



**Tionól Réigiúnach
an Deiscirt**

**Southern Regional
Assembly**

Climate Action Roadmap

Polasaí Eagrúcháin ar Ghníomhú ar son na hAeráide

September 2025

The Southern Regional Assembly was established in 2015 under the [Local Government Reform Act 2014](#) and part of the Local Government Sector, the Southern Regional Assembly has a remit for the Southern Region, one of three in Ireland, established in 2015 as the regional tier of government. It incorporates three Strategic Planning Areas, also known as NUTS III regions for EU funding purposes, and ten local authority areas: the South-East - Carlow, Tipperary, Waterford, Wexford, Kilkenny; the South-West - Cork City, Cork County, Kerry; and the Mid-West - Clare, Limerick, Tipperary.

The Assembly forges links between the EU, and national and local levels through Regional Spatial and Economic Planning and the European Regional Development Fund (ERDF) for the benefit of the Southern Region and beyond.

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A message from the Director

Dear Colleagues and Stakeholders,

I am pleased to introduce the publication of the Southern Regional Assembly Climate Action Roadmap. This signifies a crucial milestone in our journey towards a more sustainable and environmentally conscious future. This Roadmap outlines our response to reducing our environmental impact, increasing our knowledge and skills, and developing solutions for mitigating and adapting to climate change. While I acknowledge that no matter how modest our impact may appear in the grand scheme of the national target, I believe the public sector has a duty to lead by example. Climate action will become an intrinsic part of our operations, considering not only direct energy and waste, but the broader ripple effects of our daily actions. This applies across all aspects of the organisation, strategic planning and direction, policymaking, stakeholder engagement, and everyday operational activities.

Through our work, we address the Public Sector Climate Action Mandate and through our wider sustainability strategy, we outline our vision for a region that is economically strong, inclusive, connected, climate resilient and sustainable. We are committed to developing an organisational culture that prioritises climate resilient and environmentally sustainable decisions through daily actions, decision-making and strategic planning. We understand this is how, as an organisation, we work towards achieving our vision and how we nurture our core values and qualities of “Leadership, Engagement, Innovation, Equality, Sustainability and Transparency” in staff.

While European Union and Irish policy establish our working regulatory context, the March 2023 ‘Synthesis’ report published by scientists working for the Intergovernmental Panel for Climate Change, warns that human-induced climate change is now widespread, rapid, intensifying, with some areas of impact now irreversible. Describing the report as a ‘code red for humanity,’ the UN Secretary-General spoke of the need to act now to avert climate catastrophe. This message is reflected nationally in Ireland’s latest Climate Action Plan 2025, citing that to achieve the emissions reduction targets required to address climate change, ‘the scale of systems and behavioural change required is transformational and ‘unprecedented’.

The Southern Regional Assembly acknowledges the increasing urgency and call-to-action to implement significant change and bring forward long-term targets.

In closing, I would like to express my gratitude to the dedicated team within Southern Regional Assembly who have contributed to the development of this Roadmap. Together, with all staff, we will work towards setting a positive example and demonstrate our dedication to an economically strong, inclusive, connected, climate resilient and sustainable future.

David Kelly

Director, Southern Regional Assembly

Introduction

This Southern Regional Assembly Climate Action Roadmap 2025, hereinafter referred to as the Roadmap, sets out our plan to achieve our energy efficiency targets pursuant to the [National Climate Action Plan 2025](#) (CAP25). It sets out our ambition to go beyond statutory requirements demonstrating our commitment to take a leadership role by actively supporting staff engagement in positive climate actions.

The Southern Regional Assembly is committed to achieving its 2030 carbon emissions and energy efficiency targets. We will adhere to the requirements of the [Public Sector Climate Action Mandate 2025](#) (the Mandate), issued to all departments by the Minister for Climate, Energy and the Environment and which requires public sector bodies to demonstrate climate action leadership by implementing and reporting on the actions of the Mandate.

The mission of the Climate Action Roadmap of the Southern Regional Assembly is twofold. First, it is to achieve Government Climate Action commitments and targets and secondly, it is to go beyond our statutory requirements by supporting staff in making transformative changes across all departments in daily decision-making and work activities that deliver measurable and beneficial climate positive actions.

This Roadmap is in alignment with the Southern Regional Assembly Strategy Statement 8 for a “*Low Carbon, Climate Resilient and Sustainable Society*” (p.24) of its [Regional Spatial and Economic Strategy](#), for which its overarching policy statement on climate change is:

“Climate Change represents the most serious threat to human life and the environment. If action is not taken on a global scale, global warming will continue to change weather patterns, cause sea levels to rise, threaten the future of entire nations and pose wider risks in terms of degradation of biodiversity, and threaten the planet’s ability to provide adequate food and shelter for the human population..... All global risks of climate change are risks to the Southern Region. The Southern Regional Assembly is committed to playing its role to put in place a high-level regional strategy for transition to a low carbon economy and society across all sectors.” (p.20).

This policy statement communicates our understanding of the risks posed by the climate emergency and our commitment to taking actions supported through the Green Team (Foireann Glas) whose goal is to support Southern Regional Assembly to mobilise positive behavioural change at the individual level by demonstrating climate action leadership, by example. The Southern Regional Assembly is committed to supporting staff to take actions that embed sustainable development and positive climate actions into every aspect of the work we do.

This Roadmap has been approved by the Director and is considered a living document and will be reviewed and updated annually. This is important in light of the increasing impacts of the climate emergency on the environment and our communities, the changing statutory requirements and as we, as an organisation improve and enhance our understanding of the climate emergency and implement positive climate actions resulting from this policy.

To assist in the implementation of the Roadmap and the achievement of our wider organisational vision, a Green Team has been established to activate and drive forward our ambitions. It is through our talented professional staff, that we will advance policy and promote responsible behaviours and enhance citizen agency at all levels for positive change.

Green Team Charter

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 Southern Regional Assembly established and resourced a Green Team in February 2023 with the remit of supporting organisational actions to work towards achieving obligations under the Government Climate Action Plan¹. The team comprises representatives from management and staff across all departments and grades and reports to senior management, ensuring sustainability actions are integrated at all levels of the organisation.

Vision and Values

The Climate Action Roadmap and Green Team Charter are guided by the Southern Regional Assembly vision for “*A region that is economically strong, inclusive, connected, climate resilient and sustainable.*” We recognise that commitment to climate resilient, and environmentally sustainable decisions and actions through daily actions and decision-making is the method to achieving our vision. This applies across all aspects of the organisation, strategic planning and direction, policymaking, stakeholder engagement, and everyday organisational activities.

This Charter is also guided by our core values of “*Leadership, Engagement, Innovation, Equality, Sustainability and Transparency.*” As an organisation, we are committed to nurturing these values and qualities in our staff.

Mission

The mission of this Green Team is twofold. First, it is to achieve the initial remit of supporting organisational actions to achieve obligations under the Government Climate Action Plan and the Mandate. Second, it is to inspire all staff, across all grades and departments to prioritise and embed climate positive and environmentally beneficial actions in daily organisational activities, decision making and work practices.

Goals

The Green Team are committed to work together to:

- Support management in adopting actions to achieve obligations as a public body under the Climate Action Plan and the Mandate.
- Support management in the implementation of recommendations made by the Green Team and staff that embed climate positive and environmentally beneficial actions in daily organisational activities, decision making and work practices.
- Maximise the climate action and environmental sustainability² work of the organisation.
- Nurture increased awareness and understanding of the climate emergency amongst staff.
- To advance sustainability by leveraging collective knowledge, skills, and ambition to empower staff.

Purpose

- Record a baseline from which improvements can be measured and celebrated.
- Develop targets, set goals, and measure progress as we implement actions to achieve commitments.
- Demonstrate leadership and inspire climate action activities in the organisation and co-ordinate and align climate positive efforts among staff.

¹ See Annex 3 for details.

² See Annex 1 for terminology definitions.

- Support actions and initiatives that raise awareness and understanding amongst staff of environmental crises, climate action, adaptation and mitigation and nature-based solutions.
- Support actions and initiatives that raise awareness and understanding amongst staff and members of our climate and energy legislative responsibilities and reporting requirements.
- Assist in reducing the overall environmental impact of the organisation.
- Coordinate climate action activities at least once each year that educate, inspire, and provide a sense of community/ team building and celebrate achievements.

Green Team Structure, Membership and Reporting

The Green Team consists of representatives from management and staff from each department and grade. All members of the team are considered climate and sustainability champions, there are however, two official roles:

1. **Climate & Sustainability Champion/ Curadh na hAeráide agus na hInbhuanaítheachta**³: Assistant Director, Corporate Affairs, HR, Finance & IT.
2. **Energy Coordinator / Oifigeach Fieidhmíochta Fuinnimh**⁴: Senior Staff Officer, Corporate Affairs.
3. EU Programmes Representative
4. HR & Finance Representative
5. Planning Representative

Meetings & Attendance

Meetings of the Green Team shall be held once a month and may be held more often as needed. Meeting issues may be identified and requested for inclusion on the agenda by any member. Meeting minutes will be documented and will be made available to all staff in the organisation, including members, if requested.

Reporting and Monitoring

The Green Team will report to the Senior Management Team and will support the Climate and Sustainability Champion and the Energy Coordinator in meeting the Southern Regional Assembly's statutory reporting requirements. See below for full details.

Monitoring and reporting are a statutory requirement and is the responsibility of the Climate & Sustainability Champion and the Energy Coordinator who is responsible for submitting reports to SEAI.

The Green Team will prepare a yearly report to be distributed and presented to all staff. A summary of this report should be included in the Southern Regional Assembly Annual Report and presented to members.

Public bodies are required to publicly report on their climate action activities in their annual reports and should include a declaration regarding their performance, achievements in the last year and plans and project pipeline to 2030 and must include:

- GHG emissions.
- Implementation of the Mandate.
- Sustainability activities report.

³ This role is identified in the Public Sector Climate Action Strategy 2023-2025 which states that it *"should be a member of the organisation at Management Board level or equivalent"*.

⁴ The Senior Staff Officer is responsible for building management and SEAI Monitoring and Reporting System

- Compliance with Circular 1/2020: Procedures for offsetting the emissions associated with official air travel.

SEAI Monitoring and Reporting System

SEAI's Public Sector Monitoring and Reporting (M&R) system tracks progress towards the energy efficiency and energy related carbon targets. The SEAI annual report now includes energy related carbon emissions.

From 2023, Southern Regional Assembly is required to indicate whether Mandate actions are complete or incomplete and to provide additional information on what was done or why the action is incomplete.

In 2023, this reporting was carried out via a survey issued by SEAI. In 2025, reporting on the mandate has been incorporated into the M&R system.

Climate Action Roadmap Scope

This Roadmap applies to all areas of organisational activity across all departments and within Assembly House, O'Connell Street, Waterford.

The scope also applies, wherever practicable and possible, to the workstations of staff when working from home or other agreed work locations. It also applies to staff while travelling for Southern Regional Assembly work and undertaking work-related duties including the holding of organisational events outside Assembly House.

The intention is for this Roadmap to act as inspiration, to guide all staff to prioritise and embed climate action and nature-based solutions in all decision-making, strategic planning, and activities.

It is recognised that coordinated and regular staff communications on the work of the Green Team and climate actions adopted and/ or supported by management is key to ensuring staff engagement, which is how we will achieve goals and realise the vision.

Well-Being Centred Scope

The well-being of staff is a priority for the Southern Regional Assembly and the mission, and goals of this Roadmap will be consistent with this objective. Reducing organisational environmental impacts will not only contribute towards the increased well-being of staff and members but also contribute towards enhancing the well-being of communities in the Southern Region.

Public Sector organisations have specific Equality and Human Rights duties. We have a statutory duty to eliminate discrimination, promote equality, and protect the human rights of staff, of members and service users. The Southern Regional Assembly has a duty to promote equality, prevent discrimination and protect the human rights of our employees and this Roadmap and the Terms of Reference of the Green Team have been developed with reference to the Equality and Human Rights framework⁵.

Actively promoting equality, preventing discrimination, and protecting the human rights of our employees naturally leads to the increased staff well-being. This may not be an idea that readily comes to mind when considering environmental practices, but the well-being of staff is crucial to the healthy habits of the organisation. Mindfulness is also important. Consider that sustaining healthy and energetic employees will be beneficial to Southern Regional Assembly's overall productivity. This Roadmap acknowledges that establishing a safe and

⁵ Available online see: <https://www.ihrec.ie/our-work/public-sector-duty/>

non-toxic environment that is beneficial to the environment will also be beneficial for employees and help keep staff happy and energised.

Ways of Working

The Southern Regional Assembly adheres to the principles and standards that must be followed by Irish public sector organisations to ensure transparency, accountability, and effective management. We will analyse and report annually on our impact and progress on GHG emissions and sustainability activities in our Annual Report and on implementation of the Mandate. We will report on implementation of Green Public Procurement and on impact of air travel in our business.

In addition to these statutory requirements, the Southern Regional Assembly is committed to ensuring strong leadership and governance structures for oversight in implementation of the Roadmap and supporting the actions of the Green Team.

The goal of the first Green Team (March 2023 – March 2024) was to

1. Establish a baseline from which future climate actions can be taken.
2. Draft Organisational Energy Efficiency Policy.
3. Draft Organisational Energy Efficiency Roadmap 2024.
4. Draft Climate Action Roadmap.
5. Undertake a staff questionnaire and establish baseline on climate action knowledge, interest, and engagement.
6. Identify interest in and opportunities for green action groups.

The results of this work have established areas of opportunity or themes for potential action groups, effectively, informal sub-committees of the green team. While the Action Groups would be considered informal, it is important to highlight each group would be required to establish a baseline from which actions, improvements and targets are monitored and reported back to the Climate & Sustainability Champion.

The themes listed below are based on responses to the climate action staff survey sent out in December 2023. The areas of opportunity listed under each theme are suggestive only, providing potential actions that may be considered.

Green Procurement and Purchasing

Green Public Procurement⁶ (GPP) is a process where public authorities seek to source goods, services or works with a reduced environmental impact. The Government of Ireland's annual public sector purchasing accounts for 10% to 12% of Ireland's GDP, a large part of economic activity and demand. This provides Ireland's public sector with significant influence to stimulate the provision of more resource-efficient, less polluting goods, services and works within the marketplace.

The public sector has a responsibility to promote green procurement, in order to support Ireland's environmental and wider sustainable development objectives. GPP is recognised internationally as an effective means for public administrations to manage the balance between cost effectiveness and sustainable development.

While the Southern Regional Assembly has a very low spend on procurement relative to other public sector bodies, we do have impact in promoting green public procurement in the EU funded projects and programmes under our remit.

⁶ More information available online at: [buying-greener-green-public-procurement-strategy-and-action-plan-2024-2027.pdf](https://www.buying-greener-green-public-procurement-strategy-and-action-plan-2024-2027.pdf)

In addition, while the majority of items purchased by the Southern Regional Assembly fall well below the procurement threshold, there is still the opportunity to introduce green criteria when purchasing and/or procuring all and any goods, services, works and utilities by choosing solutions that have a reduced impact on the environment throughout their life cycle, as compared to alternative products/solutions. This will support climate action ambitions including improved energy efficiency and material efficiencies/waste prevention.

At the time of writing, the Southern Regional Assembly is undertaking the following actions:

1. Developing green public procurement tips and guidance for inclusion within our new Corporate Procurement Guidelines.
2. Developing a green public procurement aspect within procurement training for staff.
3. Developing green public procurement within procurement training for beneficiaries of ERDF through our Regional Programme.
4. Promoting green public procurement to our Assembly members.

To assist in the provision of green criteria that can be incorporated into public procurement, the Environmental Protection Agency (EPA) published updated GPP Guidance for the Public Sector in July 2024⁷. The eleven criteria sets published are Road Transport Vehicles & Services; ICT Products & Services; Food & Catering Services; Indoor Cleaning Services; Office Buildings Design, Construction & Management; Indoor & Outdoor Lighting; Heating Equipment; Energy related Products, Paper Products & Printing Services and Furniture and related services.

In 2022, the Office of Government Procurement launched GPP Criteria Search, an online search tool that allows the user to rapidly find, select, and download the Irish GPP criteria (published by the EPA) relevant to a specific procurement project. The site was designed to facilitate use of green procurement and is available at <https://gppcriteria.gov.ie/>

Possible areas of opportunity

- Include green criteria when procuring all goods, services and works, where possible (reference Circular 20/2019), using the published EPA GPP guidance and criteria sets or GPP Criteria Search tool.
- Set up a system to gather and record data on GPP implementation in your organisation, using the reporting guidance and template developed for Government Department reporting of GPP as a reference.
- Develop an eco-code checklist for staff to adhere to when selecting venues for event hire.
- Commit to cease using disposable cups, plates and cutlery.
- Where paper must be procured, ensure that recycled paper is the default and criteria as set out in the EPA Green Public Procurement Guidance are considered and applied to deliver sustainable purchases.
- Apply the principle of life cycle thinking to all purchases
<https://economy.medium.com/life-cycle-thinking-for-conscious-consumers-909f44382097>.
- Re-use items where possible.
- Commit to a green/ sustainable procurement/ purchasing and deliver training to staff.
- Only buy environmentally friendly/ organic/ natural cleaning products and tools (e.g. cloths).
- Provide resources for staff such as: <https://compassionateshoppingguide.org/>.
- Buy organic Coffee, Tea, Sugar, and milk.
- Source local suppliers who use local, sustainable, and organic products e.g. gift bags, outside catering etc.

⁷ Available online at: [Green Public Procurement | Environmental Protection Agency](#)

- When buying office equipment consider implementing a condition of purchasing the most energy efficient make and model. This could be applied to all items such as computers, laptops, desk phones, smartphones, keyboards, printers, shredders, and all electrical items including kitchen/ bathroom etc.
- When buying office stationery and equipment, avoid products containing plastic, if possible.
- Deforestation free printing paper.
- Investigate the viability of refilling ink cartridges instead of buying new ones.
- Eliminate plastic and single use items. Any condiments that are needed – do not buy anything individually wrapped (e.g. sugar).
- Chemical free and ethical cleaning products.
- Replace paper towels with a cotton roll towel that is cleaned and reused.
- Only buy recycled toilet roll and environmentally friendly/ organic/ natural cleaning products (i.e. hand soap, toilet cleaner).
- Invest in a vacuum cleaner with a HEPA filter to improve dust control and air quality <https://www.thespruce.com/do-i-need-a-hepa-filter-1901189> and <https://www.goodhousekeeping.com/appliances/a29991896/best-hepa-vacuums/>

Energy

The SEAI have a document called a 'register of opportunities' where selected opportunities can be monitored & recorded to document progress.

Possible areas of opportunity

- Check existing suppliers on their ethics and environmental practices. If possible, switch electricity supplier to a green energy supplier and ideally Irish, if possible.
- Turn off PCs, monitors and communal equipment at the end of the day. Not just energy saving mode. Monitor, incentivise and celebrate achievements.
- Switch lights off in unoccupied rooms. It's always cheaper to switch off lights no matter how short the time period.
- Look into reducing the number of lights in rooms if not necessary. Conduct an audit with staff.
- Consider removing the burco. Do not over-fill kettles. Only put the amount of water in the kettle you need. If you are not going to use all the water, why heat it?
- Do our offices make best use of natural light? Is it possible to rearrange them to do so?
- Make sure heaters and radiators are kept clear. Offices will heat up more efficiently.
- Ensure cleaning staff turn off the lights and heating when they are finished.
- Reduce use of stand-alone heaters as they are inefficient energy users but also distort the buildings temperature and this can impact the heating system in the building.
- Maintain a record of gas and electricity bill analysis.
- Implement an energy management system.

Building

Possible areas of opportunity

- Assess the viability of working towards becoming certified ISO 140001 <https://www.iso.org/iso-14001-environmental-management.html>.
- Complete a register of significant energy users.
- Display an up-to-date Display Energy Certificate in every public building that is open to the public to clearly show energy use.
- Commit to offsetting all carbon emissions (building energy use, travel etc excluding air travel which is already offset nationally) – this must be done very carefully, applying a rigorous criterion.

- Work towards upgrading Building Energy Rating (BER).
- Replace inefficient heaters with energy efficient models.
- Upgrade appliances to the most energy efficient rating and make sure to donate the old appliances to a charity or that they are recycled if broken and not possible to mend. Assembly House appliances include: Fridge, Microwave, Kettle, Burco, Dishwasher.
- Consider removing the Burco entirely. Is it efficient for current level of usage? Perhaps an energy efficient kettle is more efficient. Only boil what you use.
- Provide permanent display of information on the energy use of these appliances.
- Make sure a sufficient air gap is maintained behind the fridge.
- Apply a filter water to all taps for drinking water and provide staff with water bottles.
- Encourage staff to use keep cups when buying takeaway coffee by providing staff with keep cups.
- Provide female staff with an emergency 'rescue' pack of organic (Irish if possible) feminine hygiene products.
- Remove plastic cups at the water fountains. Either replace with paper cups – making sure the paper cups are not coated with plastic and that they can be recycled. If this is not possible, provide glasses.
- Remove water fountains and replace with a filter tap in the kitchen or another more sustainable alternative.
- Print less and if you need to print, do it double sided. Monitor paper purchase and printing throughout the year and reward staff when usage decreases.
- Switch all remaining paper invoices to digital.
- 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 paper must be procured, ensure that recycled paper is the default.

Waste & Circular Economy

Possible areas of opportunity

- Implement the waste hierarchy. Begin by staff training in Assembly House. First re-use, then if not possible to re-use, recycle. Waste is only to go to landfill if neither options are possible.
- Provide staff with cartridge recycling.
- Provide facilities for waste collection/ recycling for phones, computers, laptops, printers, batteries, ink cartridges, cables etc.
- Provide a centralised waste sorting area and discontinue desk to desk custodial pick up and have employees empty their waste bins into a centralised station. This gets people to stop and think about what they are putting in landfill.
- Re-organise the waste/ recycling bins and provide permanent display information on recycling. We all need to know what can and cannot be recycled.
- Address glass recycling.
- Investigate the possibility of composting food waste.
- Paper towels provided should be composted if possible.

Travel

Possible areas of opportunity

- Amend staff travel forms to calculate emissions/ car sharing etc/ calculate savings from car sharing.
- Calculate emissions from staff travel within Ireland and to and from work and engage with an offset scheme in Ireland.
- Develop a staff car sharing initiative for travel in and out of the office with annual rewards for staff who engage in the scheme.
- Promote the cycle to work initiative.

Nature and Biodiversity

Possible areas of opportunity

- Add plants in all offices and make sure they are the right plants that clean air.
<https://www.goodhousekeeping.com/home/gardening/a32552/houseplants-that-purify-air/>
- Promote the all-Ireland pollinator plan⁸ and plant species that are pollinator friendly, year-round, in the garden at Assembly House.
- Engage and support an environmental organisation in team-building activities through nature-based training.

Training and Wellbeing

Possible areas of opportunity

- Engage and support an environmental organisation in team-building activities and/or climate action training.
- Celebrate achievements.
- Consider initiating corporate social responsibility activities that maximise climate action achievements whilst raising the profile of the Southern Regional Assembly amongst general public. The idea is...when we have calculated our emissions (energy and domestic travel), we calculate an amount per tonne and provide some funding mechanism to a community environmental organisation (member of PPN). Each year the fund is awarded to a different county.
- Turn one entire wall over to a giant notice board/ blackboard where staff can share ideas, information on Climate Change. Something that provides the ability to share things like newspaper articles etc. and a blackboard (lower carbon footprint than whiteboard) to share ideas, notes etc. This could be in the corridor in the staff entrance at the bottom of the stairs.
- Provide a permanent display of information on climate actions, like an A4 poster board on the inside doors of all bathroom cubicles. Can update on organisational actions and initiatives.
- Take part in Earth Hour <https://www.earthhour.org/>
- Provide staff and members with an annual update on progress of climate action team.

⁸ Information available online at: <https://pollinators.ie/>

Annex 1: Terminology

Adaptation (to climate change): What we do to adjust to the changing climate – that is the actual or expected climate and its effects. In human systems, adaptation seeks to moderate or avoid harm or exploit beneficial opportunities. In some natural systems, human intervention may aid adjustment to expected climate change and its effects (IPCC, 2018).

Biodiversity loss: The reduction of any aspect or biological diversity (i.e. diversity at the genetic, species and ecosystems levels is lost) in a particular area through death (including extinction), destruction or manual removal; it can refer to many scales, from global extinctions to population extinctions, resulting in decreased total diversity at the same scale (IPBES Core Glossary, 2021).

Climate action: Urgent action to combat climate change and its impact, as well as steps taken to strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries. Climate action is the subject of Goal 13 of the UN Sustainable Development Goals (ECOSOC, 2019).

Climate and environmental crises: include extreme climate and weather events, biodiversity loss, air pollution, land degradation, unsustainable production and consumption, greenhouse gas emissions, marine plastic litter, overexploited natural resources, antibiotic resistant infections and the harmful use of hazardous substances and pesticides (UNEP: GEO-6, 2019).

Environmental sustainability: A state in which the demands placed on the environment can be met without reducing its capacity to allow all people to live well, now and in the future (GEMET, 2020). While environmental sustainability is broader than climate action, limiting climate and environmental impacts can both contribute to mitigating climate change, for instance by reducing emissions and greening practices, and to strengthening people's resilience to climate change (IUCN, no date; IUCN, 2015; GEMET, 2020).

Mitigation (of climate change): Action that limits or prevents greenhouse gas emissions and enhances activities that remove these gasses from the atmosphere (IPCC, 2018).

Nature based solutions: Actions to protect, sustainably manage, and restore natural and modified ecosystems that address societal challenges effectively and adaptively, simultaneously providing human well-being and biodiversity benefits (IUCN, 2016).

- ECOSOC: United Nations Economic & Social Council
<https://www.un.org/ecosoc/en/home>
- GEMET: General Multilingual Environmental Thesaurus was created as a “general” environmental thesaurus, aimed to define a common general language with a core of general terminology for the environment. It is the reference vocabulary of the European Environment Agency (EEA) and its Network (Eionet):
<https://www.eionet.europa.eu/gemet/en/themes/>
- IPBES: Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services <https://www.ipbes.net/>
- IPCC: Intergovernmental Panel on Climate Change <https://www.ipcc.ch/>
- IUCN: The International Union for Conservation of Nature <https://www.iucn.org/>
- UNEP: GEO-6: United Nations Environmental Programme Global Environment Outlook 6 <https://www.unep.org/resources/global-environment-outlook-6>

Annex 2: Southern Regional Assembly Energy Policy 2023

Purpose:

This policy aims to demonstrate the Southern Regional Assembly's commitment to efficient use of energy through energy conservation and management.

Scope:

This policy applies to management of energy (electricity and gas) at the Southern Regional Assembly's building - Assembly House, O'Connell Street, Waterford⁹.

Policy Statement:

The Southern Regional Assembly is committed to efficient use of energy at its office and in its activities whilst as the regional tier of government. The Southern Regional Assembly will aim for consistent improvement of its energy performance, to minimise carbon emissions, and to contribute to the response to the climate crisis. The management team has committed to engaging in activities to achieve the objectives set out in this policy.

Key Objectives:

- Comply with legal and regulatory requirements regarding energy efficiency, usage, and consumption, including continual improvement in energy performance and management, in line with national and European targets,
- Improve the energy efficiency of Assembly House as a continuous improvement process,
- Establish a framework which facilitates internal reviews of energy use and targets,
- Establish, measure and report goals,
- Create and foster a common understanding of our energy related legislative responsibilities and reported requirements including Monitoring & Reporting,
- Co-ordinate and align efforts among staff in Assembly House,
- Provide consistent and effective involvement in the development and implementation of energy best practices that support goals and targeted performance levels identified in the organisations Energy Action Plans,
- Communicate activities amongst staff that will lead to best energy practice at work and shall promote energy saving awareness to our staff,
- Support energy conscious design and procurement, where appropriate,
- Publicise energy-focused projects which are EU funded, and the energy objectives of the Regional Spatial & Economic Strategy for the Southern Region to stakeholders and the public as exemplar stories of energy efficiency and usage,
- Assure the availability of information and resources to meet our objectives and targets,
- We shall incorporate energy efficiency as a key component for new equipment, major renovation and new design,
- Develop a roadmap to meet our GHG emission targets,
- To support management in adopting actions to achieve obligations as a public body under the Climate Action Plan.

This policy will be reviewed at planned intervals.

Date: 24/11/2023

David Kelly,
Director.

⁹ To note, the Southern Regional Assembly has an office in Cork, under Cork City Council and as such the energy usage in that office is being monitored and reported under the M&R reporting of Cork City Council.

Annex 3: Policy Context

International Agreements

In 2015 one hundred and ninety-six countries (including Ireland) signed up to "The Paris Agreement on Climate Change", aimed to limit global temperature rising 2°C above pre-industrial levels. The European Union adopted the objective to reduce greenhouse gas emissions by 80-95% by 2050 compared to 1990 levels. The fixed target for 2020 and 2030 are 20% and 40% of greenhouse gas emission reduction. Additional agreed targets for 2030 includes:

- A total of 32% of the energy requirements is to come from renewable energy technologies by 2030.
- A target of 32.5% improvements in energy efficiency by 2030.

As increased and intensified climate change impacts are experienced across the globe, the message that greenhouse gas emissions must fall is unambiguous. Yet the Emissions Gap Report (EGR) 2022: The Closing Window¹⁰ – Climate crisis calls for rapid transformation of societies finds that the international community is falling far short of the Paris goals, with no credible pathway to 1.5°C in place. Only an urgent system-wide transformation can avoid climate disaster.

National Context

Under the Climate Action Plan, the intention is for the public sector to play a leadership role in driving far-reaching climate action across its buildings, transport, waste, and energy usage, as well as wider society. This includes reducing emissions by 51% by 2030 and increasing the improvement in energy efficiency in the public sector from the 33% target in 2020 to 50% by 2030. As well as increasing climate literacy in the public sector, implementing green public procurement and retrofitting public sector buildings.

Our Targets in Ireland

The Climate Action Mandate sets emission reduction and energy efficiency targets for public bodies:

- Reduce GHG emissions by 51% in 2030
- Increase the improvement in energy efficiency in the public sector from the 33% target in 2020 to 50% by 2030
- Update Climate Action Roadmaps annually in line with updated Public Sector Climate Action Mandate.

For the purposes of the Public Sector Mandate, greenhouse gas emissions are taken to be energy-related carbon dioxide equivalent emissions. The baseline will be the average of 2016-2018 emissions.

The total target for each individual public body is derived as follows:

- 51% reduction of direct energy-related emissions (thermal and transport consumption).
- Projected supply side reductions in indirect energy-related emissions from electricity.

Public bodies must ensure that they meet BOTH the 51% reduction in direct energy-related emissions (thermal and transport) target and the overall total emissions reduction target.

¹⁰ Online see: <https://www.unep.org/resources/emissions-gap-report-2022>

See Annex 4 for detail on statutory requirements and minimum content for how the Southern Regional Assembly, as a public body, should plan to meet its 2030 energy related emissions targets.

The science is indisputable, and the effects of climate change are already clear. As global temperatures increase, the extremes of weather and climate we experience will also increase, and this will lead to increased risks to people and to nature. Scientists warn that without rapid, deep, and sustained reductions in GHGs, global warming will be greater than 2°C above pre-industrial levels and, at current emission rates, could rise to 5°C by the end of the century¹¹. Ireland's Climate Action Plan 2030 proposes that limiting warming to 1.5°C will substantially reduce losses and damage to people and to ecosystems, although it also highlights this will not eliminate them altogether.

The climate crisis has driven the world to the brink of multiple "disastrous" tipping points, according to a major study. Tipping points occur when global heating pushes temperatures beyond a critical threshold, leading to accelerated and irreversible impacts. Prof Johan Rockström, the director of the Potsdam Institute for Climate Impact Research (<https://www.pik-potsdam.de/en>), who was part of the study team, said: "The world is heading towards 2-3C of global warming. This sets Earth on course to cross multiple dangerous tipping points that will be disastrous for people across the world. To maintain liveable conditions on Earth and enable stable societies, we must do everything possible to prevent crossing tipping points¹²."

Understanding tipping points is important and interestingly, is a concept that can be applied to other theories such as social contagion and critical mass to drive individual behavioural change on a critical scale, which is what is needed to achieve Climate Change targets. Tipping points can be identified and triggered to deliver fast action to tackle the climate crisis, according to an analysis¹³ led Prof Tim Lenton at Exeter University. The study also highlights desirability, linking the success of the Toyota Prius to its uptake by influential celebrities in Hollywood. The study combined theories of critical mass, social contagion, economies of scale, and others, with knowledge of how changes in policy, investment and social attitudes had promoted change. For example, people putting solar panels on their roofs has been shown to grow across communities from small initial groups via social contagion. Social change could grow very fast, sometimes starting from an individual such as Thunberg. "These changes often start with small groups of people with a big idea," Lenton said¹⁴.

So far, Ireland has failed to meet an EU commitment to reduce carbon emissions by 20% between 2005 and 2020, according to provisional data released by the Environmental Protection Agency. The figures show that the country's emissions are still only 7% below 2005 levels, contrary to a commitment made under an EU agreement known as the Effort Sharing Decision. They also show that Ireland's greenhouse gas emissions fell by just 3.6% last year, despite the impact of the Covid-19 pandemic. They had fallen by 4% in 2019. A Government spokesperson confirmed to Prime Time that Ireland will need to purchase additional carbon allowances under the EU's Emissions Trading System to make up the shortfall "Pre-Covid estimates of the additional costs of purchasing carbon credits for compliance with these targets were in the region of €6 million to €13 million, depending on the price and final quantity of allowances required," the spokesperson said¹⁵. In 2019, Government published a Climate

¹¹ CLIMATE ACTION PLAN 2023 <https://www.gov.ie/en/publication/7bd8c-climate-action-plan-2023/>

¹² Online see: <https://www.theguardian.com/environment/2022/sep/08/world-on-brink-five-climate-tipping-points-study-finds>

¹³ Online see: <https://www.cambridge.org/core/journals/global-sustainability/article/operationalising-positive-tipping-points-towards-global-sustainability/8E318C85A8E462AEC26913EC43FE60B1>

¹⁴ Online see: <https://www.theguardian.com/environment/2022/feb/09/identify-a-ha-moments-fast-climate-action-tipping-points>

¹⁵ Online see: <https://www.rte.ie/news/2021/1022/1255243-epa-emissions-2020-reduction/>

Action Charter For Local Authorities¹⁶, it is a key action in the Governments' Climate Change Plan, the purpose of which is to ensure every Irish local authority embeds decarbonisation, sustainable development, and climate resilience into every aspect of the work they do.

¹⁶ Climate Action Charter For Local Authorities and Minister for Communications, Climate Action and Environment, online see: <https://www.gov.ie/en/publication/d914a-local-authority-climate-action-charter/>

Annex 4: Climate Action 2030 Legal Requirements

By 2030, every public sector organisation is required to achieve:

- 51% reduction in energy-related greenhouse gas (GHG) emissions.
- 51% reduction in thermal (heating and transport) related greenhouse gas emissions.
- 50% improvement in energy efficiency.
- Achieving the 2030 targets will require a renewed effort and long-term strategic planning to secure resources and investment.

Climate Action Roadmaps

- All public sector bodies other than schools, local authorities and commercial semi-states must produce Climate Action Roadmaps by the end of 2022.

Energy Management Programmes

- Energy management programmes must be embedded in every public sector organisation. Over the next decade, all public bodies will need to implement a structured energy management programme, engage adequate resources, and have an ongoing investment programme in energy management and energy-saving actions.

Display Energy Certificate (DEC)

- Public sector buildings over 250m² must have a Display Energy Certificate to clearly show their energy use and Building Energy Rating. There are supports available under the Public Sector Programme to assist organisations in improving their rating.

Annual Energy Statement

- Public bodies are legally obliged to publish annual statements describing the actions they are taking to improve their energy performance.

Green Public Procurement

- Under Green Public Procurement, all public bodies must implement energy efficient procurement practices for equipment and facilities.

Legal requirements as listed under the Climate Action Mandate 2025

- Climate Action and Low Carbon Development (Amendment) Act 2021 requires all public bodies to perform their functions in a manner consistent with Ireland's climate ambition.
- SI393/2021 Energy Performance of buildings, which requires installation of Building Automation and Control by 2025, for buildings with HVAC rated output over 290kW; requires installation of electric vehicle charging points in carparks for new or refurbished buildings with more than 10 car parking spaces.
- SI381/2021 Clean Vehicles Directive, which sets targets for the procurement of clean light and heavy-duty vehicles, with the first target falling in 2025 and the second in 2030. The definition of clean vehicle changes to zero emission vehicles in 2025.
- SI4/2017 Energy Performance of Buildings, which requires all new public sector buildings built since 2018 to be "nearly zero emissions".
- SI646/2016, which requires that public bodies procure only energy using products and vehicles that are on the Triple E register.
- SI426/2014, which requires the public sector to demonstrate exemplary energy management and requires public bodies to undertake energy audits every four years.

- The Climate Action Mandate 2023 requires large public sector bodies to achieve formal environmental and/or energy management system certification. All public sector bodies should have some form of energy management system in place, even if not certified. SEAI have guidance on the appropriate level of energy management for organisations of different sizes.
- Public bodies should identify which energy or environmental management system they have implemented or are planning to implement. Larger public bodies shall set out timelines for achieving certification if they have not already achieved certification. Other public bodies shall ensure they have an energy management body appropriate to the size of organisation, as set out in SEAI's guide to Demonstrating Exemplar Energy Management.

Achieving the energy related carbon emissions reduction targets (51% reduction by 2030) Minimum Content requirements. The organisation should explain how it plans to meet its 2030 energy related emissions targets. The analysis should identify the level of emissions reduction required to meet the target, taking into account the latest emissions data from M&R and should use the SEAI Gap to Target tool or equivalent modelling tool. The analysis should cover:

- Energy related carbon emissions baseline (average of 2016-18 emissions).
- Total emissions and thermal (heating and transport) emissions if no new projects implemented.
- Any growth in emissions between the baseline and target years based on planned increase/growth in services (if applicable).
- Any planned energy related greenhouse gas emission reduction activities.
- Analysis of significant emitters.
- Identify the 'Gap to Target' that needs to be addressed.

If there is a gap, identify potential decarbonisation/ energy efficient pathway(s), covering:

- Proposed actions to achieve energy related carbon target, detailing specific projects and timelines.
- Resources in place or to be mobilised.
- Resources, both people and financial.
- Project readiness status.

The **Climate Action Mandate** also requires that leadership and governance structures for climate action are set up, and that staff are engaged with climate action and have appropriate training.

- Establish and resource Green Teams/ na Foirne Glas, reporting to senior management, to become integrated drivers of sustainability in every public sector body.
- Nominate a member of the Management Board as the Climate and Sustainability Champion with responsibility for implementing and reporting on the Mandate.
- Incorporate appropriate climate action and sustainability training (technical and behavioural, including green procurement training) into learning and development strategies for staff.
- Organise staff workshops (at least annually) to engage on climate issues, including a focus on decreasing the organisation's carbon footprint.
- Ensure all senior management (P.O. level or equivalent and above) complete a climate action leadership training course in 2023, similar to the Local Authority training course as delivered by the CAROs.

Leadership and governance for climate action, minimum content requirements:

- Governance structure for climate and sustainability including chart showing responsibilities.
- Name of nominated Climate and Sustainability Champion Curadh na hAeráide agus na hInbhuanaítheachta / (minimum director level).
- Name and role of Energy Performance Officer (EPO) / Oifigeach Fieidhmíochta Fuinnimh (OFF) (minimum director level).
- Names and roles of individuals appointed to Green Team / Foireann Glas.

Terms of reference for Green Team / Foireann Glas

- Statement demonstrating Senior management commitment.

Engaging and training staff, minimum content requirements

- Describe actions taken or plans in place for annual staff engagement workshops on climate action.
- Describe actions taken or plans in place to integrate appropriate climate action and sustainability actions into learning and development strategies for staff.
- Describe actions taken or plans in place to develop or procure climate action leadership training for all senior management staff. The Department of the Environment, Climate, and Communications has developed a separate guidance note for this requirement, in consultation with key stakeholders. The guidance is available from DECC.

Annex 5: National and International Policy Documents and References

Regional Spatial and Economic Strategy for the Southern Region 2019-2030 (RSES), see: <https://www.southernassembly.ie/regional-planning/rses>

Southern Regional Assembly Corporate Plan 2025-2029, see: [Corporate-Plan-2025-2029-English-1.pdf](#)

Climate Action Plan 2025, see: https://assets.gov.ie/static/documents/c491032e/DECC_Climate_Action_Plan_2025_Main_Report_-_Final_Web.pdf

Public Sector Bodies Climate Action Roadmap Guidance 2024 see: [Public Sector Bodies Climate Action Roadmaps Guidance.pdf](#)

Climate Action Charter For Local Authorities and Minister for Communications, Climate Action and Environment on behalf of Government, see: <https://www.gov.ie/en/publication/d914a-local-authority-climate-action-charter/>

Delivering effective Climate Action 2030 – Local Authority sector strategy for delivering on the LGMA/ CARO, see: <https://www.lgma.ie/en/publications/local-authority-sector-reports/delivering-effective-climate-action-2030.pdf>

Local Authority Adaptation Strategy Development Guidelines, see: <https://www.gov.ie/en/publication/41066-local-authority-adaptation-strategy-development-guidelines/>

Sustainable Energy Authority of Ireland – Raising staff awareness of energy use: A planning handbook for large organisations, see: <https://www.seai.ie/publications/LIEN-Toolkit-Handbook-Final-online.pdf>

Public Sector Equality and Human Rights Duty, see: <https://www.ihrec.ie/our-work/public-sector-duty/>

United Nations, Paris Agreement on Climate Change, see: <https://www.un.org/en/climatechange/paris-agreement>

2030 Agenda for Sustainable Development and the 17 Sustainable Development Goals (SDGs), see: <https://sdgs.un.org/goals>

United Nations High-Level Political Forum on Sustainable Development, see: <https://hlpf.un.org/>

European Commission Assessment of the final national energy and climate plan of Ireland, see: https://energy.ec.europa.eu/system/files/2021-01/staff_working_document_assessment_necp_ireland_en_0.pdf

European Commission COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS United in delivering the Energy Union and Climate Action - Setting the foundations for a successful clean energy transition, see: <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52019DC0285&from=EN>

Climate change indicators reached record levels in 2023 (19 March 2024): WMO, see: <https://wmo.int/news/media-centre/climate-change-indicators-reached-record-levels-2023-wmo>

Annex 6: Green Team / Foireann Gníomhaíochta Aeráide Terms of Reference

The Green Team / Foireann Gníomhaíochta Aeráide was established in February 2023 with the initial remit of supporting organisational actions to meet public sector obligations under the Government Climate Action Plan¹⁷, which specifically relate to energy reductions¹⁸.

The Green Team is guided by the Southern Regional Assembly vision for “*A region that is economically strong, inclusive, connected, climate resilient and sustainable.*” It is important we understand that commitment to climate resilient, and environmentally sustainable decisions and actions is the foundation to achieving a strong, inclusive, and connected region. This applies to both the micro and macro levels of strategic planning and direction, policymaking, and everyday organisational activities.

However, to advance the organisational commitment to climate action and provide opportunities to cultivate the organisational core values of “*Leadership, Engagement, Innovation, Equality, Sustainability and Transparency*”¹⁹ we are committed to supporting staff in climate actions beyond our statutory requirements.

The Green Team is a standing organisational committee which is ongoing.

Mission

The mission of this Green Team is twofold. First, it is to achieve the initial remit of supporting organisational actions to achieve obligations under the Government Climate Action Plan.

Second, it is to inspire all staff, across all grades and departments to prioritise climate positive and environmentally beneficial actions in daily decision making and work practices.

The mission is to embed climate action, energy reduction, resource efficient and environmental considerations into daily organisational activities and working practices.

Structure & Membership

The Green Team consists of one representative from management and one staff member representing each organisational department. The purpose of this is to ensure staff members are provided an opportunity to work with and learn from staff in other departments and supports team building across the organisation.

This also supports the organisational commitment to providing equal opportunities for all staff to develop skills and competencies and exemplifies our commitment to cultivating the organisational core values of “*Leadership, Engagement, Innovation, Equality, Sustainability and Transparency.*”

The roles of chair and secretary do not change as they are based on position and as such do not rotate:

1. **Chair – Climate & Sustainability Champion/ Curadh na hAeráide agus na hInbhuanaitheachta**²⁰: Assistant Director, Corporate Affairs, HR, Finance, and IT.

¹⁷ Climate Action Plan 2023 is available online at: <https://www.gov.ie/en/publication/7bd8c-climate-action-plan-2023/>

¹⁸ See Annex 1 and: <https://www.seai.ie/business-and-public-sector/public-sector/public-sector-energy-programme/obligations-and-targets/>

¹⁹ Southern Regional Assembly Corporate Plan is available online at: https://www.southernassembly.ie/uploads/publications/SRA_Corporate_Plan_2020-2024_A4_WEB.pdf

²⁰ This role is identified in the Public Sector Climate Action Strategy 2023-2025 which states that it “*should be a member of the organisation at Management Board level or equivalent*”.

2. **Secretary – Energy Coordinator / Oifigeach Fieidhmíochta Fuinnimh:** Senior Staff Officer, Corporate Affairs.
3. EU Programmes Representative
4. HR & Finance Representative
5. Planning Representative

The first meeting of the first Green Team was February 2023. Team members have 12 months in place, following which, their position will be made available to other staff. The purpose of this annual rotation is to provide all staff with equal opportunities to develop skills and competencies and proactively engage in Climate Actions at the strategic level.

Management at departmental level will select and nominate staff to the Green Team Chair. However, staff are encouraged to self-nominate to their line manager for consideration.

A welcome pack will be issued to each new member who will be required to read in advance of the first meeting. Line managers are required to ensure sufficient time is allocated for staff to read, reflect, and understand the documents (included other suggested reading contained within those documents). Questions and clarifications are encouraged under AOB of the Green Team meetings. It is important staff are encouraged and feel comfortable asking questions.

Climate action and sustainability is complex and fast moving, and questions are an opportunity for all staff to learn, reflect, develop their own understanding and finally, this supports team building. Providing space and time to learn and reflects supports the organisational core values of “Leadership, Engagement, Innovation, Equality, Sustainability and Transparency.”

The welcome pack should consist of:

1. Green Team Terms of Reference
2. Southern Regional Assembly Energy Efficiency Policy
3. Southern Regional Assembly Energy Efficiency Roadmap
4. Southern Regional Assembly Climate Action Roadmap
5. Irish Government Climate Action Plan (most recent)
6. Southern Regional Assembly Corporate Plan (most recent)
7. Green Team Annual Work Plan (most recent)

Meetings & Attendance

Meetings of the Green Team shall be held once a month and generally scheduled for one hour. However, they may be held for longer or more frequently, as required, subject to the approval of the chair.

Meeting issues may be identified and requested for inclusion on the agenda by any member. Staff who are not members of the Green Team are encouraged and will be supported to put forward items for consideration and will be invited to attend a meeting should they wish to present. Meeting minutes will be documented by the secretary and will be made available to all staff in the organisation, including members, if requested.

Meetings will be scheduled through Microsoft Teams by the secretary, who also prepares and distributes the agenda and minutes to members, a minimum of one week in advance of the next scheduled meeting.

Commitments

All members are expected to attend all meetings. The annual time commitment for meetings is an expected minimum of 12 hours with additional work to be discussed and agreed with the

line manager if the required commitment is not possible to achieve within the general working day.

Reporting

Individual members report on progress to the team who may provide feedback and guidance as required. The Chair has decision-making authority with support from the wider management team. The Chair presents Green Team requests, work, projects etc to management for review and consideration.

Green Team Action Groups

It is anticipated thematic 'Action Groups' will be established through the Green Team. The staff questionnaire issued in December 2023 identified interest in the following areas:

1. Nature and Biodiversity
2. Green Procurement
3. Energy
4. Waste and the Circular Economy
5. Travel
6. Training and Wellbeing
7. Other

In keeping with organisational values, any established Action Groups are considered informal and will be self-managing and will meet as and when they feel is required. Management is committed to supporting staff membership of Action Groups and any initiatives they put forward that **contribute towards the achievement of goals and ambitions as laid out in the Corporate Plan, the Energy Efficiency Policy and Roadmap and Climate Action Roadmap.**

Action Groups and their members will be recorded through Green Team minutes. Minutes are not required of Action Groups as any official recording will be managed through the Green Team.

Proposals by Action Teams are required to be put forward to the Green Team Chair for consideration, who may request the item be either presented or discussed at the following Green Team meeting.

The Green Team and/ or the Chair will consider proposals put forward by the Action Groups and either recommend or reject. If a proposal is rejected, the Chair is required to provide sufficient rationale for rejection.

Resources and Budget

While no specific budget is assigned to the Green Team, the management will consider requests and/or ideas put forward by either the Green Team or the Green Team Action Groups or staff member, on a case-by-case basis. All requests for resources and/ or supports are required to be sent through the Green Team.

If supported and/ or approved, management may be in a position to support centrally through organisation budget. If external funding is required, the Chair will provide guidance on identifying available options.

Deliverables

The Green Team works together to:

- Inform and advise management on climate actions and nature-based solutions that mitigate at best and adapt at worst, the organisation's contribution towards the beneficial climate actions.
- Support management in the implementation of Green Team recommendations.
- To support management in adopting actions to achieve obligations as a public body under the Climate Action Plan.
- Maximise the climate action and environmental sustainability of the work of the organisation.
- Support and advance targets and ambitions set out in the Southern Regional Assembly Climate Action Roadmap.

TOR Review

The Terms of Reference should be reviewed annually, by each Green Team member, towards the end of their term.

If a member would like to make a recommendation for amendment, the TOR should be requested to be included on the Green Team agenda for members to discuss and agree in advance of the subsequent Green Team commencing.

The Chair is responsible for approving the TOR and subsequent amendments.