



# ENERGY CO-OPERATIVES IRELAND LTD GENDER ACTION PLAN

A gender action plan is a road map for gender equality and women’s empowerment. It helps an organisation to embed gender equality into its business model (strategies, systems, governance, etc.) and should contain a succinct compilation of goals, indicators, and targets. Creating this gender action plan aims to strengthen and amplify our commitment and take steps to advance gender equality throughout our organization.

This gender action plan is based on a template provided by the [Women’s Empowerment Principles \(WEPs\)](#).

Self-assessment score:									
	1 <sup>st</sup> round score	Month	Year	2 <sup>nd</sup> round score	Month	Year	3 <sup>rd</sup> round score	Month	Year
	YES	NO		If yes, when was it introduced:			05	24	
Do you have a current gender equality action plan:							Month	Year	

**1** PRINCIPLE

**High-level corporate leadership**

**2** PRINCIPLE

**Treat all women and men fairly at work without discrimination**

**3** PRINCIPLE

**Employee health, well-being and safety**

**4** PRINCIPLE

**Education and training for career advancement**

**5** PRINCIPLE

**Enterprise development, supply chain and marketing practices**

**6** PRINCIPLE

**Community initiatives and advocacy**

**7** PRINCIPLE

**Measurement and reporting**

COMPANY NAME: CHIEF EXECUTIVE OFFICER:	ENERGY CO-OPERATIVES IRELAND LTD		
	CORMAC WALSH		
FULL NAME: (Person filling out this template)	LÚGHAI DH Ó BRAONÁIN		
TITLE: EMAIL:	COMPANY SECRETARY		
	LUGH.OBRAONAIN@ENERGYCO-OPS.IE		
Number of employees:	2	Headquarters (Country):	IRELAND
Presence in other countries:	NO		



## Brief Company Profile:

**Energy Co-operatives Ireland Ltd** is a leading consultancy firm dedicated to promoting community access to the benefits of renewable energy in Ireland. Founded in 2015, the company has quickly established itself as a key player in the country's renewable energy sector, providing expert guidance and support to communities, groups, and small businesses interested in developing renewable energy projects

## Value Proposition, Vision and Mission statements:

**Mission:** To empower communities and individuals to take control of their energy future by developing, owning, and operating renewable energy projects.

**Vision:** A sustainable energy future where communities play a central role in shaping the energy landscape.

### Core Values:

- **Community:** Prioritizing the needs and interests of local communities.
- **Sustainability:** Promoting environmentally responsible and socially equitable energy solutions.
- **Empowerment:** Enabling communities to take ownership of their energy future.
- **Innovation:** Fostering creativity and exploring new approaches to renewable energy development.
- **Collaboration:** Working with partners to achieve shared goals.

## Motivation for your gender action plan:

In keeping with our core values of empowering communities and individuals, it is essential that these values apply to ourselves in relation to gender.

## The main goals of your gender action plan:

Our gender action plan focuses on achieving these main goals:

- **Equal Opportunities:**
  - **Eliminate gender-based discrimination:** Ensure fair treatment and equal access to all opportunities for all employees, regardless of gender. This includes recruitment, hiring, promotion, compensation, and training.
  - **Prevent and address harassment and discrimination:** Create a safe and inclusive work environment free from all forms of gender-based harassment and discrimination.
- **Fair Representation:**
  - **Increase gender diversity at all levels:** Aim for balanced representation of women and men in all roles, including leadership positions.
  - **Address underrepresentation of women in specific areas:** Identify and address any areas where women are significantly underrepresented and develop targeted strategies to improve their representation.



- **Inclusive Culture:**

- **Promote a culture of gender equality:** Foster an inclusive workplace culture where gender equality is valued and respected by all employees.
- **Challenge gender stereotypes and biases:** Encourage open dialogue and education to challenge unconscious biases and promote gender-equitable attitudes and behaviours.

- **Work-Life Balance:**

- **Support work-life balance for all employees:** Offer flexible work arrangements and family-friendly policies that support both women and men in balancing their work and personal responsibilities.

By focusing on these key goals, a company's gender action plan can create a more equitable and inclusive workplace for all employees.





**High-level  
corporate  
leadership**

Corporate leadership is a key and integral part of making gender equality and women’s empowerment a top strategic priority. It publicly signals the executive team’s goals and targets for implementing the WEPs and how the seven principles will become part of the company’s business model, corporate sustainability strategy, day-to-day operations and organizational culture.

Main Goal:		To ensure that the hiring of all new leadership members reflect the need to promote gender balance at the head of the company						
Indicator:		Gender Mix on Leadership Team						
Goal	Measures / Activities	Indicator	Baseline	Targets & Timeline				Owner
Gender Mix on Leadership Team	Require new leadership team members are chosen to reflect gender balance	Women on executive leadership team	1 women to 1 male	1 woman on executive by end 2025				Lúgh ó Braonáin and Cormac Walsh



**Treat all women and men fairly at work without discrimination**

Treating all employees fairly at work aligns with international human rights principles. It also translates to better talent acquisition, higher employee retention and satisfaction, increased productivity and better decision making. Removing all forms of discrimination in corporate policies, strategies, culture and practices is a solid step forward in a company's WEPS Journey.

Main Goal:		To ensure employees are safe from company discrimination in our corporate policies, strategies, culture and practices						
Indicator:		Employee Survey						
Goal	Measures / Activities	Indicator	Baseline	Targets & Timeline				Owner
All employees safe from discrimination	Employee Survey	100% self-reporting of safety	100%	Completed Employee Survey	July 2025			Lúgh ó Braonáin



Employee health,  
well-being and safety

Employers play a key role in preserving and promoting the physical and emotional health, safety and wellbeing of their employees. Sexual harassment and violence signify high costs to women in terms of lost earnings, missed promotions and overall wellbeing. Companies are impacted in form of employee absenteeism and productivity losses.

Main Goal:		Employees are positive that the company protects their physical and emotional health, safety and wellbeing at work						
Indicator:		Employees report feelings of safety. There are zero missed days attributed to feelings that their wellbeing at work is at risk						
Goal	Measures / Activities	Indicator	Baseline	Targets & Timeline				Owner
Employees report feelings of safety.	Employee Survey	100% positive self reporting, zero missed days due to feeling of lack of safety	100% positive self reporting, zero missed days due to feeling of lack of safety	Completed Employee Survey	July 2025			Lúgh ó Braonáin



**4** PRINCIPLE

**Education and training for career advancement**

Training for all employees about how the company is advancing gender equality and women’s empowerment can align everyone around shared values and help ensure compliance with company policies and practices. Effective programmes to support women’s professional advancement include education and training that is complemented by networking and mentoring programmes.

Main Goal:		To ensure all employees and executives are trained in gender equality and women’s empowerment.						
Indicator:		Completed training for all staff and executives						
Goal	Measures / Activities	Indicator	Baseline	Targets & Timeline				Owner
Staff and executives trained	1 training course per year	Completed post training assessment	Annual training	All staff trained	03/25			Lúgh ó Braonáin

How (and by whom) will progress be monitored:

A report on achieving the goals in this gender action plan will be included in the notes to and proceedings of the Companies AGM by the Secretary.