

# 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).



**High-level** corporate leadership

Treat all women and men fairly at work without discrimination

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

**Education and** training for career advancement

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

**Community** initiatives and advocacy

Measurement and reporting





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in LinkedIn: energy co-operatives Ireland

	ENERGY CO-OPERATIVES IRELAND LTD						
COMPANY NAME: CHIEF EXECUTIVE OFFICER:	CORMAC WALSH						
FULL NAME: (Person filling out this template)	LÚGHAIDH Ó BRAONÁIN	LÚGHAIDH Ó BRAONÁIN					
TITLE, ENABLE	COMPANY SECRETARY						
TITLE: EMAIL:	LUGH.OBRAONAIN@ENERGYCO-OPS.IE						
Number of employees:	2 Headquarters (Country): IRELAND		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.
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The main goals of your gender action plan:
Our gender action plan focuses on achieving these main goals:
Equal Opportunities:
<ul> <li>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.</li> </ul>
<ul> <li>Prevent and address harassment and discrimination: Create a safe and inclusive work environment free from all forms of gender-based harassment and discrimination.</li> </ul>
• Fair Representation:

Increase gender diversity at all levels: Aim for balanced representation of women and men in all roles, including leadership positions.

o 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:

o 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.

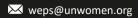
By focusing on these key goals, a company's gender action plan can create a more equitable and inclusive workplace for all employees.

PRINCIPLE

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	ng of all new leadership n	nembers reflect tl	ne need to promote	gender balance at the head of the co	mpany	
Indicator:	Gender Mix on Leaders	ship Team					
Goal	Measures / Activities	Indicator	Baseline	Targets & Timeline		Owner	
Gender Mix on Leadership Team	Require new Women on leadership team executive leaders team to reflect gender balance	executive leadership	1 women to 1 male	1 woman on executive by end 2025			Lúgh ó Braonáin and Corma Walsh





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.

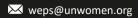
Main Goal:	To ensure employees	are safe from company di	scrimination in o	ur corporate policie	es, strategies, culture and practices		
Indicator:	Employee Survey						
Goal	Measures / Activities	Indicator	Baseline	Targets & Timeline			Owner
All employees safe from discrimination	Employee Survey	100%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





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 positi	ve that the company prote	ects their physical a	and emotional hea	alth, safety and we	llbeing at work	
Indicator:	Employees report fee	elings of safety. There are z	zero missed days a	ttributed to feelin	gs that their wellb	eing 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







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.

Owner
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.



