



An Ghníomhaireacht
Tithíochta
The Housing Agency

The Housing Agency

Climate Action Roadmap 2025



Approval, Sign Off and Publication

Role	Name	Date	Signature
Nominated Climate and Sustainability Champion	Ronan O'Halloran	11/06/2025	<i>Ronan O'Halloran</i>
Housing Agency Chief Executive	Martin Whelan	29/07/2025	<i>Martin Whelan</i>

Housing Agency Board Approval	10/07/2025
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The Housing Agency Roadmap will be submitted to the Nominated Climate and Sustainability Champion in the Department of Housing, Local Government and Heritage as well as the SEAI's Public Sector Team.

The Roadmap will also be published on The Housing Agency website.

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Overview

The Climate Action Roadmap produced by The Housing Agency aims to communicate how The Agency will meet the requirements of the Climate Action Mandate and reach the 2030 carbon and energy efficiency targets set out in [The Climate Action Plan 2025](#) (CAP25). The Climate Action Plan 2025 provides a detailed plan for taking decisive action to achieve a 51% reduction in overall greenhouse gas emissions by 2030 and setting us on a path to reach net-zero emissions by no later than 2050.

The [Public Sector Climate Action Strategy](#) was published in March 2023 and focuses on the governance required to support public sector decarbonisation. This strategy runs to the end of 2025, to align with the end of the first carbon budget period.

This Roadmap will be reviewed and updated annually within 6 months of the publication of the Climate Action Plan.

Organisational Context

The Housing Agency is a government organisation dedicated to supporting local authorities, The Department of Housing, Local Government and Heritage, and Approved Housing Bodies (AHBs).

The Agency plays a key role in the delivery of housing policy and strategy. It provides expert advice, research, and data analysis to inform decision making at national and local levels. The Agency supports the management and delivery of social and affordable housing, promotes good housing design and quality standards, and assists in the development of sustainable communities. It also helps build capacity within the housing sector by offering guidance, training, and technical support to stakeholders. The Remediation Directorate within the Agency is responsible for several key schemes aimed at addressing housing defects including Pyrite Remediation, Defective Concrete Blocks Grant Scheme and the Defective Apartment and Duplex Remediation Schemes.

Operating as a non-commercial state body under the Department of Housing, Local Government and Heritage, The Agency works closely with departmental colleagues to help deliver policy priorities. It adheres to the Code of Practice for the Governance of State Bodies and the Public Spending Code, ensuring full transparency and accountability in its operations.

The Agency is based at 52, 53 and 54 Mount Street Upper, Dublin 2, within a row of protected late Georgian buildings. While some shallow renovation work has taken place, conservation restrictions limit the extent of deeper retrofit upgrades.

Climate Action Mandate

[The Public Sector Climate Action Mandate](#) applies to all public bodies that fall under national decarbonisation targets. It outlines a set of key climate action objectives that these organisations are expected to prioritise in their operations and planning. The Mandate serves not only as a framework for compliance but also as a directive for public sector bodies to lead by example in addressing climate change.

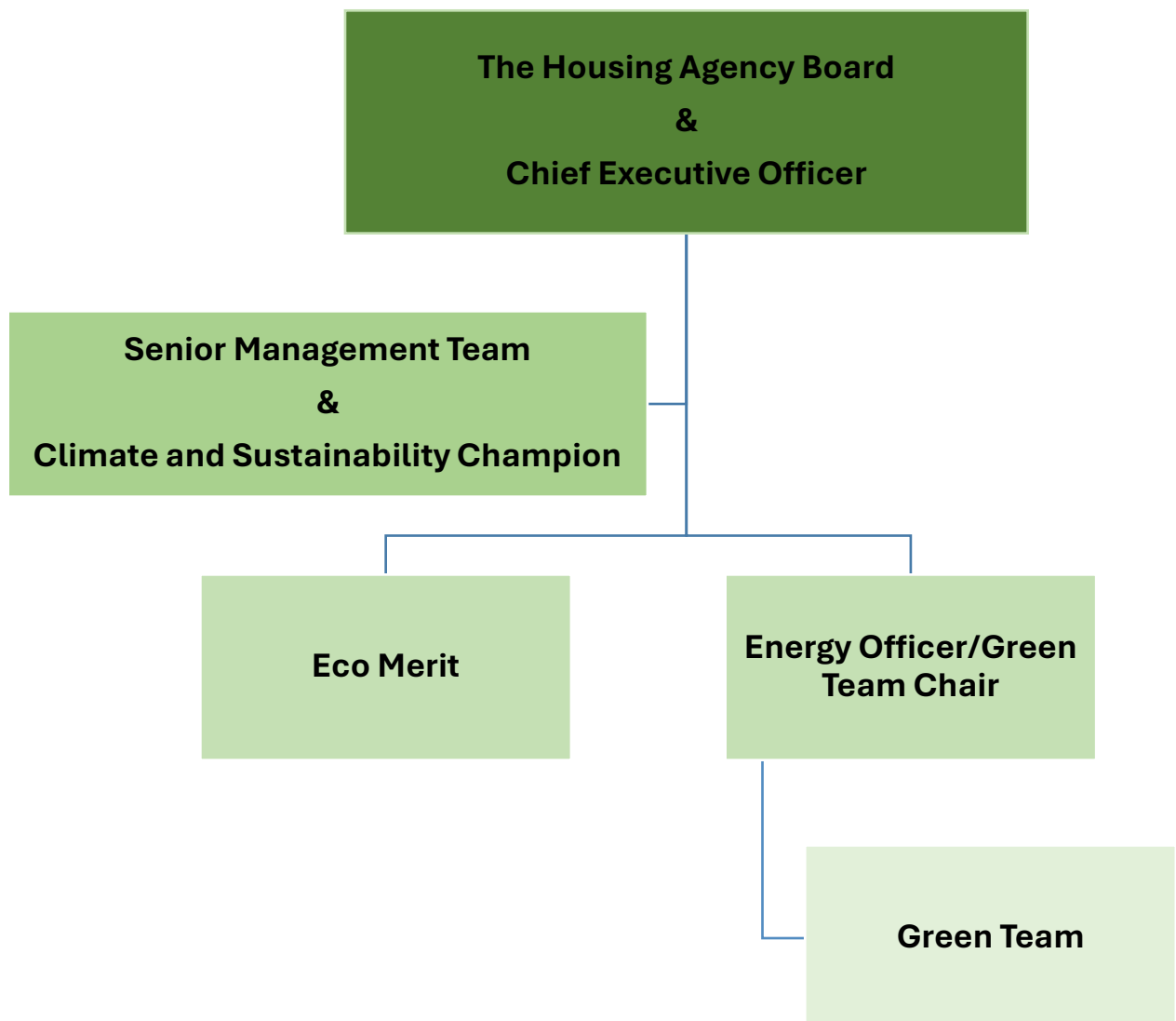
Under the Mandate, public bodies are required to take meaningful steps to reduce greenhouse gas emissions, enhance energy efficiency, transition to renewable energy sources, and adopt sustainable practices across all areas of their work. This includes setting clear targets, monitoring progress, reporting on achievements, and integrating climate considerations into procurement, infrastructure, and service delivery.

Leadership in climate action is a central tenet of the Mandate, with public bodies expected to visibly demonstrate their commitment and progress in line with national climate goals. The Mandate is dynamic and will be reviewed and updated on an annual basis to reflect evolving policies, technologies, and best practices in the field of climate action.

Our People

Leadership and Governance

The Climate Action Mandate requires that leadership and governance structures for climate action are set up, and that staff are engaged with climate action and have appropriate training. The governance structure for climate action within the Agency is set out below.



Green Team

The Housing Agency Green Team holds quarterly meetings to review, plan, and promote sustainability measures and environmental initiatives within the organisation. These meetings serve as a platform for sharing progress, discussing new ideas, and identifying areas for improvement in how the Agency approaches its environmental responsibilities.





Members of the Green Team act as “Green Reps” within their respective departments and functions across the Agency. They serve as accessible points of contact for colleagues who may have suggestions, concerns, or queries relating to sustainability and environmental practices. This structure helps embed sustainability awareness throughout the organisation and encourages open communication and collaboration.





Participation in the Green Team is open to all Housing Agency employees, reflecting the Agency’s commitment to inclusivity and shared responsibility in achieving its sustainability goals. Regular internal recruitment emails are circulated to invite colleagues with an interest or passion for environmental issues to become involved, regardless of their role or department.

The Green Team plays a key role in driving behavioural change, promoting environmental awareness, and supporting the implementation of the Agency’s climate and sustainability objectives. Its work aligns with national public sector climate commitments and the Agency’s own internal targets for reducing environmental impact.

Further details, including the scope, membership, and responsibilities of the Green Team, can be found in the Terms of Reference located in Appendix A of this document.

CURRENT GREEN TEAM MEMBERS

			
Jasmin Clancy Green Team Chair & Energy Officer	Ciara McCoy Facilities Manager	Santa Kapteine Facilities	Catriona Lawlor Part V

			
Graeme Fryer Policy & Practice	Ciarán Gilchrist IT	Derval Tannam Governance	Jasmin Dunne LA Services
Daniel Troy HR Team	Rebecca Gilligan Property Optimisation Unit	Andrew Fayne Property Optimisation Unit	David Rouse Multi Unit Developments
Tripti Joshi Fallon Local Authority Services	Alan Folan Housing First	Peter Mulhern Pyrite remediation	Brian Ward Affordable Housing Unit

Engaging our People

In alignment with our climate action obligations, Ronan O'Halloran, Director of Remediation, has been formally nominated as the Climate and Sustainability Champion. In this capacity, he holds responsibility for driving the implementation of sustainability mandates across the organisation. The Climate and Sustainability Champion provides strategic oversight, ensures that sustainability goals are embedded in operational planning, and leads the reporting process for mandated climate actions. Progress and compliance are regularly tracked and reported through the Sustainable Energy Authority of Ireland (SEAI) Monitoring and Reporting (M&R) system, ensuring accountability and transparency in our sustainability efforts.

As part of its commitment to climate leadership and sustainable development, the Housing Agency has joined the SEAI Public Sector Energy Decarbonisation Partnership Programme. This strategic collaboration supports the Agency in advancing its energy and carbon reduction goals, in line with national targets of a 50% improvement in energy efficiency and a 51% reduction in greenhouse gas emissions by 2030. Through the programme, the Housing Agency gains access to expert advisory services, structured energy planning support, and tools to monitor and manage energy performance across its operations. Participation in this initiative strengthens and reinforces The Housing Agency's role in driving climate action within the public sector.

Climate action and sustainability training are integral components of our staff development framework. Our Learning and Development strategies incorporate both technical and behavioural training to build capacity across the organisation. This includes targeted training in green procurement practices, equipping staff with the knowledge required to make sustainable purchasing decisions. In addition, we have

recently introduced a new "Being Green" module, delivered via the Irish Academy of Computer Training (IACT), which focuses on fostering environmental awareness and promoting sustainable behaviours in the workplace. These initiatives ensure that staff at all levels are empowered to contribute to our organisational sustainability objectives.

All senior management staff have completed a dedicated Climate Action Leadership Training course. This training, delivered by the Public Affairs Institute (PAI), is designed to build leadership capacity in addressing climate challenges and embedding sustainability into strategic decision-making. The course focuses on the policy and legislative context of climate action, the role of public sector leaders in driving change, and the practical steps required to meet Ireland's climate targets. By completing this training, senior leaders across the organisation are better equipped to champion climate action and lead by example in implementing effective, organisation-wide sustainability initiatives.

Our Targets

2030 Targets	2050 Target
51% Reduction in CO2 Emissions	Net Zero CO2 Emissions
50% Improvement in Energy Efficiency	

EMISSIONS REDUCTION

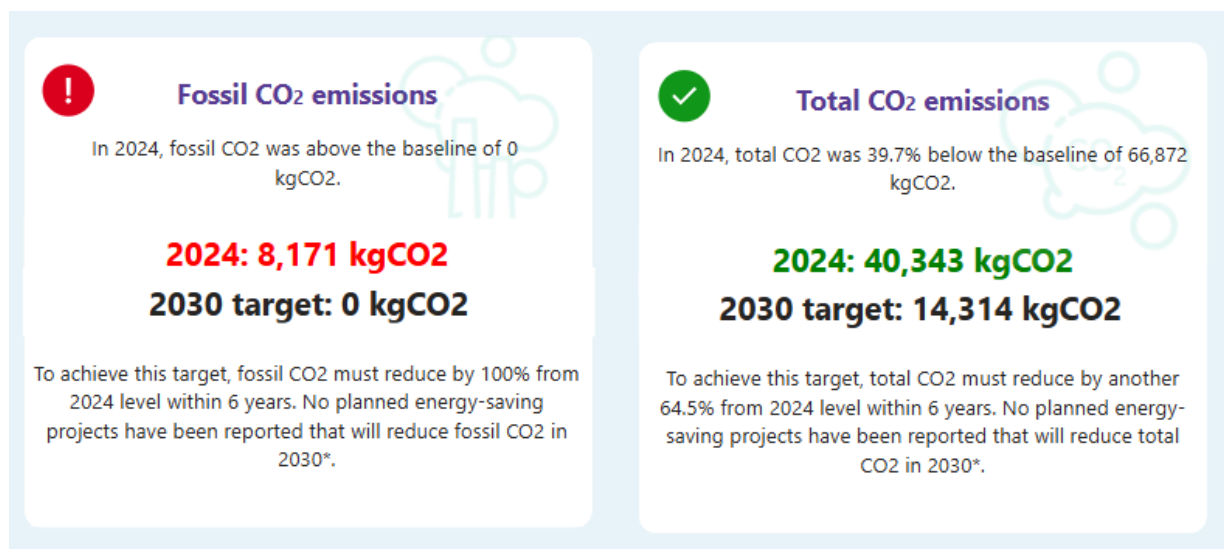


Figure 1 Data from SEAI M&R System

The Housing Agency has made measurable progress in reducing its carbon emissions, but significant challenges remain in order to achieve the 2030 target of a 51% reduction in total CO₂ emissions relative to the 2016–2018 baseline of 66,872 kgCO₂.

As of 2024, The Agency reported total CO₂ emissions of 40,343 kgCO₂. This represents a 39.7% reduction from the baseline, leaving a gap of 26,030 kgCO₂ to reach the 2030 target of 14,314 kgCO₂. While this is a substantial achievement to date, it also implies that a further 64.5% reduction is required from the current 2024 levels within the next six years.

Despite the downward trend in overall emissions, fossil CO₂ emissions remain a critical area of concern. In 2024, fossil emissions stood at 8,171 kgCO₂, with a 2030 target of 0 kgCO₂. Fossil emissions for The Agency come solely from the gas heating system in building number 52. This means a complete phase-out of fossil fuel use is required within six years.

To close the remaining gap to the 2030 target:

The Housing Agency is currently in the process of researching the feasibility of moving office buildings, this move would be to a more modern A rated building. A move would put the Agency on track to meet and exceed all emissions reduction targets by 2030.

In the case that relocating to a different building is determined as unfeasible, the organisation will commit to retrofitting our existing buildings and implementing further emissions reduction measures to achieve our targets.

In summary, while the Housing Agency has achieved nearly 40% emissions reduction by 2024, reaching the 2030 target will require urgent action and dedicated investment in carbon mitigation strategies, particularly in eliminating fossil CO₂ emissions.

ENERGY EFFICIENCY

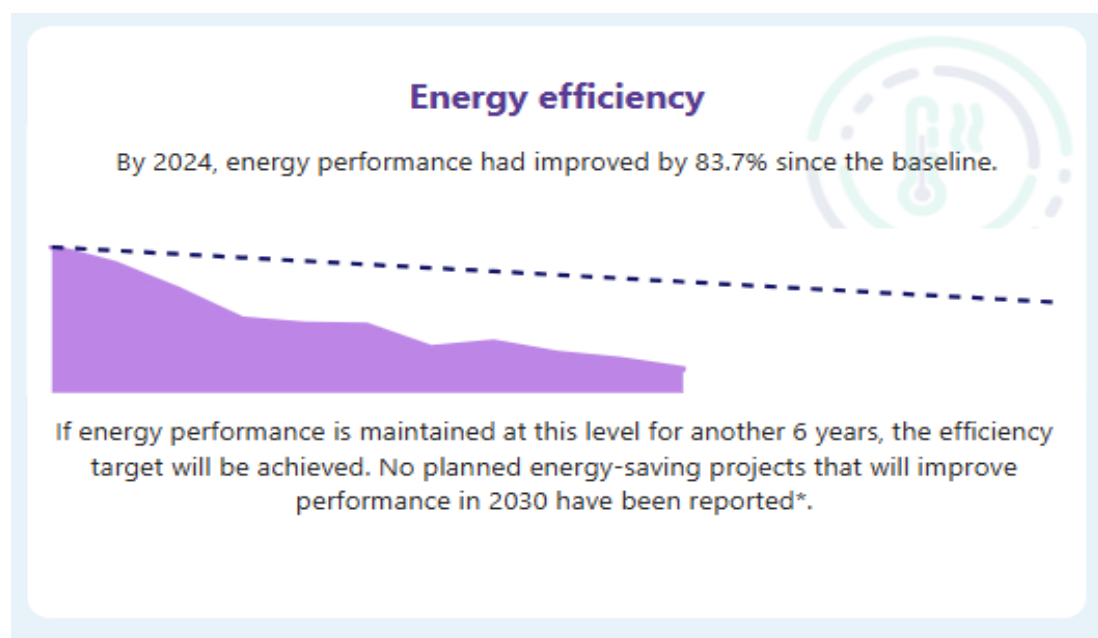


Figure 2 Data taken from SEAI M&R System

The Housing Agency has improved energy efficiency in our buildings by 83.7% since 2014. We are on track to achieve the government target of a 50% improvement in energy efficiency by 2030.

Our Way of Working

Eco-Merit has served as the Housing Agency's energy efficiency consultant since their procurement in 2020. Their primary role has been to evaluate the energy performance of our office buildings and to develop a comprehensive five-year improvement plan aimed at reducing our overall carbon footprint. This plan outlines targeted measures and strategies to enhance energy efficiency, lower emissions, and promote sustainable practices within our operations.

Following the successful implementation of the initial recommendations, the Housing Agency was officially awarded Eco-Merit certification in 2022. This certification reflects our commitment to continual improvement in energy management and environmental responsibility. As part of the certification requirements, Eco-Merit conducts annual audits to assess our progress and verify that we are actively implementing the actions set out in the improvement plan.

In addition to these annual audits, the Housing Agency monitors and tracks its energy consumption on a monthly basis to ensure ongoing accountability and transparency. This data-driven approach allows us to identify trends, address inefficiencies promptly, and stay aligned with our sustainability goals.

Furthermore, the Housing Agency is currently certified to the ISO 50001 Energy Management Standard. This internationally recognised standard confirms that we have an effective system in place for improving energy performance, including energy efficiency, use, and consumption. ISO 50001 certification reinforces our dedication to sustainable energy practices and supports our broader environmental objectives.

Green Public Procurement

Green Public Procurement (GPP) continues to be recognised as a key tool in helping Ireland transition to a more resource-efficient and circular economy. In early 2024, the Department of the Environment, Climate and Communications published the "Green Public Procurement Strategy and Action Plan 2024–2027", which sets out clear goals for embedding sustainability into public sector purchasing.

In alignment with this strategy, the Housing Agency is committed to integrating green criteria into our procurement processes wherever they are relevant to the goods and services being sourced. This includes applying national GPP criteria across the ten designated priority sectors, as well as extending sustainable considerations to other areas of procurement where appropriate.

We continue to work with our contracted cleaning service provider, who has strong environmental credentials and uses eco-friendly cleaning products as part of their operations. Our current print services contract includes cartridge recycling, and the supplier complies fully with Waste Electrical and Electronic Equipment (WEEE) regulations for responsible disposal of consumables. Paper products are procured through an Office of Government Procurement (OGP) framework agreement, ensuring that all paper used meets stringent environmental standards and best practice.

Green Procurement training has been completed by multiple staff members across the organisation. This will help ensure that environmental and social considerations are incorporated from the earliest stages of the procurement process and that staff are equipped with the knowledge and tools needed to make sustainable purchasing decisions.

Resource Use

As part of the Housing Agency's ongoing Eco-Merit accreditation, we are committed to the continuous monitoring and management of our resource consumption. A key requirement of this certification involves the monthly tracking of all utilities and waste streams within our premises. Comprehensive logs are maintained for electricity, gas, water and waste usage, allowing us to monitor trends, identify opportunities for improvement, and ensure we are meeting our environmental performance targets.

To support our sustainability goals, refillable drinking water stations are available throughout all Agency buildings. Glasses and reusable cups are provided, and as of 2022, all single-use items such as plastic cups and utensils have been completely eliminated from our offices.

Our waste management system is designed to support effective segregation at source. Waste is sorted into three distinct streams: general waste, recyclable waste, and organic waste. Each waste collection is weighed, and the data is recorded and submitted as part of our monthly environmental reporting to Eco-Merit. Additional recycling facilities are provided for specific waste items, including used coffee pods and batteries, which are collected in dedicated containers in accessible areas of our buildings. We have designated points available to recycled bottles and cans that are part of the Return Deposit Scheme and any money collected from the return of these items is donated to a reforestation charity at the end of the year.

Food waste generation within the Agency is minimal, as no on-site catering services are provided. However, to support proper disposal of food waste brought in by staff, clearly labelled organic waste bins are installed in all kitchenette areas. Signage is prominently displayed to guide staff in the correct segregation of waste, helping to ensure that

recyclable, organic, and general waste are placed into the appropriate bins. All food waste, along with other waste streams, is measured and reported monthly as part of our Eco-Merit certification obligations.

To reduce reliance on paper and support more efficient workflows, the Housing Agency has adopted Nitrosign, a digital signature and document management solution. This platform has significantly reduced daily paper consumption while enhancing the efficiency of internal processes.

Additionally, Microsoft Teams serves as the central digital collaboration hub, supporting virtual meetings, screen sharing, and document co-editing. This digital-first approach further reduces the need for printed materials, particularly for collaborative work.

All printers within our buildings are configured to encourage responsible use: users must log in to release print jobs, helping to eliminate unnecessary printing. The default settings are double-sided printing in black and white to minimise paper and toner usage. A mix of recycled and standard paper is used across our offices to balance sustainability with operational needs.

Together, these measures reflect our ongoing commitment to reducing our environmental impact and maintaining high standards of sustainability in line with Eco-Merit and broader organisational values.

Our Buildings and Vehicles

The Housing Agency does not own or operate any official fleet vehicles. As such, The Agency is not subject to procurement, monitoring, or reporting requirements related to fleet emissions. Despite the absence of a fleet, The Agency actively promotes sustainable travel practices among its staff through a comprehensive travel and subsistence policy aimed at reducing the environmental impact of work-related travel.

Key principles of the travel policy include:

- Undertaking only essential travel
- Planning all travel in the most effective and cost-efficient manner, aligning with both financial prudence and environmental considerations
- Prioritising the use of public transport for all official travel wherever possible
- Restricting mileage claims to situations where public transport is unavailable, and only when such travel has been pre-approved by the Chief Executive.

To further encourage low-carbon commuting options, The Agency provides several facilities and incentives to support sustainable travel choices. Our premises are equipped with secure and covered bicycle parking, as well as showers and personal storage lockers, to make cycling and walking to work more accessible and convenient. Additionally, employees are eligible to participate in the Cycle to Work Scheme and the TaxSaver Commuter Ticket Scheme at any time throughout the year.

The Housing Agency's building stock is limited in scale, and therefore the overall energy demand and emissions associated with the built environment are comparatively low. Nevertheless, The Agency has developed and submitted its Building Stock Plan to the SEAI, as required under public sector climate obligations. This plan outlines the current status of the Agency's buildings and identifies opportunities for improved energy performance where applicable. Further details of the building stock plan can be found in Appendix B of this document.

Climate Action Mandate

1.	Our Targets	
1.1	Reduce energy related GHG emissions by 51% in 2030	
	Progress to date	Ongoing
1.2	Improve energy efficiency in the public sector by 50% by 2030	
	Progress to date	Ongoing
1.3	Update Climate Action Roadmaps annually within 6 months of the publication of the Climate Action Plan. Develop Climate Action Roadmaps if none are in place.	
	Progress to date	Completed
2.	Our People	
2.1	Establish and resource Green Teams, reporting to senior management, to become integrated drivers of sustainability in every public sector body.	
	Progress to date	Completed
2.2	Nominate a member of the Management Board as the Climate and Sustainability Champion with responsibility for implementing and reporting on the mandate.	
	Progress to date	Completed
2.3	Incorporate appropriate climate action and sustainability training (technical and behavioral, including green procurement training) into learning and development strategies for staff.	
	Progress to date	Completed
2.4	Organise staff workshops to engage on climate issues, including a focus on decreasing the organisation's carbon footprint.	
	Progress to date	Completed
2.5	Ensure all senior management (P.O. level or equivalent and above) and members of State Boards complete a climate action leadership training course.	
	Progress to date	Completed

3.	Our Way of Working	
3.1	Report on the following in the Annual Report of the public sector body: <ul style="list-style-type: none"> • GHG emissions • Implementation of the mandate • Sustainability activities • Compliance with Circular 1/2020: Procedures for offsetting the emissions associated with official air travel 	
	Progress to date	All the above are reported in the Housing Agency Annual Report
3.2	Using SEAI's Public Sector M&R System, public bodies are to report annually on implementation of the individual mandate requirements using a "comply and explain" approach.	
	Progress to date	Completed
3.3	Achieve formal environmental certification for large public sector bodies, such as ISO 50001 (Energy Management Standard) or ISO 14001 (Environmental Management System), with a view to going beyond ISO 14001 to adopting Eco Management and Audit Scheme (EMAS). Specifically: <ul style="list-style-type: none"> • All public sector bodies with an energy spend greater than €2 million per annum to achieve ISO 50001 certification by end-2024 • All remaining public bodies to implement energy management programmes as per SEAI's energy management guidance (S.I. 426 of 2014) and report to SEAI annually on its M&R system 	
	Progress to date	ISO 50001 accreditation achieved
3.4	Green Procurement	
3.4.1	Implement Green Public Procurement in accordance with the Green Public Procurement Implementation Mandate set out in Buying Greener: Green Public Procurement Strategy and Action Plan 2024-2027 , using the EPA Green Public Procurement Guidance and criteria/Office of Government Procurement's online Green Public Procurement Criteria Search tool as resources.	
	Progress to date	Implemented where reasonable
3.4.2	Adhere to the Circular to be published by the Department of Public Expenditure, NDP Delivery and Reform regarding new Green Public Procurement obligations.	

	Progress to date	Awaiting publication of circular
3.5	Construction	
3.5.1	Specify low carbon construction methods and low carbon cement material as far as practicable as per guidance issued by Department of Enterprise, Trade and Employment for directly procured or supported construction projects from 2024	
	Progress to date	Does not apply
3.5.2	Adhere to the best practice guidelines for the preparation of Resource and Waste Management Plans for construction and demolition projects for directly procured or supported construction projects from 2024	
	Progress to date	Does not apply
3.5.3	A minimum proportion of construction materials procured by public bodies under new contract arrangements to comprise recycled materials	
	Progress to date	Does not apply
3.6	Organic Food	
3.6.1	A minimum of 10% by value (€) of food sought under new contract arrangements (including via contractors such as canteen service providers), is to be certified organic in each of the following categories of Cereals, fresh Beef, Lamb, Pork, Poultry, Fish, Vegetables and Dairy products, where possible	
	Progress to date	Does not apply
3.7	Food Waste	
3.7.1	Measure and monitor the food waste generated on premises from 2024, using a standardised approach to food waste measurement set out in the EPA public sector guidance.	
	Progress to date	Complete
3.7.2	All new contract arrangements related to canteen or food services, including events and conferences, to include measures that are targeted at addressing food waste (with a specific focus on food waste prevention and food waste segregation, taking into account Ireland's commitment to reduce food waste by 50% by 2030	
	Progress to date	Complete

3.8	ICT Equipment	
3.8.1	A minimum of 80% of ICT end user products procured under new contract arrangements are certified to EPEAT Gold Standard (or equivalent), TCO Certified (or equivalent) or will have been remanufactured	
	Progress to date	Will be implemented on new contracts
3.9	Paper	
3.9.1	Review any paper-based processes and evaluate the possibilities for digitisation so it becomes the default approach. Eliminate paper-based processes as far as is practicable. Where office paper for printing and photocopying must be procured, 100% of the paper must be recycled paper	
	Progress to date	Completed
3.9.2	Measure and Monitor paper consumption	
	Progress to date	Completed
3.10	Water	
3.10.1	Provide suitable drinking water refill points for all staff and in any premises accessed by the public	
	Progress to date	Completed
3.10.2	Measure and monitor water usage as a whole	
	Progress to date	Completed
3.11	Single Use	
3.11.1	Cease using disposable cups, plates and cutlery in any public sector canteen or closed facility	
	Progress to date	Completed
3.11.2	Eliminate all single use items within the organisation	
	Progress to date	Completed
3.12	Other materials	
3.12.1	Support Ireland's Producer Responsibility Initiatives in the collection and recycling of products including the deposit return scheme	
	Progress to date	Completed

3.12.2	Use waste collection services that are segregated into a minimum of 3 streams	
	Progress to date	Completed
4.	Our Buildings and Vehicles	
4.1	Promote the use of bicycles (including push bikes, electric bikes, and cargo bikes) and shared mobility options as an alternative to car use among employees and visitors by creating and maintaining facilities (both inside and outside of buildings) that support such options, including secure and accessible bicycle parking, shared mobility parking, and charging stations, as appropriate, with a view to achieving the National Transport Authority's Smarter Travel Mark	
	Progress to date	<p>Secure bike parking and facilities are provided to encourage cycling and public transport travel.</p> <p>Feasibility for installation of charging stations is being investigated currently.</p> <p>Smarter travel mark on hold & dependent on building move.</p>
4.2	Phase out the use of parking in buildings that have access to a range of public transport services and active/shared mobility options for the majority of staff/visitors, while providing that sufficient accessible parking is maintained for those with physical mobility issues	
	Progress to date	Not currently implemented
4.3	Display an up-to-date Display Energy Certificate in every public building that is open to the public to clearly show energy use	
	Progress to date	Buildings are not open to the public
4.4	<p>The public sector will not install heating systems that use fossil fuels after 2023, in (1) new buildings, and (2) "major renovation" retrofit projects as defined in the Energy Performance of Buildings Directive (EPBD) unless at least one of the following exceptions applies:</p> <ul style="list-style-type: none"> • The fossil-fuel use is only through using electricity from the grid. • There is no technically viable non-fossil alternative (generally only related to applications for a purpose other than space heating). • The installation of a renewable space heating system would increase final CO2 emissions. 	

	<ul style="list-style-type: none"> • The fossil-fuel use is provided for backup, peaking, or operational purposes (and makes up less than 10% of annual heating energy). • Where the direct replacement of existing fossil fuel heating is required for an emergency maintenance purpose 		
	<table> <tr> <td>Progress to date</td><td>Completed</td></tr> </table>	Progress to date	Completed
Progress to date	Completed		
4.5	<p>All tenders for the public procurement of energy-related products, heating equipment, or indoor and outdoor lighting to include a requirement for tenderers to specify recommendations and options for the product, when the product or components of the product comes to the end of life, that consider environmental sustainability, including options for reuse, repair, and recycling. Comply with SI 626 of 2016 to procure Triple E registered products or equivalent</p> <table> <tr> <td>Progress to date</td><td>In progress</td></tr> </table>	Progress to date	In progress
Progress to date	In progress		
4.6	<p>All tenders for the public procurement of indoor cleaning services to include a requirement for tenderers to specify the training that will be put in place to ensure that all staff involved in delivery of the contract have the knowledge and skills to apply cleaning methods, which will reduce the environmental impact of the services</p> <table> <tr> <td>Progress to date</td><td>Completed</td></tr> </table>	Progress to date	Completed
Progress to date	Completed		
4.7	Buildings		
4.7.1	<p>Building stock plans – all public bodies that have not yet completed a stage 1 Building Stock Plan should do so and submit to SEAI. Public bodies that have completed a BSP should update it regularly, minimum every two years. Public bodies are encouraged to include their BSPs in their Climate Action Roadmaps</p> <table> <tr> <td>Progress to date</td><td>Completed</td></tr> </table>	Progress to date	Completed
Progress to date	Completed		
4.7.2	<p>National Estate Portfolio Leads are accountable for energy targets within their sectors and for developing pathways to achieve these targets. e.g., in relation to the Civil Service, the OPW will plan the deep retrofit of Government Departments’ building stock. The specific sectors are outlined in the stage 1 Building Stock Guidance. These National Estate Portfolio leads (NEPLs) will undertake Stage 2 Building Stock plans for their respective sectors. They shall develop plans and roadmaps of how they & their respective sectors will address national and upcoming EU EPBD and EED directive targets, considering both the short term actions (towards 2030 targets) and long term vision (to 2050 net zero). SEAI will work with the NEPLs and National Working Group on Decarbonising Public Buildings to develop</p>		

	guidance for Stage 2 BSP. With a view to sectors completing initial plans and roadmaps by the end of 2025.	
	Progress to date	N/A
4.7.3	SEAI's Monitoring and Reporting system will be enhanced to track national and relevant EU directive targets at NEPL level	
	Progress to date	N/A
4.7.4	Small public sector bodies should include a basic building stock analysis or statement as part of their Climate Action Roadmap in line with the guidance published by SEAI	
	Progress to date	Completed
4.8	Vehicles	
	Procure (purchase or lease) only zero-emissions vehicles from the end of 2022, enabling Ireland to go beyond the requirements of the EU Directive, amending Directive 2009/33/EC on the promotion of clean and energy-efficient road transport vehicles (EU Directive 2019/1161, the Clean Vehicle Directive) and act as an international leader in this area. An exception applies where the vehicle is exempt under European Communities (Clean and Energy-Efficient Road Transport Vehicles) (Amendment) Regulations (S.I. 381 of 2021) Public sector procurement contracts for delivery and haulage should specify zero-emissions vehicles where possible	
	Progress to date	N/A
4.8.1	As an enabler for the switch to zero-emissions vehicles and meeting Climate Action Plan targets, in 2024 public sector bodies with a vehicle fleet should develop a plan for installation of charging infrastructure in relevant locations. The plan should align installation of infrastructure with timelines for decarbonisation of the body's fleet. The plan should be included in the body's Climate Action Roadmap	
	Progress to date	N/A

Appendix A

Green Team Terms of Reference

1. Origin of the Green Team

The Housing Agency Green Team was established in Quarter 3 2020 to act as an integrated driver of sustainability within the agency, the Green Team currently has no definite end date.

The purpose of this document is to set out the terms of reference of the Green Team. These terms of reference will be brought to the Green Team for discussion on 3rd November 2022 and will be effective following approval.

2. Function of the Green Team

The Climate Action Plan 2021 has outlined that every public body is required to achieve a 50% improvement in energy efficiency by the end of 2030 and a 51% reduction in greenhouse gas emissions by 2030, the function of the Green Team is to assist in achieving the targets set out in the Climate Action plan. Green Team members will act as green representatives among their various teams providing an opportunity to all staff to link in with them regarding issues or ideas relating to sustainability in the Housing Agency.

3. Governance

In alignment with our climate action obligations, Ronan O'Halloran, Director of Remediation, has been formally nominated as the Climate and Sustainability Champion. In this capacity, he holds responsibility for driving the implementation of sustainability mandates across the organisation. The Climate and Sustainability Champion provides strategic oversight, ensures that sustainability goals are embedded in operational planning, and leads the reporting process for mandated climate actions.

All senior management staff have completed a dedicated Climate Action Leadership Training course. This training, delivered by the Public Affairs Institute

(PAI), is designed to build leadership capacity in addressing climate challenges and embedding sustainability into strategic decision-making. The course focuses on the policy and legislative context of climate action, the role of public sector leaders in driving change, and the practical steps required to meet Ireland's climate targets. By completing this training, senior leaders across the organisation are better equipped to champion climate action and lead by example in implementing effective, organisation-wide sustainability initiatives.

4. Membership

Membership of the Green Team is on a voluntary basis and is open to all employees of the Housing Agency but should include some or all of the key roles required to deliver of climate action: Energy Officer and Facilities Manager at a minimum. IT, Procurement and HR functions would also be an advantage. Members of the Green Team act as "Green Reps" within the Agency helping to promote green initiatives within their relevant teams.

4.1 CURRENT MEMBERSHIP

Name	Department	Role
Jasmin Clancy	Energy Officer	Chairperson
Ciara McCoy	Facilities Manager	Secretary
Derval Tannam	Governance	Member
Peter Mulhern	Pyrite Remediation	Member
Catriona Lawlor	Part V	Member
Graeme Fryer	HR Department	Member
Ciaran Gilchrist	IT Department	Member
Jasmin Dunne	Local Authority Services	Member
David Rousse	Multi-Unit Developments	Member

Santa Kapteine	Facilities	Member
Andrew Fayne	Local Authority Services	Member
Daniel Troy	HR	Member
Rebecca Gilligan	Local Authority Services	Member
Tripti Joshi Fallon	Local Authority Services	Member
Alan Folan	Housing First	Member
Brian Ward	Affordable Housing Unit	Member

5. Meetings

Frequency of meetings

The Green Team will meet 4 times per annum at a minimum, there will also be a request for ad hoc meetings as and when required.

Notice of meetings

Unless otherwise agreed, notice of each meeting confirming the venue, time and date together with an agenda of items to be discussed will be forwarded to each member of the Green Team no later than 3 working days before the date of the meeting.

Quorum

The quorum necessary for a meeting to take place will be 3 members.

Minutes of meetings

The secretary of the team will minute the actions to come from each meeting. Minutes of the meetings will be accessible to all members of the team.

6. Reporting Responsibilities

Annual Report

The Green Team must report on sustainability activities in the Housing Agency Annual Report.

The Public Sector Climate Action Mandate

The Mandate requires public sector bodies to show leadership in climate action by taking, and reporting on, the actions of the Mandate. The Mandate was approved by Government on 4th July 2022 and issued to all departments by the Minister for Environment, Climate and Communications.

The Green Team actions will be reported in the Mandate.

Eco-Merit

The actions of the Green Team will be reported to Eco-Merit in order to work together on achieving sustainability goals for the Agency.

Appendix B

Building Stock Register

M&R PB ID	PB-09784	ORGANISATION	Housing & Sustainable Communities Agency		
STEP 1 Identify and classify your buildings	Total number of buildings Identified and classified		TOTAL	3	
	Total number of sites/campuses identified		TOTAL	0	
	Total floor area (m2)		TOTAL		
	Percentage in state ownership		Percentage	66	
	Percentage rented or leased		Percentage	33	
	* Classification 1	Office	TOTAL	3	
	Classification 2	e.g. office	TOTAL		
	Classification 3	e.g. office	TOTAL		
	Classification 4		TOTAL		
			TOTAL		
STEP 2 Complete the building register	The SEAI Building Register has been completed for all buildings for		Status		
	Housing & Sustainable Communities Agency			Fully complete	

STEP 3 Use M&R and other data to quantify energy use and identify buildings that are biggest users and emitters	The largest energy using buildings have been identified and linked to the M&R and energy use data		
	Note the largest energy using buildings are those accounting for over 80% of the organisational <u>heat</u> use.		
	No of largest energy use buildings	TOTAL	2
	Heat usage of largest energy use buildings/ organisational heat usage	%	66
STEP 4 Identify buildings that have been earmarked for exit in short-medium term	No of largest energy use buildings that are leased	TOTAL	0
	Number of buildings planned for exit - if known	TOTAL	3
	Total floor area of buildings planned for exit - if known	TOTAL	1452
Commentary (the degree to which the increase or decrease will impact your fossil fuel use)			
Huge impact on fossil fuel use as the plan is to move to A rated building.			
STEP 5 Undertake a preliminary assessment of your accomadatio n needs to 2030 & beyond	Preliminary future assessment of accommodation needs		
	Accommodation floor area requirements to 2030	INCREASE STATIC DECREASE	50%
	%		
	Commentary (the degree to which the increase or decrease will impact your fossil fuel use)		
The total floor area will increase but fuel use should be down overall.			
Building Stock Plan STAGE 1 Completed by			

Completed by Jasmin Clancy (Energy Officer)

Email jasmin.clancy@housingagency.ie

* Please use the classification categories used in the Building Register