announced by the Irish Government in December 2021. Microgeneration of electricity by customers through renewable technologies such as solar panels allows customers to export the surplus electricity produced to the grid and receive a payment for it.

Microgeneration of electricity from renewable technologies contributes to a greener Ireland by exporting surplus green electricity to the grid while also reducing electricity costs for the customer. Power NI currently facilitates 11,000 microgeneration customers in NI with a generation capacity of 66,511KW.

Energia offers solar and residential battery storage packages to customers which are complemented by a microgeneration tariff to enable customers to be paid for electricity exported to the grid.

**Supporting Ireland’s National Retrofitting Scheme**

Energia Group welcomed the Government’s National Retrofitting Scheme announcement made in February 2022. By 2030 a half a million homes will be retrofitted as part of the scheme with grants of up to €25,000 and in some cases more to assist with the cost of deep retrofits for householders.

Our Energia Cosy Homes Scheme is a One Stop Shop for deep retrofits and home energy upgrades. The scheme is the cornerstone of Energia’s home energy upgrade offerings, providing a simple solution for home energy upgrades all under one roof.

The Energia Cosy Homes Scheme streamlines the entire process of home retrofitting and energy upgrades.



**E-mobility**

**Collaboration is the driving force behind Electric Vehicle charging**

Energia Group have partnered with char.gy to deliver a convenient way for drivers to charge their electric vehicle. Towns and cities will require publicly available charging points in order to accommodate the anticipated increase in the uptake of electric vehicles in coming years as we transition to net zero. Integrating the charging points into existing street infrastructure such as lampposts is an efficient way of increasing the coverage of electric vehicle charging points in our towns and cities.

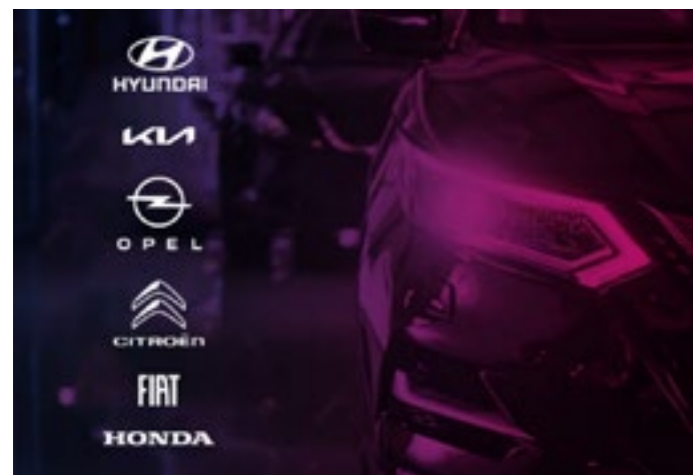


**EV charging in Waterford**  
 Energia Group, Waterford Chambers and char.gy have installed char.gy lamppost and bollard attached electric vehicle (EV) charging points at Waterford Airport Business Park. As Waterford Chambers’ sustainable energy partner, we are supporting the ‘Waterford Green Deal’ initiative which aims to make Waterford carbon neutral by 2040. Access to EV charging is a key enabler of sustainable transport solutions and we are very proud to be involved in this partnership. This installation marks a first for Energia Group, the Waterford Chamber of Commerce and char.gy and the collaboration will see further electric charging points to provide greater access and encourage EV uptake in Waterford.



**EV Charging Infrastructure Partnerships**

We have established Electric Vehicle charging infrastructure partnerships with 6 car brands to assist customers to transition to electric vehicles. Through these partnerships we are providing electric vehicle home charging infrastructure and renewable electricity residential tariffs for customers who purchase an electric vehicle. Power NI is also proud to have the first and only EV Tariff for residential customers in NI.



**Maritime Transport**

In maritime transport, we are also supporting the development of a zero-emissions hydrofoil ferry between Belfast and Bangor as part of the Belfast Maritime Consortium led by Artemis Technologies and Power NI is the lead partner in the Northern Ireland Green Seas project. This project, supported by the Department of Transport (UK) and Innovate UK, has the ultimate aim to power zero emission vessels with renewable electricity and will be informed by feasibility studies focussing on three areas in Northern Ireland – Belfast Harbour, Bangor Marina and Rathlin Island – to determine the best decarbonisation strategy for these three locations.

**Leaving no one behind**

Energia Group understands the importance of leaving no one behind in the energy transition. Power NI is working with Ulster University and the Northern Ireland Housing Executive (NIHE) on the SPIRE 2 – RULET (Rural-Led Energy Transition) initiative which aims to reduce or eliminate the risk of low-income households being left behind in the transition to clean, smart, and integrated energy systems. Our role in this collaboration is to trial new dynamic arrangements, which will allow NIHE tenants to take advantage of cheaper, greener wholesale electricity prices.

**Vulnerable customers**

Energia and Power NI offer a number of services to vulnerable customers that are promoted through their respective Codes of Practice and through various advice providers. We assist customers with special needs through these services and we actively maintain registers of customers special or priority needs.

The Group recognises the social dimension of debt prevention and management and both Energia and Power NI continue to offer a wide range of payment options and debt prevention measures.

Both companies have committed to never disconnect an engaged customer and through the Electricity Association of Ireland, the Group worked with other suppliers to develop the Energy Engage Code for the Irish market.



**THE ENERGY ENGAGE CODE** | EA IRELAND

In Northern Ireland, Power NI offers a ‘For Your Benefit’ (FYB) service for its customers which includes a benefit entitlement check, budgeting, signposting and energy advice for particularly vulnerable customers. During the year most FYB services transitioned to telephone contacts instead of in the home although a few home visits were carried out when Covid-19 restrictions allowed. 341 were completed over the phone and 2 were carried out at home. The customers who availed of the service all had been referred by Power NI’s frontline staff from the contact centres and the Payment & Accounts Resolution team.

The relationship with Advice NI in Northern Ireland has gone from strength to strength and the online referral system, formed as part of the ‘warm handover’ contract, has helped to support a number of customers who were struggling with budgeting and their personal finances.

In addition, staff from across Power NI and Energia received training in a number of specialist vulnerability areas including, how to communicate in Plain English, how to support customers in suicidal situations and how we can also work to become Dementia Friendly with 12 Dementia Friendly Champions rolling out training to their colleagues. These training sessions were delivered by experts from a range of charities and really helped to enhance the conversations with customers in vulnerable circumstances.



During the year Power NI successfully achieved BS18477 certification, a British Standard for Inclusive Service Provision. This was a significant achievement for Power NI and being the first utility in Northern Ireland to be certified gives reassurance to customers and confidence for staff that Power NI will do the right thing to be as inclusive as possible. Part of being inclusive includes the provision of the Reachdeck Accessibility toolbar on the Power NI website and it has been used regularly by customers during the year to translate the text into different languages, to read the website aloud and to assist those who are visually impaired to increase the size of the text or to mask the screen.

In early 2022, Power NI worked with a number of key local charities to develop videos for social media encouraging customers who may be struggling financially to make contact early, honestly and frequently as well as taking advantage of local support agencies. The videos were made available on Power NI’s social media channels as well as those from the partner charities.



## Business Customers

### Lighting Solutions Scheme

Our Lighting Solutions Scheme has continued to grow and has recently expanded into Northern Ireland, providing commercial customers across the island of Ireland with access to 'Lighting as a Service' (LaaS) product.

The scheme which enables customers to upgrade their lighting and repay the capital costs through their energy bills. 33 lighting solution upgrades were carried out as part of the scheme resulting in a consumption reduction of 1.9GWh and a saving of 706 tonnes of CO<sub>2</sub>. These lighting upgrades also saved customers almost €350,000 in operating costs per year (saving based on current supply contracted rates).

### Cash for Kilowatts

Energia offers energy efficiency grants through its Cash for Kilowatts scheme. This scheme offers businesses a grant of up to 20% for a range of energy efficiency projects for businesses.

Grants are available for energy efficient heating, ventilation and air conditioning technology, to carry out process machinery upgrades or to invest in heat recovery to reduce energy consumption. This grant is based on the annual kWh savings achieved from the energy efficiency upgrade.

In 2021 our target was 24.3GWh of savings and we achieved 28GWh exceeding our target by 15%.

It will enable businesses to maximise their sustainable activities in a cost effective and efficient manner and is aligned to our own ongoing digital transformation ambitions.



Cognition world has partnered with Energia to launch the Energia Connect360 analytics platform.

How does Energia's LED lighting upgrade process work?



### What Connect360 will do for your business

- Optimises Temperature**  
Monitoring air conditioning to ensure it only heats or cools when required and identify overheating or overcooling.
- Flatten Energy Spikes**  
Ensure machines only run when they're required in line with your business schedule and spikes in energy consumption are reduced.
- Smart Capex Insights**  
With all the energy data available you can establish meaningful baselines, and you will gain data-driven insights to inform Capex decisions.

### How Connect360 saves you money

- Reduced Energy Bills**  
Because your equipment is only running when it's required you'll eliminate energy waste which adds up to big annual savings.
- No Upfront Costs**  
Connect360's costs are spread out in your monthly energy bill making it an affordable option for your business.
- Reduced Maintenance Costs**  
Increase the lifespan of your assets and reduce their maintenance costs by ensuring equipment is running only when required.

### Connect360

We have partnered with Irish sustainability tech company Cognition World to launch Energia Connect360, a real-time data analytics portal to help business customers reduce consumption, eliminate waste and improve sustainability in a cost-effective manner. Customers can access reporting dashboards on the Connect360 portal that visualise and contextualise real-time performance as well as historical anomalies, generating cost-effective and operational intelligence.

The data captured helps to ensure machines are being used at times of optimum tariff and national grid efficiency; identify which machines and processes are operating unexpectedly; track the peaks and troughs of energy & utility consumption to manage asset behaviour; and optimise the environment by intelligently managing temperature, humidity and CO<sub>2</sub>. Connect 360 is very much reflective of the Group's focus on sustainability and the service we want to deliver for our customers and their communities.





International Women's Day

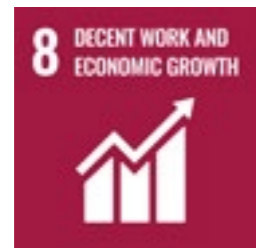
Our People are the power behind our success and climate action ambitions



## Our People are the power behind our success and climate action ambitions

Energia Group recognises that talented and innovative people want to work for responsible businesses. We are focussed on fostering a workplace culture that emphasises inclusion so every employee feels like they belong, are core to our successes and that they have a role to play in the delivery of our ESG strategy. We are committed to providing a safe, healthy and inclusive working environment for our employees encouraging professional and personal growth.

Our Values of Trustworthy, Dynamic, Resourceful and Community focused are the principles that we consider to be important for the well-being and prosperity of our employees, our customers, the communities of which we are a part and Energia Group itself.



The Group's activities support SDG 8: Decent Work and Economic Growth in a variety of ways. Through a continued focus on health and safety and wider labour rights (Target 8.8) and policies for our operation and procurement that protect workers (Target 8.7), we provide for safe and decent work. A significant amount of the Group's activity in this area is also focussed on ensuring an inclusive approach across all activities (Target 8.5) and utilising new services and technology to promote higher levels of economic activity (Target 8.2).

In this section we outline some of the important initiatives we have launched and progressed this year to support a growing workforce and to equip them with the knowledge and environment to help them to thrive.

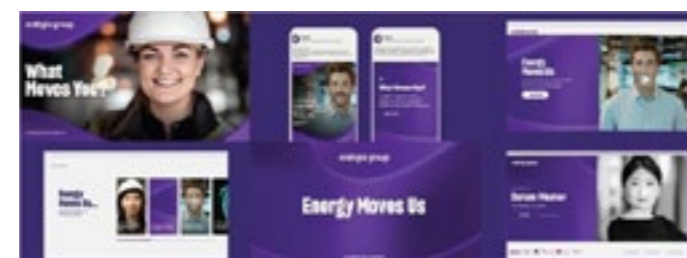
We employ almost 1,000 talented people and are committed to empowering our team to support community activities and initiatives thereby creating change for social good. Our ambition is to remain a strong force for positive change within the energy industry and society in Ireland.

### New Starts

In FY22 281 new people joined the Group, contributing to an overall increase of 74 in the total number employed in the last year. In adherence with government guidance and the relevant restrictions in relation to Covid-19, the vast majority of new employees joined the company remotely in the first instance.

In February 2022 we launched our new employer campaign, Energy Moves Us to highlight the many inspirational roles we have across Energy Group.

**CLICK TO WATCH VIDEO:**  
<https://youtu.be/MznNhLoI-ns>



## Graduate Programme

During the year, we continued with our Graduate Programme, recruiting 5 graduates as part of this year's intake: 1 graduate for the Technology & Innovation and 4 Engineering graduates. Graduates are supported by a bespoke development Programme whilst having access to an assigned mentor.



Speaking about the Graduate Programme, Rachael OBoyle said

*"I have really enjoyed being a part of Energia Group's first graduate programme. Completing rotations with different parts of the business has afforded me the opportunity to progress my engineering skills in different areas. One of my first roles was on the team replacing one of the largest electrical transformers on the island at the Huntstown energy campus last year. This project was a huge success and served to highlight the important role the Huntstown plants play in providing security of supply and supporting the energy transition. I have also worked on wind farm development projects. Throughout the graduate program I have been supported by both my colleagues and by an assigned mentor. The graduate program has helped me to develop my expertise and form strong working relationships both internally and externally."*

## Placement Students

The Group offered placements to 18 students from third level colleges/universities across different departments in our business over the last year. The placements for students last from six to twelve months and are offered across our businesses in Ireland and Northern Ireland.

In addition to their work experience, placement students participate in Learning and Development modules such as Teamworking; Innovation and Communicating with Impact. These modules enable our students to develop wider business skills for their future careers.

Green Tech Skillnet Skills Connect Programmes Energia Group is an industry partner of Green Tech Skillnet, one of 24 Skillnet Ireland Learning Networks that have been funded to deliver Skills Connect programmes for those seeking to re-enter the workforce. Skills Connect facilitates the rapid reskilling of workers most impacted by COVID-19. Skills Connect training is free and is open to unemployed people, subject to eligibility criteria. The programmes offered focus on the wind industry and energy efficiency. Following an initial 4 weeks of training, participants spend a further 4 weeks with an industry host company on work placement. The Group has also committed to supporting the Skills Connect programme in the future, as we aim to enable the development of skills gaps within the energy industry.



### Diversity

The Group recognises the value of a diverse workforce and looks to offer equal opportunities to everyone. Overall, the Group has an excellent gender balance; in FY22 44.7% of employees identified as female and 55.3% identified as male.



### Elevate Pledge

Energia Group is committed to creating an inclusive workplace by creating a culture where everyone feels welcome, has access to opportunities and is supported to thrive. We have signed up to the Business in Community Ireland's Elevate Pledge. Our Pledge was to establish our female networks and in September 2021 we launched Connecting Women in Energy.

By signing up to this Pledge, we are demonstrating our commitment to building a truly inclusive workplace and supporting the broader values of inclusion, equality and opportunity in society.

The Group's policies are intended to embed diversity within the workplace. The Group's Dignity at Work Policy supports dignity at work, prevention of harassment and discrimination and provides guidance for resolution. The Group's Equal Opportunities Policy provides guidelines on employment decisions such as recruitment, promotion and training whereas the Group's Recruitment and Selection Policy includes principles of equality of opportunity for all applicants and potential applicants throughout the recruitment process.

Energia Group has retained the Bronze Diversity Charter Mark from Diversity Mark NI in recognition of the Group's commitment to diversity and inclusion. As part of the Bronze Diversity Charter Mark, we undertook a gender balance review and identified an action plan which included launching our Emerging Leaders Assessment to address the split of male/female within senior management positions. Furthermore, the Group launched its Mentoring Programme which is also offered to employees returning from maternity leave, career break and other periods of long term absence.

In April 2021, the Group launched a new e-learning course to all employees on Equality and Diversity. 972 (97.9%) employees completed the e-learning and it is included in the required training for all employees joining the Group.

### Women's Network

Energia Group launched the Women's Network in September 2021 – Connecting Women in Energy. We currently have 5 groups, Women's Health and Wellbeing, Early Career Women, Aspiring Women, Women Returners and Women Caregivers. The network goals for 2022 are to introduce one new policy that supports women in their careers, have 100 network members, 50 male allies and two networking events for all employees.



### International Women's Day

Energia Group was proud to join International Women's Day (March 8) to celebrate women in engineering and to inspire girls to consider engineering as a career choice during STEPS Engineer's Week. Engineer's Week is a celebration of the world of engineering in Ireland which runs from 5-11 March. International Women's Day is a global day celebrating the social, economic, cultural and political achievements of women. As a leading developer and operator of renewable energy across the island of Ireland we are proud to celebrate some of the female engineering talent in our company.



We also hosted a number of events to recognise the theme of Empathic Leadership for International Women's Day.



We kicked off our celebrations with the leads of our Women's Network Groups joining the Lord Mayor of Belfast in Belfast City Hall to hear her inspiration journey to office. We then hosted a webinar to explore the impact of Imposter Syndrome and tools to help participants be their best selves, followed by a Breakfast morning giving colleagues the opportunity to network across the business.

As part of International Women's Day we introduced two women's health policies, Pregnancy Loss and Fertility Treatment and a Managers guidance document to support women through the Menopause.

### International Men's Day

In November 2022 we ran a number of events to recognise International Men's Day. This included Men's Cancer Awareness session and We Can Make a Difference, a talk from Belfast Samaritans.

At 31 March	2022		2021	
	Male Number	Female Number	Male Number	Female Number
Energia Group Limited Board <sup>1</sup>	1	-	1	-
Energia Group NI Holdings Limited Board <sup>2</sup>	10	1	10	1
Senior Management <sup>3</sup>	8	4	8	4
Other Employees	541	440	510	397

<sup>1</sup> Directors appointed to the Board of the Company are not employed by the Group and are not included in the employee numbers shown in note 9 to the financial statements

<sup>2</sup> The Board of Energia Group NI Holdings Limited (EGNIHL) is the main operational Board for the Group. Non-Executive directors appointed to the Board of EGNIHL are not employed by the Group and are not included in the employee numbers shown in note 9 to the financial statements. Three Executive directors of EGNIHL (two males and one female) are also members of the Energia Group Management Board (EGMB) and also included in the numbers for Senior Management

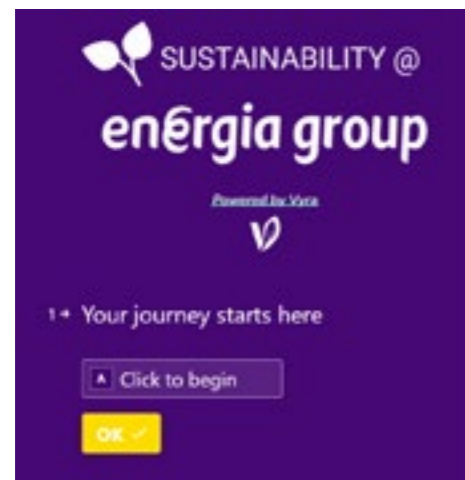
<sup>3</sup> Senior Management comprises members of the EGMB and includes those senior managers who regularly attend EGMB meetings



## Sustainability at Energia Group

Energia Group in partnership with Vyra has developed Sustainability @ Energy Group, a bite sized sustainability training and challenge initiative. As part of this innovative sustainability engagement initiative we are introducing the UN Sustainable Development Goals to all employees across the Group while also highlighting some of the work we are doing as a company that supports those goals.

In addition to this initiative we also deliver an Environmental training programme to all employees. This course was completed by 100% of our employees in FY22.



## Green Team

The Green Team is made up of 20 employees from all areas of Energia Group who are focussed on raising awareness and implementing initiatives promoting sustainability across the business.



CLICK TO WATCH VIDEO:  
<https://youtu.be/HTzYhzjSUYw>



A Green Team Newsletter is published quarterly, keeping employees informed about the latest green initiatives around the business. Useful information is also provided to help every employee play their part in recycling, saving energy and reducing waste. As well as business updates, the content includes: 'In the Spotlight' (where senior managers give their good and bad environmental habits and personal environmental goals); Environmental Headlines; Shocking Facts;

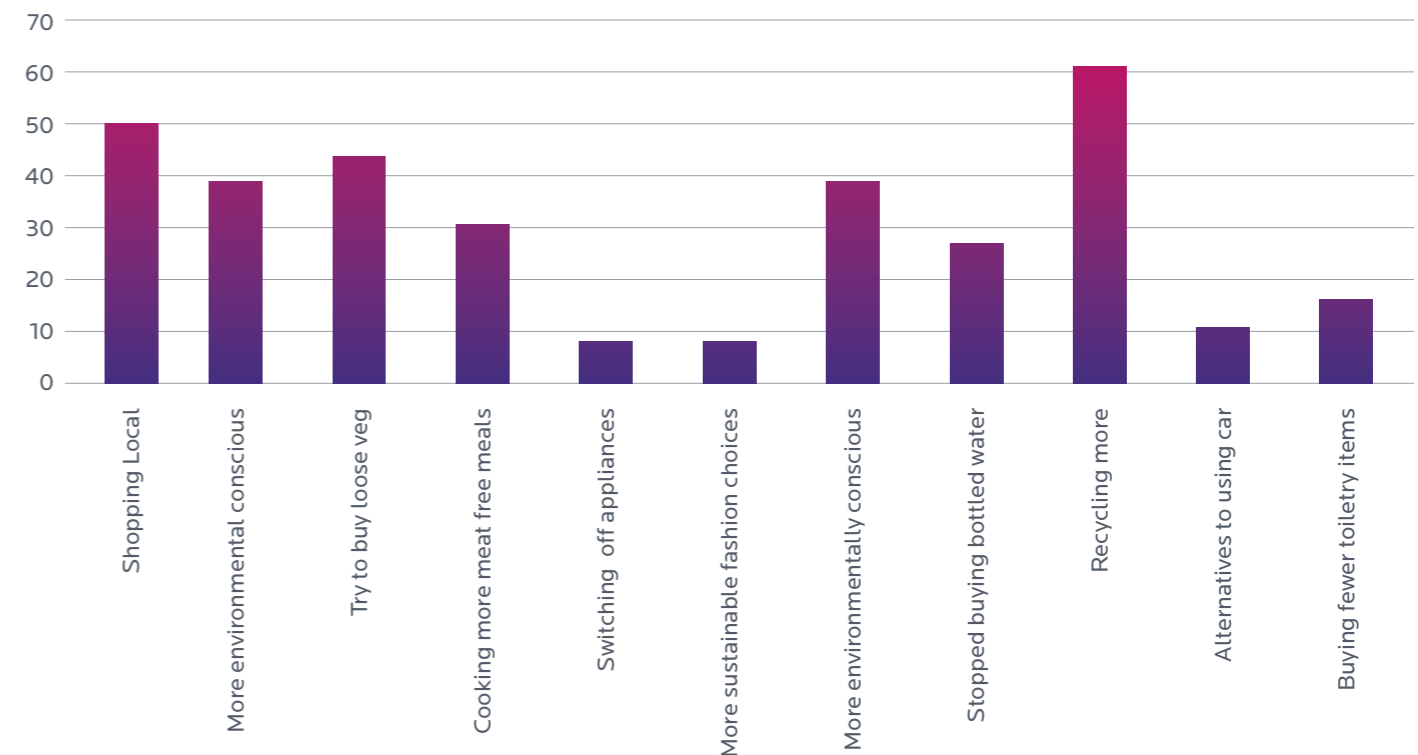
Tried and Tested (where employees test out various eco products); and a quiz with eco prizes. The Green Team covers a separate topic with each newsletter. Green Consideration for Back to Office, Benefit of Plants, Energy Saving Tips, Energy Data Visualisation, COP 26, Peatlands and Green Christmas have featured in newsletters throughout the last year.

'Tried and Tested' is a group of 78 staff volunteers who have signed up to test and review eco products. Products sent to them to be tested over the last year have included; draft excluder, radiator booster, shower timer, scrubbies unsponge, and e cloths. The reviews are published in the Newsletters, providing ideas for employees across the Group.

Over the last year, the Green Team held the following initiatives and campaigns; World Bee Day, Upcycling Competition, The Circular Economy, Bird Watch, Hydrogen, Wind Farm Development, and Why worry about Waste.

In a Green Team initiative, plants were distributed throughout the offices in Autumn 2021. The benefits of these include: reducing stress, increasing productivity, reducing sickness, cleaning the air, reducing noise levels and boosting creativity. A survey was carried out to assess if the Green Team had inspired positive environmental changes. 95% of respondents said the Newsletter had led them to make positive environmental changes either in work or at home.

## Types of Changes Made





### Health & Safety

A key priority for Energia Group is to ensure health and safety remains a key focus for all employees, including contractors and the general public through the promotion of a positive health and safety culture and with adherence to legislation and recognised safety standards. The Group's Health, Safety and Environmental Policy aims to promote high standards and is supported by specific safety principles, rules, policies and procedures. Contractors must adhere to the same safety rules and requirements as employees.

The Group's Health & Safety management system is certified by the NSAI to ISO 45001:2018. The Group's approach to employment-related performance, such as safety and sickness absence, is to set targets in line with best practice. The Group regularly engages with relevant organisations including the Health and Safety Authority in Ireland as well as the Health and Safety Executive for Northern Ireland.

Energia Group continues to be an active member of the Northern Ireland Safety Group. Six dedicated internal health and safety professionals are employed across the group, alongside an external health and safety consultant who provides advice and recommendations to management on a range of health and safety matters. Alongside in-house reviews, external audits are carried out on every part of the organisation at least once a year.

Excluding third party contractors there were no reportable incidents or lost time incidents during FY22. Including third party contractors there was four reportable incident/lost time incidents.

Energia Group overall Lost time incidents			
Financial year	Employee LTIs	Third Party Contractor LTIs	TOTAL LTIs
2019/20	0	3	3
2020/21	0	1	1
2021/22	0	4	4

### Sickness absence

The Group believes that the pro-active management of illness and absenteeism is to the mutual benefit of the Group and its employees. The sickness absence rate for the Group in FY22 was 3.88% and for FY21 it was 2.62%.

### COVID-19 & Hybrid Working

In FY22 we continued to work from home and continued with all learning and development programmes online using Zoom and Microsoft Teams. We continued to grow and recruit new employees and launched our new onboarding system in April 21 to enhance candidates experience of onboarding. We have continued our virtual induction programme and introduced a session to provide all new starts with the tools to build resilience to support employees in the new way of work.

An Internal Incident Management Team met regularly throughout FY22 to discuss government updates, review guidance and advice and take appropriate action.

In July 2021 the Group completed a third Covid Pulse Survey to understand the ongoing impact of the pandemic and how the Group can continue to support employees and families during these times. The results of the survey were extremely positive, particularly in relation to employees feeling trusted to do their job and feeling supported.

In February 2022, the Group transitioned to hybrid working and welcomed employees back to working from the office. The Group also welcomed the employees who joined during the pandemic and have now started to work from offices for the first time. There is great value being back in the office and meeting our colleagues in person again, using our office spaces for collaboration and learning from each other. We have implemented a hybrid working model with employees working 2 days in the office and 3 days at home.



### Wellbeing

Energia Group is committed to ensuring its employees are well looked after, cared for and supported in all that they do. Wellness is a core part of ensuring the Group operates effectively. The Group continues to invest heavily in its Wellbeing Programme which includes the provision of third-party occupational health and counselling services, private medicals and seasonal flu vaccines.

Our Wellbeing Programme is underpinned by 3 pillars Mind, Body and Life. The calendar to date has had a focus on positive mental health via exercise including 5k walking challenge, virtual gym sessions, webinars on managing stress and making changes, advice on making a will and optimising your work - life balance.



During the year the 15 wellbeing initiatives were organised and were attended by 692 colleagues.

In addition to the our wellness initiatives, we also launched Wellness Wednesdays in January 2022 to encourage employees to reach out to our dedicated professional counselling team for support.

**Blues Busters**

The Blues Busters are a team of employees who, throughout the year, create activities to bring some fun to our teams . The Blues Busters go above and beyond their everyday roles to ensure these fun opportunities are never too far away for staff. From events and competitions, free food and prizes, games and celebrations at Christmas, the team is focused on ensuring morale is high.

The Blues Busters have continued to embrace the challenges of working remotely and have delivered excellent events throughout the year to those working in the office and at home.

**Employee Engagement**

Energia Group recognises the importance of employee engagement and has established a number of mechanisms to support employee engagement be that through communication forums or employee groups. Employee communications are managed through team briefings, the Connect Employee Engagement Forum, project groups, internal communications and through interaction, consultation and negotiation with trade unions. Employee relations in all businesses are positive and constructive.

**Briefings**

Throughout FY22 senior management continued to provide regular updates on the Group’s performance and looked ahead to the changes and challenges affecting the business and employees. These events replaced the usual in-person quarterly briefings delivered across the Group, with a mix of collective and business focussed briefings.

As well as interactive briefings, the senior team also recorded a number of video messages throughout the year, the links to which were made available to all employees.



**Connect Employee Engagement Forums**

Across the Group there are three employee engagement forums that are referred to as Connect. The Connect members are colleagues who ensure effective two-way commitment and communication to and from the Group’s senior management, and to and from employees across each area of the business. Consistent with our ESG strategy, the objective of the groups is to promote positive relationships and employee practices, to involve staff in decision-making and to help foster innovation and creativity to improve the business.



**Learning & Development**

The Group’s Talent Management strategy is an integrated talent management strategy that ensures an effective pipeline of leadership, scarce and business critical skills to support robust succession planning and protect business continuity, increase awareness of leadership and career development opportunities and accelerated development of high potential and scarce skill resources.

The Talent Management process includes a Competency Framework which identifies the key values and competencies, including behavioural indicators, and how they are expected to be demonstrated at various levels within the business. This Competency Framework underpins the annual Performance and Development Review (PDR) process, which evaluates performance against defined and agreed targets and objectives. It also enables individuals to discuss the competencies and identify their key strengths and those areas that could be further developed.

Learning and development needs are also identified through the PDR process to ensure that employees have a development plan in place which is aligned to their individual needs. The Group encourages regular ongoing conversations between line managers and employees to ensure greater focus on career development.

During FY22 staff received 1089 hours of training, with 518 employees across the Group attending a training course. Training courses continued being provided online, in shorter, more concise sessions better suited to the remote environment.

The Talent Management strategy also includes annual Talent Forums for each business and key functional areas across the Group,

The Group also has a Talent Steering Group in place. The purpose of the Talent Steering Group is to proactively develop our Talent pool.

Over the last number of years, the Group has embedded several development programmes for managers at various different levels and the Group’s Learning and Development Calendar also complements these programmes with additional modules, which are available to all employees.

The Group’s Learning and Development Calendar also complements these programmes with additional modules, which is available to all employees.

We also delivered a series of programmes for line managers on the transition to hybrid working. These sessions focused on the mindset, skillset and toolkits required to set managers and the organisation up for success in the hybrid world.

Our L&D calendar also included a number of sessions providing employees with the knowledge and tools required to work effectively in the hybrid environment.

The Group launched a Mentoring Programme in 2020, whereby experienced mentors from across the business share their knowledge and experience with others. The mentors support new managers, graduates, employees returning from maternity leave, long term absentees and anyone with a specific development need identified through the PDR process. In May 2021 the Group launched an Executive Coaching Programme in partnership with Core Leadership to provide Executive Coaching for all for newly appointed Senior Managers.



**Lunch & Learn**

In January 2021, a new series of online Lunch’n’Learn webinars commenced. These monthly, 30-minute events provide an opportunity to people across the Group to hear from a subject-matter expert on their work and the role they play within the Group. The webinars have covered topics including Corporate Social Responsibility, the Huntstown power plants, community engagement, trading and COP 2.





OVERVIEW

CLIMATE ACTION

CUSTOMERS

OUR PEOPLE

COMMUNITY

GOVERNANCE

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# Commitment to Community



## Commitment to Community

Energia Group want to enrich the communities in which we operate bringing a genuine social value to our activities. We are committed to the local communities in which we operate and whom we serve and have a long-standing record of working in collaboration with community groups to enhance local areas and to benefit local people.



The Group's activities support SDG 11: Sustainable Cities and Communities through a range of initiatives. Linked to the Group's activities in support of the other SDGs highlighted in this report, we promote the achievement of cleaner and more sustainable cities (Target 11.3 and 11.6), sustainable transport solutions (Target 11.2) and ensure the protection of nature in all we do (Target 11.4).

Through our work in communities across the island, we also promote SDG 13: Climate Action through efforts to improve education and awareness of climate change and the action required to mitigate and adapt to minimise its adverse impacts (Target 13.3).

In this section of the report we summarise a number of our engagements with local communities, both around the our renewable projects and through broader initiatives the Group has developed to support communities. Education and awareness, charitable giving, volunteering and sponsorship are all aspects of the Group's approach to focus on impact and promoting a positive with all aspects of the energy transition.

## Supporting Communities

### Community Benefit Funds

Energia Group believes local communities deserve to benefit from the construction and operation of its wind farms. Our wind farm community benefit funds support community groups, voluntary organisations and environmental projects situated near our operational wind energy developments. In the last 6 years, we have invested more than €3 million in communities through our wind farm community benefit funds.

We work with the Community Foundation for Ireland (CFI), Community Foundation NI (CFNI) and Fermanagh Trust, who administer the funds on our behalf and tailor each scheme to the needs of the local community, whilst prioritising energy efficiency and sustainability goals. We are now investing €660,000 every year in our wind farm community benefit funds.

We believe that it is crucial that communities see tangible benefits from renewable energy project delivery as part of a just energy transition. Where possible, we combine funds to offer strategic infrastructure project grants over a period of two to three years. For instance, by combining the annual community investment in our Altamuskin, Eshmore and Gortfinbar wind farms into one single 'Tyrone Three' fund, we are able to offer community groups in the surrounding areas an opportunity to apply for larger grants, whilst still making smaller amounts available for a wide range of activities and projects. Most funds are fully subscribed but, where funding is not fully allocated, it 'rolls over' to the following year and grant sizes are reviewed in conjunction with the local community.

## Meenadreen and the Wind Energy Award Win

In 2021, Energia's Meenadreen wind farm community benefit fund was nominated for a Wind Energy Ireland Community Award and the fund went on to win the Overall Winner trophy at the awards ceremony in Dublin. The judging panel singled out Energia Renewables for our commitment to periodically reviewing the fund and continued engagement with local community groups to ensure maximum positive and lasting impact.

Meenadreen in south Donegal is our largest wind farm and the annual €90,000 fund has enabled us to allocate funding to run a local student bursary scheme. The idea was first raised at a community group workshop. So far, nine local students have benefitted from individual bursaries, which will cover their tuition fees throughout their chosen higher education courses.



*Peter Baillie, Managing Director Energia Renewables, with Brendan McGarr, Head of Asset Development, Energia Renewables at the WEI Wind Industry Awards.*

In the year ending 31 March 2022, a total of 78 community groups, associations, schools and sporting organisations received grants from Energia Group's wind farm community benefit funds with an

estimated reach of around 28,700. Grants ranged in size from €500 to €30,000. One group in County Fermanagh will receive more than €100,000, spread over five years, to develop a Lough boardwalk trail.



**Casestudies from some of our Community Benefit Funds**



Photograph: Broughshane Garden Village volunteers at work, Co. Antrim

**Rathsherry, Co. Antrim**

Annual fund investment: € 60,000  
 Number of groups allocated grants: 11  
 Estimated number of project beneficiaries: 6,600  
 Broughshane Village Garden, Co. Antrim

Broughshane is known as the ‘Garden Village of Ulster’. Thanks to its ever-growing team of volunteers, the County Antrim village has won a host of awards, including Ulster in Bloom, Britain in Bloom, Entente Florale, All-Ireland Tidy Town, and the list goes on.

In 2021, the Village Garden team were allocated a €3520 grant by Energia’s Rathsherry wind farm fund to cover the cost of two replacement windows in Houston’s Mill, a renovated 18th century flax mill which has been turned into a local community centre.

Valerie Blake, Development Manager, says,

*“We are an inclusive community and it’s our aim to motivate and help people to get involved with every aspect of our community development work. Being a member of a successful and diverse community organisation creates a sense of ownership amongst our volunteers, which is passed down through generations. We have group activities for the very young to senior citizens. “As an organisation, we provide an important mentoring role throughout the local community. To do all this, we are reliant on funding and would like to thank Energia and the Rathsherry wind farm fund for helping us to do more of what we do best.”*



Photograph: Meenadreen wind farm community benefit fund St Francis’ NS, Barnesmore – Sensory Garden

**Meenadreen, Co. Donegal**

Annual fund investment: €90,000  
 Number of groups allocated grants: 9  
 Number of students in receipt of tuition fee bursaries: 8  
 Estimated number of project beneficiaries: up to 8,000

Meenadreen wind farm community benefit fund St Francis’ NS, Barnesmore – Sensory Garden Every year St Francis’ National School in Barnesmore, south Donegal, elect a student council who are always keen to make a difference. The council of 2022 came up with the idea of a sensory garden beside the school playground to provide a peaceful area with easy access for any children with limited mobility who want to sit and read or chat at lunchbreak, rather than take part in group games.

The school applied for a €2,700 grant from the Energia Meenadreen wind farm community benefit fund to install planting beds with wheelchair-friendly paths between the plants, which were chosen for their colour, aroma and calming properties.

Twelve-year-old Cora Cassidy, says the council is proud of the garden, which she and her fellow council members maintain:

*“The Covid pandemic made some of us anxious, particularly when we all had to wear masks. Getting outside and sitting in this quiet space has helped. It’s our wellbeing area and, as a council, we were keen to make sure that any students using walkers or wheelchairs can access the space easily and move around between the flower beds to enjoy this sensory garden.”*



Photograph: Glarryford Young Farmers’ arts festival fundraising ‘Big Breakfast’

**Long Mountain and Glenbuck, Co. Antrim**

Annual fund investment: €95,000  
 Number of groups allocated grants: 13  
 Estimated number of project beneficiaries: 3,600  
 Glarryford Young Farmers, County Antrim

Glarryford Young Farmers’ Club in North Antrim applied to Energia’s Long Mountain wind farm community benefit fund for a grant to support a local arts festival.

The Club received €3,750 from the fund and members have been busy fundraising for the festival, which will be organised by local volunteers.

Gillian Reid, Deputy President, says,

*“We weren’t able to get together or fundraise for so long and our local young people are really keen to meet up again now. Some, though, are finding it hard and the Covid pandemic restrictions have taken a toll on their mental health, leaving them feeling isolated. The arts festival provides a great opportunity to get up on stage, sing, dance and, most importantly, reconnect and have fun.”*



Photograph: The Playstation, Co. Fermanagh

**Teiges, Co. Fermanagh**

Annual fund investment: €80,000  
 Number of groups allocated grants: 13  
 Estimated number of project beneficiaries: 1,800  
 The Playstation, Co. Fermanagh

The Playstation is a cross-community playgroup based in the old train station house in the centre of Brookeborough village, County Fermanagh.

The group applied to the Teiges community benefit fund in 2021 to purchase new wooden chairs to replace their old plastic ones.

Sharon Wilson, Playstation leader, says,

*“We’re very grateful to Energia and the Teiges Wind Farm Fund for their support throughout the years. The new equipment we’ve been able to buy this year encourages our children to have real pride in their pre-school and strengthens their sense of belonging and well-being within this educational home-from-home.”*

**CLICK TO WATCH VIDEO:**  
<https://youtu.be/jiGUVzsz2uw>

**Other Windfarm Projects**  
 Energia’s Community Benefit Funds provided €310,000 to 6 other windfarm projects in FY22, benefiting 32 projects and approximately 8,700 people. Our newest Community Benefit Fund at Derrysallagh, Co. Sligo opened in December 2021 and is open for applications throughout the year.



**Engaging communities in our projects**

The North Celtic Sea and South Irish Sea projects will generate 100% clean renewable energy and make a positive contribution to decarbonising Ireland's energy supply, reduce emissions and help to achieve our 2030 climate action and offshore wind energy targets. Together, these projects will generate clean green electricity for over one million Irish homes and businesses – protecting our environment for future generations.



The introductory public consultations for both projects were held in autumn 2021, providing an early opportunity for the public to learn about the projects and invited the public to provide feedback. These were our first public consultations since the award of our Foreshore Licence by the Department of Housing, Local Government and Heritage in September 2021.

Across the two introductory public consultation, there were over 11,700 views of the dedicated project websites and 1,840 visits to the project virtual consultation rooms, culminating in a total of 167 submissions.

We were delighted to have had such positive engagement and all feedback provided through various channels has been fully considered by the project team and will inform and shape the projects going forward.

Ongoing consultation with local communities, the fishing industry and all interested stakeholders forms a key part of Energia's approach to these projects and we are committed to maintaining our engagement with the communities and interested stakeholders through newsletters, updates and ongoing public information clinics in Wicklow, Waterford and Wexford.



**Educational Outreach**

Energia Group is committed to improving education and awareness on climate action including renewable energy and energy efficiency. The Group regularly hosts educational tours of its facilities and in FY22 was delighted to host students from Queen's University Belfast for an educational tour of Long Mountain Wind Farm in Antrim.



The impressive 27.6 MW wind farm, operational since 2017 comprises 12 wind turbines and generates enough renewable energy to power 15,000 homes. For many of the students it was their first time visiting an operational wind farm.

Our team of experts shared their experience in developing a wind farm project from planning through to construction and operation as well as their experience developing a green hydrogen production facility at the site.

**Energia Group and Midlands Science**

Energia Group collaborated with Midlands Science and Laois County Council to deliver science outreach focused on climate action to secondary and primary schools in Portlaoise.

The town of Portlaoise was designated as Ireland's First Low Carbon Town in 2021 and this special outreach education programme, was designed to create awareness of climate change science and action. Over 600 students and teachers took part in the workshops which explored the science of climate change and actions we can take to mitigate climate change. Evaluation after the workshops showed that 75% of participants felt they could do something in their own lives about climate change and this building of personal responsibility and agency is extremely important in addressing the emerging issue of climate anxiety.





**Global Wind Day**

Global Wind Day is a worldwide event that occurs annually on 15 June. It is a day for discovering wind energy, its power and the possibilities it holds to reshape our energy systems, decarbonise our economies and boost jobs and growth.

Local primary school pupil, Aoife McCabe, put on her hard hat, picked up her microphone and hosted a video tour of Meenadreen windfarm. Working in partnership with Midlands Science, a not-for-profit company whose mission is to promote interest in STEM education in the Midlands, we asked schools to submit questions about wind energy. Our mini reporter, Aoife, then put the questions to the Meenadreen engineering team.

**CLICK TO WATCH VIDEO:**  
<https://youtu.be/jiGUVzsz2uw>



*Photograph: 6-year-old Aoife McCabe interviews the Meenadreen wind farm team for Global Wind Day 2021*

**Engineers Week**

Energia Group took part in STEPs Engineers Week, a celebration of the world of engineering in Ireland which ran from 5-11 March 2022. The annual event is coordinated on a national basis by the Engineers Ireland STEPs programme, which promotes engineering and the importance of the profession to children in Ireland. We promoted careers in the energy industry for young people during the week by profiling some of our team that are involved in the

development of sustainable energy solutions critical in helping Ireland achieve its climate action targets.



**Supporting Businesses**

Power NI supports a range of business initiatives, particularly in conjunction with local chambers of commerce including SME Partner of NI Chamber's Learn Grow Excel programme, helping businesses across a range of different areas including sustainability, innovation, boosting productivity, sales technique and showcasing local success stories to learn from. Power NI also sponsored the Business Innovation Award at Belfast Chamber Business Awards 2021 as well as overall associate sponsor of the Armagh City, Banbridge & Craigavon Business Awards 2022.

In FY22 Energia became the Sustainability Partner of the Waterford Chamber of Commerce. The Waterford Chamber is the current Chamber of the Year and we have been involved in a number of sustainability initiatives in the Waterford over the course of the year. Waterford is the first city in Ireland to have set a Net Zero target and are looking to have achieved this by 2040.

Sustainability is a focus area for commercial sponsorships and in 2021/2022 Power NI was a Climate Champion in Business in the Community's Business Action on Climate Campaign, the Green Energy Partner of Linen Quarter Business Improvement District's Sustainable District campaign, the sponsor of Best Sustainability Initiative at both the Ulster Grocer Marketing Awards and Ballymena Chamber's Back to Business Awards.

Power NI continued its long tradition of supporting the local farming sector through agreeing a Sustainability Partner & Platinum Sponsor package with the Young Farmers' Clubs of Ulster, supporting young people in rural areas across a range of club competitions as well as being a key partner of their Agri-Food Conference 2022 which was open to the wider farming community across NI.

Power NI continued another year as an affiliate of the Farm Safety Partnership in conjunction with the Health & Safety Executive NI, helping to communicate vital farm safety messages out to customers. Power NI sponsored the ever-popular HSENI's Avoid Harm On The Farm Children's Calendar 2022, with over 43,000 copies distributed across over 400 rural primary and special schools in Northern Ireland.

**Brighter Communities**

During the year Power NI continued to operate the Brighter Communities funding programme which gives grassroots organisations the opportunity to receive €1000 in funding. In 2021 almost €20,000 was shared amongst 17 worthy community groups. Groups receiving funding included: Food Stock, Brave Hearts NI, Street Soccer Women's Team, Angel Eyes NI and Omagh Disabled Riding Association. Brighter Communities has been operating since April 2018 and has now invested over €60,000 in community groups across Northern Ireland.

On Random Act of Kindness Day in February 2022, a Brighter Communities runner up from previous months was chosen by Power NI staff to win just over €1000 in a random act of kindness.



*Ladies Street Soccer NI purchased new kit*



*NI K9 Search & Rescue in Belfast purchased an underwater camera for use in search operations*

**Helping Hands**

The Helping Hands scheme has been operated by Power NI in Northern Ireland for many years and in September 2021 the scheme was expanded across Energia Group to assist community groups across the island of Ireland. Financial support is available for all employees to offer financial help to an organisation/charity that they are involved with. In 2021, 30 projects (of which 22 were in NI and 8 in ROI) were awarded €300 each.



In addition to the successful Brighter Communities fund and the Helping Hands staff sponsorship scheme, Power NI also supported youth athletes through the Mary Peters Trust #PassTheTorch community relay campaign, as well as sponsoring the Caring Spirit Award at the Spirit of Northern Ireland Awards.

Power NI also launched its Peatlands Protection Partnership with Ulster Wildlife on UN World Habitat Day, pledging to support the charity financially and through public awareness initiatives on peatlands restoration that lock away carbon and help to combat the effects of climate change.

**Supporting Charities**  
**Charitable Giving – Christmas 2021 Food Banks**

Christmas is the season of giving and, once again this year, in lieu of staff Christmas celebrations, Energia Group donated a total of €32,000 to help foodbanks in Antrim, Belfast, Omagh and Dublin over the festive season.

Food banks provide essential food support for families and people who are in need all year round but Christmas is a particularly busy time.

We supply energy to communities all over Ireland and so we believe that we have a role to play in supporting those that might be experiencing challenges in those communities. These challenges are often not limited to the holiday season however the Christmas period can be particularly difficult, especially with the added impact of COVID-19.



*Pictured at the Crosscare Community Café in Dublin is Gary Ryan, Managing Director, Energia Customer Solutions with Louise Lawless, Crosscare Community Café Manager.*



*Pictured at the South Belfast Food Bank is William Steele, Director, Power NI Customer Solutions with Bruce Gardiner-Crehan, Manager of South Belfast Food Bank.*

Energia Group also donated over €20,000 to the Black Santa appeals in Dublin and Belfast. The annual charity event has become known as the Black Santa appeal because of the long, heavy black cloaks worn by participating clergy. All of the money donated to the Appeal goes directly to a variety of charities in both Belfast and Dublin supported by Black Santa with a focus in December 2021 on refugee charities.



*Pictured at the launch of the annual Black Santa appeal in Belfast is Ian Thom, Chief Executive, Energia Group with Reverend Stephen Forde, Dean of Belfast and Reverend Alan Abernethy, former bishop of Connor.*

Overall Energia Group provided €64,000 to a wide range of charities across the island during Christmas 2021.

**Volunteering**

Volunteering continued to be a challenge in early 2021 due to the global pandemic. As restrictions lifted in person volunteering became possible, Over 80 volunteers from across the Group volunteered in their communities up to the end of March 2022 totalling an impressive 360 volunteering hours. Volunteering efforts focused on helping local food banks, clearing up Belfast Bog Meadows, beach clean at Bettystown beach in Meath, putting up Christmas lights and planting spring bulbs in Age NI's Meadowbank Care Home in Omagh and feeding the animals at St Anne's City Farm in Dublin.



*Beach Clean with Clean Coasts at Bettystown Beach*



Virtual volunteering with Age NI also continued so that people over 60s could stay connected through "Check-in and Chat". A weekly telephone call to an older person is an excellent way to help older people to cope with the challenges of isolation and loneliness which they have faced and almost 20 Power NI staff have been making weekly calls to their older person since November 2020.

Power NI also helped Age NI to produce 130,000 free calendars which were distributed free to older people across Northern Ireland in December 2021. The calendars provided some useful tips and advice on how to stay safe and well throughout the year while also promoting key services like the Power NI Customer Care Register. Over 5,000 Staying Warm and Well leaflets were also produced and distributed to older people in Age NI's network throughout NI in the autumn of 2021.



Skills based volunteering also made a positive start and some staff from the HR team got involved with Christian Against Poverty's Job Clubs and attended a session in Newtownabbey where they had the chance to share information about what makes a good CV, how we structure our interviews and about possible employment options across Energia Group. They also attended a 'Meet the Employer' event with Disability Action in March 2022 where they got to talk via Zoom to people interested in working with Energia Group.

**Supporting Culture**  
**SnaG - Seachtain Na Gaeilge**

For the 6th year, Energia was proud to be the power behind Seachtain na Gaeilge. The Irish language festival which ran from March 1st to March 17th, We contributed funding to 150 groups to support them in hosting events as gaeilge, such as youth concerts, nature walks and traditional music sessions in their local communities.

Throughout Seachtain na Gaeilge le Energia 2022, we released radio adverts, a Podcast, and a Seachtain na Gaeilge Free-Kend Map of nationwide online events.



The 2022 ambassadors for the festival include: Séaghan Ó Súilleabháin, better known as 'The Kerry Cowboy' on TikTok, Cormac Ó hEadhra, Radio and TV presenter, and Sené Naoupu, Rugby player.

**Statement from Orlaith Nic Gheairilt, Conradh Na Gaeilge**

*"Thanks to the very generous support from Energia we were able to give groups funding of more than €12,000 as part of our community support fund for 2021. Events took place from Baile Átha Cliath to Béal Feirste, Corcaigh go Conamara and even internationally. Covid pushed the majority of events online but the support fund meant that community groups, most of whom had lost a lot of their other sources of income during the pandemic, were still able to host some incredible events. Pilates, picnics, comedy and ceolchoirmeacha were among some of the events that made their debut online for Seachtain na Gaeilge le Energia 2021 thanks to the community support fund."*



**Supporting Environmental Initiatives**  
**Get Ireland Growing**

Energia Get Ireland Growing in partnership with GIY aims to make it easy for you to grow your own vegetables at home and to help power a more sustainable future. Energia's Get Ireland Growing campaign saw us giveaway €40,000 worth of GrowBoxes to those aspiring to join the green-fingered community.

The campaign provided assistance towards their growing journey which included tips and tricks to upskill in the garden.

The conclusion of the campaign saw the selection of a number of growing 'heroes' from each province who had been nominated by their communities. Four winners were chosen from this selection on Get Ireland Growing day with a €1,000 prize given to each provincial winner to enable them to continue their growing journey.

On Energia Get Ireland Growing day (19 June 2021) we also engaged with 15 coffee trucks around the country and supplied them with seed packets and compostable coffee cups to hand out to customers along with coffee grounds which is an excellent addition to compost. We handed out over 4,000 seed packets around the country on the day itself!





**The Power Behind Sport**  
**Irish Rugby, Leinster Rugby and the Energia All Ireland League**

Energia is committed to supporting Irish rugby from grassroots to international level. We are the proud title sponsor of the Energia AIL and Official Energy Partner of both Leinster Rugby and the IRFU. Energia Park plays host to a full spectrum of rugby activity, from schools cups to local club games, Ireland Women's Internationals and everything in between.

In February 2021, Leinster and Ireland full-back, Hugo Keenan, and Women's Ireland out-half, Stacey Flood, were announced as Energia's new rugby ambassadors in a multi-year partnership. Energia became a proud partner of Irish Rugby in 2019, and the new ambassadors will enable Energia to deliver its vision of empowering both men's and women's rugby from grassroots through to the international stage



Stacey Flood and Hugo Keenan

Energia have also partnered with Leinster and Ireland highflyer, Jordan Larmour, as an ambassador to demonstrate the #PositiveEnergy within our young rising stars.

**CLICK TO WATCH VIDEO:**  
<https://youtu.be/-6mCroXHJto>

As proud sponsor of Irish Rugby and the Energia AIL, Energia have been able to engage with 58 of Ireland's best rugby clubs all across the country. The restart of the Energia AIL post-pandemic has seen crowds return to matches and support for grassroots rugby at an all time high. Along with TG4, Energia televised the Women's Energia AIL final on TG4 for the first time. This was an important milestone for Women's Rugby in Ireland.

Throughout our partnership with Irish Rugby, we have engaged with fans attending the Guinness 6 Nations to learn more about the carbon footprint of those attending games. The 'Ireland's Greenest Fan' initiative asked fans about their route taken and sought to show them the impact of their chosen transportation, and how they could reduce their impact.

**Wexford Youths Women's Football Club**

Energia continues our commitment to Wexford Youths Women's Football Club. Energia is currently in the second year of a three-year sponsorship deal with the club. The sponsorship covers the annual membership fees of each player on the Women's senior squad, over a three-year period, with a key focus on supporting meaningful change within women's sport.

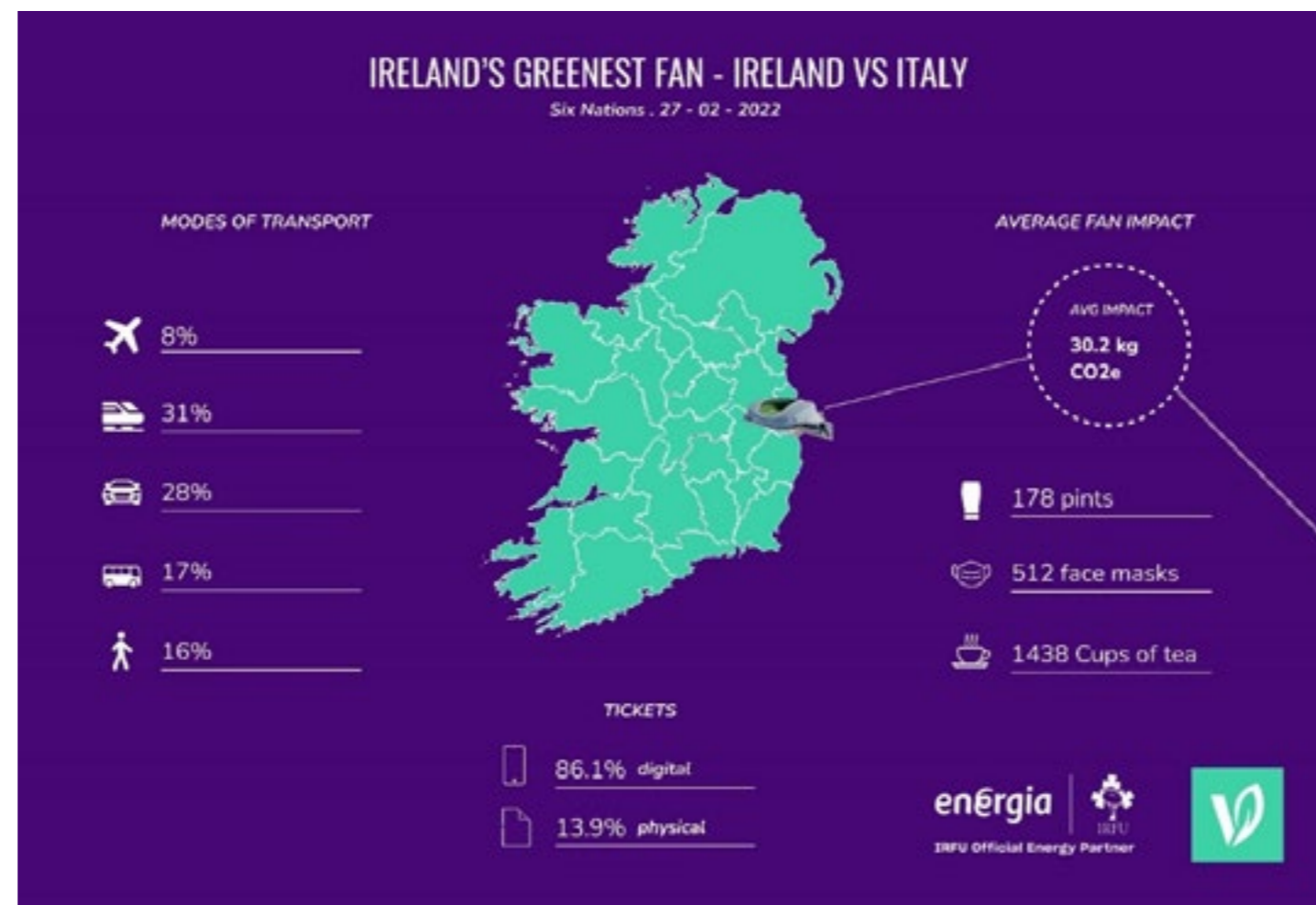
The sponsorship will allow the club to provide the players with more resources and support outside of day-to-day expenses, which opens-up a field of opportunity for Wexford Youths Women's FC. The players currently cover all expenses themselves, including travel to and from matches even at professional level, unlike their male counterparts.

Female athletes should have an equal opportunity to excel in sport and be provided the same opportunities, and this inequality is just one of many barriers that can prevent women and girls playing and remaining in sport. For many reasons, not all women are in the position to afford to invest financially in club membership or sporting clothing and equipment. Energia is delighted to be in a position of making a real difference to the players on this team by removing these possible barriers for entry, and to help those on the team continue to thrive during a very difficult time for women in sport.

Sponsorship deals are vital to the future and sustainability of women's sport and have a key role in helping to continue to overcome barriers. Sponsorships can help showcase women's talent, allowing them to be recognised for what they are, elite athletes.

Kylie Murphy, Captain of Wexford Youths WFC said:

*"We are incredibly grateful to Energia for giving us the support that we need to compete at an elite level. This sponsorship means a lot to us and will make a huge difference to the club and to each player individually. Determination, disappointment, excitement, adversity, winning, losing, these are all a part of the game whether you are a man or a woman. Thankfully, with larger companies like Energia getting behind female athletes, they are facilitating a positive cultural change around women's and girls' involvement in sport and are helping us overcome some of the barriers we face, which is very exciting."*





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# Governance – the way we work



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**Governance – the way we work**

Strong ESG governance will ensure that we continue to build a responsible and resilient business. We will continue to monitor the effectiveness of our ESG governance approach as we continue on our journey to integrate ESG across our business.



The management of day-to-day operations of the Group is delegated to the EGMB. The EGMB meets monthly and comprises of 12 senior managers including the Chief Executive Officer, Chief Financial Officer, Chief Operating Officer, business unit Managing Directors and function heads. At each meeting the EGMB review Health & Safety, financial and business performance, ESG strategy, strategic development initiatives, HR and IT. Each business unit has its own business management board which meets monthly with a business performance and operational focus.

Further information on the Group’s approach to the management of risk is set out in the “Risk Management and Principal Risks and Uncertainties” section of the Energia Group FY22 Annual Report.

**Energia Group’s ESG Governance**

The Group’s ESG commitment is a vital component of how it does business now and into the future. We are committed to embedding ESG considerations across our business and into our decision-making processes. In order to achieve this we have established a new ESG Governance structure in the Group.

The Group’s Chief Financial Officer is responsible for the continued development and implementation of our ESG Strategy including our assessment of key climate risks and opportunities.

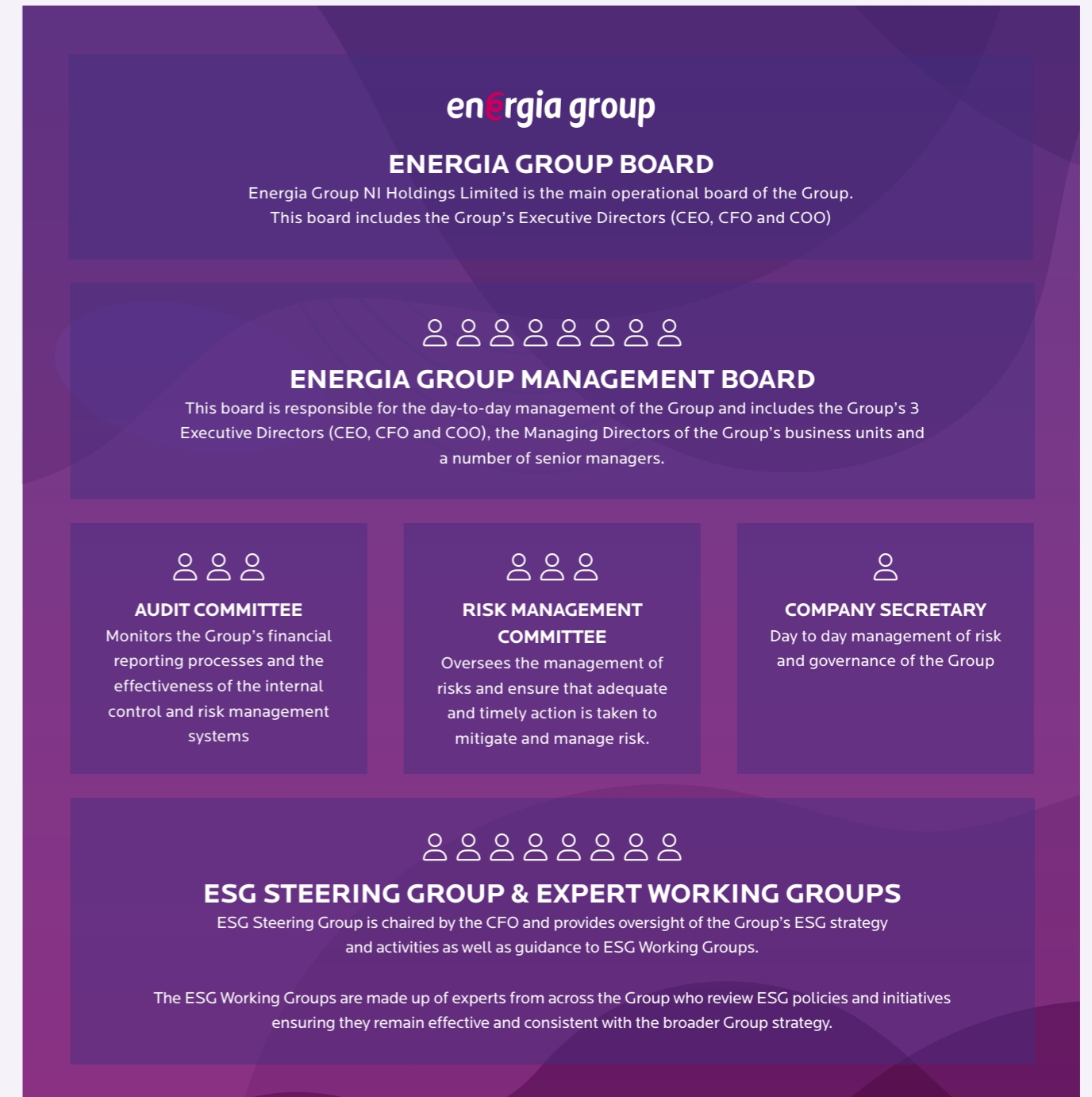
The ESG Steering Group has been established and meets quarterly and ensures that ESG related matters are represented at Energia Group Management Board and Executive Board levels through the ESG Steering Group Sponsor, the Chief Financial Officer. The ESG Steering Group also provides oversight of and guidance to the ESG Working Groups reviewing ESG policies and initiatives ensuring that they remain effective and consistent with the broader Group strategy. The ESG working groups meet on a bi-monthly basis.

**Energia Group Governance Structure**

The Board of Energia Group NI Holdings Limited (EGNIHL) is the main operational Board for the Group. The EGNIHL Board comprises of three Executive Directors; the Chief Executive Officer; the Chief Financial Officer and the Chief Operating Officer and eight Non-Executive Directors.

The EGNIHL Board of Directors meet formally six times a year plus other ad-hoc meetings as required to carry out their duties. Formal committees of the EGNIHL Board include an Audit Committee, Remuneration Committee, Risk Management Committee and the Energia Group Management Board (EGMB).

**ESG Governance Structure**





## Group Policies

A key priority is to maintain a highly ethical approach to regulatory responsibilities, obligations under licences, public positioning and marketing of products and services. The Group aims to be transparent and ethical in all its dealings with third parties and has a number of policies in place to underpin this objective, these include:

- Anti-Bribery and Corruption,
- Anti-Slavery and Human Trafficking,
- Code of Conduct and Whistleblowing Procedures

As a major purchaser, the Group recognises that it has an opportunity to encourage suppliers of materials and services to deliver good environmental and safety performance and to maintain responsible practices towards their employees and the communities in which they operate. The Group's Procurement Policy is to source equipment, goods and services from a wide range of suppliers throughout the EU and beyond in accordance with commercial practices based on fairness and transparency.

The Group's UK businesses are committed to ensuring transparency in their approach to tackling modern slavery consistent with the Modern Slavery Act 2015. Where applicable, the Group adheres to the required tender procedures of the EU Procurement Directive as it relates to utilities.

The Group recognises the important role that suppliers play in its business and works to ensure that payments are made to them in accordance with agreed contractual terms. The Group's NI operations for Energia and Power NI report on payment practices and performance in line with the requirements of the UK Government's Small Business, Enterprise and Employment Act 2015

The Group has a wide range of family-friendly working arrangements including enhanced maternity and paternity provisions, adoption, parental leave, shared parental leave and flexible working. These policies are regularly reviewed and updated on an ongoing basis.

The Group also has a number of formal policies in place including Employee Complaint and Grievance procedures, Code of Conduct and Disciplinary policies.

During the year the Group updated its Maternity Leave Policy, Paternity Leave Policy, Flexible Working Policy, Disciplinary Policy and Code of Conduct. All policies are available to employees via the Group's intranet VOLT.

### Dignity at Work

The Dignity at Work policy and procedures underline the Group's commitment to equality and dignity at work for all and ensure an environment free from bullying and harassment.

### Remuneration

The Group operates fair and visible remuneration policies which are externally benchmarked to ensure that employees are paid an appropriate salary for the work they undertake. The Group has an effective approach to recognition and reward, based on business and individual performance. Various reward schemes are in place including bonus schemes, excellence awards, reward and recognition bonuses and skills progression arrangements. Total reward statements, detailing an individual's full remuneration package, are issued to staff annually.

### Equal opportunities

The Group is pro-active in implementing human resource policies and procedures to ensure compliance with fair employment, sex discrimination, equal pay, disability discrimination,

race discrimination, sexual orientation and age discrimination legislation. The Group's equal opportunities policy commits it to providing equality of opportunity for all employees and job applicants and it regularly monitors its actions to promote compliance with legislation and to ensure that it provides equality of opportunity in all its employment practices. Equal opportunity measures and statistics in respect of the relevant employing entities are reported formally to the Equality Commission for Northern Ireland.

### Disability

It is Group policy to provide people with disabilities equal opportunities for employment, training and career development, having regard to aptitude and ability. Any member of staff who becomes disabled during employment is given assistance and re-training where possible.

### Information Security

Information Security forms an integral part of Energia Group and is a key element of our Governance, Risk and Compliance (GRC) activities, which are captured within our Information Security Management System (ISMS). As part of this ISMS, Energia Group have a number of key policies ranging from End User Agreements, Mobile Device Management to Cloud Security. The governance of these policies are conducted through a number of forums including the Information Security Forum (ISF), the Risk Management Committee (RMC) and are reviewed, and where relevant updated, at regular intervals.

### ISO Standards

The Group is certified ISO 45001:2018 Occupational Health and Safety Management Standard and ISO 14001:2015 Environmental Management Standard by the National Standards Authority of Ireland (NSAI).

In September 2021 Energia Group's and constituent businesses' Safety and Environmental management systems were externally certified by NSAI the National Standards Authority of Ireland and passed the recertification process of ISO 45001 standard. **BOX:** Benefits of being ISO 45001 certified While the standard requires that Occupational Health & safety risks be addressed and controlled, it takes a risk-based approach to the Occupational Health & Safety management system itself, to ensure that it is effective and that it is being continually improved to meet an organization's ever-changing "context".

This standard ensures compliance with current legislation worldwide. All these measures combined can establish an organization's reputation as a "safe place to work", bringing a host of benefits, from reducing insurance costs to improving employee morale.

During the year the Group's Renewables Business achieved certification to ISO 55001:2014 Asset Management in respect of its asset management system for renewable generation assets. ISO 55001:2014 is the international standard for asset management and associated life cycle engineering.

During the year Energia Group successfully complete the interim review of the Business Working Responsibly Mark. The Mark, developed by Business in the Community Ireland and audited by the NSAI, is based on ISO 26000.

During the year Power NI successfully achieved BS18477 certification, a British Standard for Inclusive Service Provision.





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# Appendices



Appendix 1

Sustainable Development Goal	SDG Indicators of relevance	How are we progressing the UN SDGs
 <p><b>SDG 13 Climate Action - Take urgent action to combat climate change and its impacts.</b></p>	<p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p> <p>13.2 Integrate climate change measures into national policies, strategies and planning</p> <p>13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning</p>	<p>Committing to reducing the carbon intensity of electricity generation by 50% by 2030 supported by the Group's strategy.</p> <p>Identifying and evaluating climate risks and opportunities linked to our business including taking steps to measure, reduce and report our climate exposure and progress on actions to confront climate change on an annual basis.</p> <p>Supporting high level partnerships and industry bodies advocating for responsible public policies on climate, including carbon pricing and trading schemes.</p> <p>Supporting carbon trading schemes and purchasing carbon credits to offset emissions.</p> <p>Education and awareness through supporting schools' climate action programmes.</p>

Appendix 2

Sustainable Development Goal	SDG Indicators of relevance	How are we progressing the UN SDGs
 <p><b>SDG 7 Affordable and Clean Energy - Ensure access to affordable, reliable, sustainable and modern energy for all</b></p>	<p>7.1 By 2030, ensure universal access to affordable, reliable and modern energy services</p> <p>7.2 By 2030, increase substantially the share of renewable energy in the global energy mix</p> <p>7.3 By 2030, double the global rate of improvement in energy efficiency</p> <p>7.a By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology</p>	<p>Increasing the availability of renewable energy through the expansion of our renewable energy portfolio through the development of innovative offshore wind, onshore wind, solar energy and battery storage solutions.</p> <p>Progressing the development of 2 offshore wind projects with a total capacity of up to 1,600 MW.</p> <p>Consumer education on how to conserve energy and benefits of safe, renewable and cost-effective energy solutions.</p> <p>Sharing our energy sector expertise with other stakeholders fostering a collaborative approach to climate action.</p> <p>Supporting prosumerism through microgeneration</p>



Appendix 3

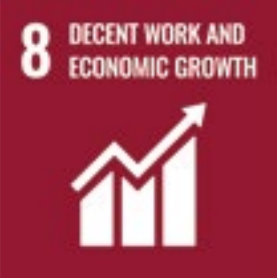
Sustainable Development Goal	SDG Indicators of relevance	How are we progressing the UN SDGs
 <p><b>SDG 9 Industry, Innovation &amp; Infrastructure - Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</b></p>	<p>9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all</p> <p>9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities</p> <p>9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending</p> <p>9.b Support domestic technology development, research and innovation in developing countries, including by ensuring a conducive policy environment for, inter alia, industrial diversification and value addition to commodities</p>	<p>Incorporating sustainability and resilience features into our capital projects and incorporating community benefit for surrounding communities.</p> <p>Implementing local procurement and employment initiatives.</p> <p>Building on current EV Home Charging Infrastructure Partnerships to help simplify the transition to electric vehicles for consumers and to continue to support publicly accessible EV charging.</p>

Appendix 4

Sustainable Development Goal	SDG Indicators of relevance	How are we progressing the UN SDGs
 <p><b>SDG 11 Sustainable Cities &amp; Communities - Make cities and human settlements inclusive, safe, resilient and sustainable</b></p>	<p>11.2 By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons</p> <p>11.3 By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries</p> <p>11.4 Strengthen efforts to protect and safeguard the world's cultural and natural heritage</p> <p>11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management</p> <p>11.a Support positive economic, social and environmental links between urban, peri-urban and rural areas by strengthening national and regional development planning</p>	<p>Supporting the power grid in Ireland ensuring continuity of supply and facilitation of the further build out of renewables through the efficient operation of the Huntstown power plants.</p> <p>Proactively engaging with communities from the outset of a project/site development to identify and mitigate impacts on sites.</p> <p>Developing products which improve the efficiency of homes and offices and their ability to track and control their energy usage over time.</p> <p>Exploring opportunities to source energy from waste projects in urban areas.</p> <p>Support cultural and natural heritage projects and community groups.</p>



Appendix 5

Sustainable Development Goal	SDG Indicators of relevance	How are we progressing the UN SDGs
 <p><b>SDG 8 Decent Work &amp; Economic Growth - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</b></p>	<p>8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors</p> <p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p> <p>8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms</p> <p>8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment</p>	<p>Energia Group directly employs almost 1,000 people across the island of Ireland.</p> <p>Promoting high standards of health and safety, encouraging employees to take personal and collective responsibility for creating a safe working environment and investing in training, equipment, technology and H&amp;S awareness across the Group.</p> <p>Implementing hiring and training programmes that will support greater diversity in the workplace.</p> <p>Launched Energia Group’s Women’s Network called ‘Connecting Women in Energy’ and two new women’s health policies supporting Pregnancy Loss and Fertility Treatment, as well as a Managers guidance document to support women through the Menopause.</p>

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en**erg**ia group



Energia Group  
The Liberty Centre,  
Blanchardstown Retail Park,  
Dublin 15,  
D15 YT2H  
Ireland

**Energia Group**

[www.energiagroup.com](http://www.energiagroup.com)