

A scenic landscape of a cliffside with purple flowers overlooking the ocean at sunset. The sky is a mix of orange, pink, and blue, with the sun low on the horizon. The ocean is calm, and the cliffside is covered in green grass and numerous purple flowers. The rocks are dark and layered.

# EY Ireland

## Societal Impact Report 2023



Building a better  
working world

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## Our values

All EY people live by a set of shared values that define who we are.

These values are the fundamental beliefs of the EY organisation. They guide our actions and behaviour. They influence the way we work with each other, and the way EY professionals serve clients and engage with our communities.

We are and will continue to be:

- ▶ People who demonstrate integrity, respect, teaming and inclusiveness.
- ▶ People with energy, enthusiasm and the courage to lead.
- ▶ People who build relationships based on doing the right thing.

## Our purpose

EY's purpose is *Building a better working world*.

The insights and quality services we provide help build trust and confidence in the capital markets and in economies the world over.

We develop outstanding leaders who team to deliver on our promises to all our stakeholders. In so doing, we play a critical role in building a better working world for EY people, for clients and for our communities.

In a world that's changing faster than ever, our purpose is our guide – providing the context and meaning for the work we do every day – and will be the foundation for any future EY businesses.

## Measuring our impact

This impact report is the second of its kind for EY Ireland, and shows how we have built on the foundations laid down during our first year of reporting, expanding the scope of our strategy and the impact of our activities. It uses quantitative metrics combined with qualitative disclosures aligned to best practice to measure how we generate societal value for our people, our clients and our wider communities and environment.

To give transparency and make comparisons easy, we have adopted the World Economic Forum International Business Council (WEF-IBC) metrics for measuring inclusive stakeholder capitalism. This will help us to report clearly on our environmental, social and governance performance.

## Introduction from EY Ireland Managing Partner, Frank O'Keefe

I am delighted to introduce our second societal impact report. It shows how EY Ireland has continued to work to create long-term value for our clients, employees, suppliers and communities during FY23, and highlights the progress we have made under our three key pillars: Society, Prosperity and Planet.

Our vision of *Building a better working world* means acting responsibly and promoting the best interests of all our stakeholders. In a time of ongoing turbulence and volatility, it is by taking a long-term view and building solid foundations for growth that we can continue to create value for our clients, our people and society.

We believe it is important to measure and report on progress beyond financial targets, and we do this using robust metrics developed in partnership with the World Economic Forum International Business Council (WEF-IBC). These help us to measure our contribution towards the wider societal goals set out in the UN Sustainable Development Goals (SDGs) and towards our own societal value strategy.

Our strategy is based around the three pillars: Society, Prosperity and Planet. Within the report you'll find examples of our work this year under each of these pillars, highlighting our ongoing investment in and commitment to employment, entrepreneurship, sustainability and innovation.

Underpinning it all is our belief in the importance of creating connections and building community – as a means of empowering people, increasing prosperity and protecting the environment we all share.



Frank O'Keefe  
EY Ireland Managing Partner

## Society: investing in people and communities

As a people-led business, Society is our key area of focus, and where we believe we can create the most societal value. It also covers our biggest asset: our own people.

One of the most effective ways of creating long-term value for people is through lifelong learning. This year, we invested €5.5 million in learning and development opportunities, including our award-winning Graduate Training and Development programme. We increased our investment in high potential programmes, and strengthened our focus on people management, with more than 600 managers taking part in training in this area. More than 1,300 EY badges were awarded and 13 new badges were launched including in new areas such as AI, cloud security and process innovation.

Putting people first also means giving individuals the flexibility to create a healthy work/life balance. This year, we continued to embed our EY Hybrid working strategy, with a fresh focus on creating opportunities for our people to stay connected, wherever they might be based. Our six DE&I networks also did much to strengthen the sense of community both within and beyond EY, as well as continuing their vital work in raising awareness of and celebrating diversity.

Our ongoing work to build a more diverse and inclusive workforce achieved some notable successes during the year. The proportion of women at director level is significantly up on last year. Our Refugee Access Programme was named Best Corporate Social Responsibility Initiative at the Irish Accountancy Awards, and we continued to build on our

successful partnership with the Trinity Centre for People with Intellectual Disabilities.

Inclusion also means creating opportunities to have a positive impact on society, such as through our sponsorship of sports and the arts and our support for charities. Through our EY Ripples programme, our people are able to apply their skills and experience directly to projects and initiatives that empower people and entrepreneurs in Ireland and beyond.

## Prosperity: unlocking opportunity

FY23 marked the 25th anniversary of the Good Friday Agreement, and EY played a key role in marking this very significant occasion. The Agreement has done so much to underpin the prosperity we now enjoy throughout our island, and I am proud of the significant contribution the business community has made in this regard. I am also proud to say that this year we have increased our contribution to GDP on the island of Ireland by nearly 25%. We supported €655 million in GDP, while directly and indirectly supporting more than 7,325 jobs through our operations.

We believe a better working world is one where economic growth is inclusive and sustainable, and that means looking to the future. This year saw an increased commitment to embracing the opportunities – and addressing the challenges – presented by AI, including through a new strategic collaboration with ADAPT, Science Foundation Ireland's world-leading Research Centre for AI-Driven Digital Content Technology.

We also seek to build connections through our leadership of and active involvement with a range of chambers and associations, creating opportunities for business and also raising awareness of and improving access to our own profession.

Our Entrepreneur Of The Year™ (EOY) awards programme celebrated its 26th anniversary this year. This programme aims to support and nurture the next generation of entrepreneurs, while at the same time building a powerful and influential network of EOY alumni that underpins a dynamic entrepreneurial culture. We introduced a new element to the programme this year - the Sustainability Award. This award recognises the critical importance of innovation leadership in meeting our collective sustainability challenges.

## Planet: reducing our impact on the environment

Our third and final pillar focuses on the work we are doing to decarbonise our own business and to support our clients to do the same. We are proud to be carbon negative for the second year running, and remain on track to reach net zero by 2025.

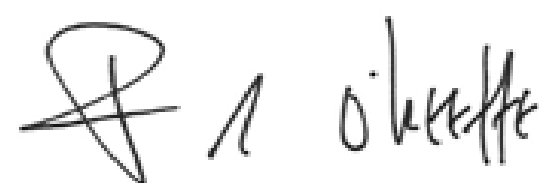
As a professional services firm, the bulk of our emissions comes from our buildings and as a result of business travel. This year we continued to focus on leveraging technologies to support remote working and virtual meetings, as well as supporting colleagues to find sustainable ways of travelling to and from work. Within our offices, we took steps to further reduce waste while our dynamic Eco-Innovators Network focused on a range of topics including green finance and investing.

## Looking ahead

I am proud of what we have achieved this year, and energised by the challenges that still lie ahead. That includes further exploring how we can continue to create connections within EY and beyond, building strong and vibrant communities that include a broad range of stakeholders.

This past year has been a significant one for EY globally. While the decision was made not to move forward with the proposal to split the firm into two separate organisations, the thinking and planning that went into the project was immensely valuable in terms of highlighting our strengths, unlocking innovation and opening up new conversations with our stakeholders.

I look forward to continuing that work, as we find new ways to demonstrate the power of placing purpose and long-term value at the heart of our strategy – and continue to build a better working world.



Frank O'Keeffe  
EY Ireland Managing Partner

Our contribution to the island of Ireland's GDP stood at

**€655 million**

while we directly and indirectly supported more than

**7,325 jobs**

The background of the slide is an aerial photograph of a coastal town built on a hillside. The houses are densely packed and feature a wide variety of colors, including red, yellow, blue, and white. The town is situated on a cliffside overlooking a body of water. The sky is overcast and grey.

# Our societal value

## Our societal value strategy

Our societal value strategy aligns to our overall purpose as a firm — *Building a better working world* — with the aim of creating long term value for all of our stakeholders. The strategy is made up of three pillars: Society, Prosperity and Planet.

Now, more than ever, we see that businesses drive positive change when we serve our stakeholders' interests. Since these changes affect us all, not just our organisation and clients, we are working diligently to engage others in our journey to create sustainable, inclusive growth, moving from ambition to action.



### Society

Invest in our people and our local communities. Create a sense of belonging where people feel culturally and socially accepted, and are paid and treated equally.



### Prosperity

Drive economic prosperity through employment, support productivity, initiate economic activity, and invest in entrepreneurs and innovation to unlock economic opportunities.



### Planet

Reduce our carbon emissions, including our supply chain. Support clients with decarbonisation solutions and contribute to the development of nature based solutions.

Underpinned by integrated governance within the foundation of each proposed pillar

“

In preparing our new ambition in recent months, we engaged extensively across our firm to create an ambition and vision for what leading in societal value could mean to us. As part of that process, we examined how we could make a real and meaningful difference in society under each of the three pillars. We are very proud of the strategy we have created, which focuses on inclusive employment, entrepreneurship sustainability and innovation.

Sarah Connellan  
COO & Societal Value Leader at EY





# Creating long-term value for all our stakeholders

## Society

4,163

ROI employment

5,035

IOI employment

1,634

promotions/  
progressions

€5.5m

investment in learning

408k

charity donations

LinkedIn Award

#6

Best Irish workplace to build your career

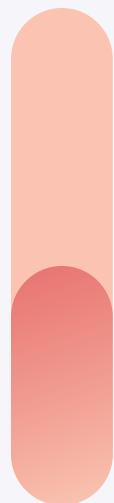
463

volunteers in Ripples initiatives

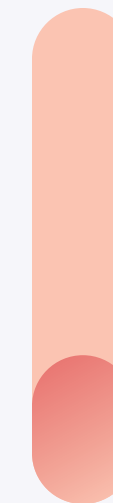
11

sports & social clubs

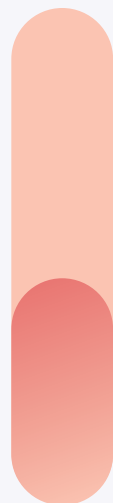
37 hours  
average training  
per employee



48%  
women in workforce



30%  
female equity partners (ROI)



45%  
female equity partner admission in July 2023

ROI - Republic of Ireland, IOI - Island of Ireland

## Prosperity

### Building a better working world

65%

increase in employment in 3 years

860

clients experiencing wavespace

7,325

IOI jobs directly and indirectly supported

€1bn

in funds raised by clients, with our support

€705m

IOI direct revenue

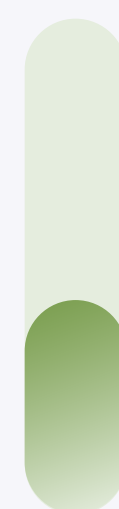
827

net new hires FY23

600+

EOY alumni

## Planet



43%  
reduction of our absolute emissions globally



#1  
for execution in sustainability services, according to HFS research

Net zero

carbon target set for 2025

400

active Eco-Innovators

## Identifying what matters to our stakeholders

Understanding the needs and interests of all stakeholders is fundamental to executing on the EY NextWave strategy and our ambition to deliver long-term value long-term value to EY people, clients and society.

To aid in this understanding, we conduct formal materiality assessments to prioritise topics that are both most important to EY business performance and where EY teams can have the greatest impact on stakeholders. We are then able to act on our findings by embedding these topics even more deeply into the EY business strategy in response to stakeholders' needs. We have conducted materiality assessments in the past and are committed to updating them on a regular basis to reflect changes in business and stakeholder priorities, along with global trends. We continue to be guided by the most recent materiality assessment that was conducted in FY22 by EY professionals in the EY Climate Change and Sustainability Services (CCaSS) team and informed by the Global Reporting Initiative (GRI) framework. This robust process and results is outlined in our [global report](#).

From previous materiality assessments and looking ahead, we continue to further integrate these topics into the EY governance model and enterprise risk processes. This allows us to fully integrate sustainability into EY strategic priorities.

At EY Ireland, we are guided by our global results and aligned to their materiality findings and outputs. We reinforce these findings at a local level by conducting a local materiality assessment review with key local stakeholders to ensure we are also considering any additional potential local market priorities. Our local assessment includes a detailed topic review against local standards and guidance, a workshop with key stakeholders from across the business, service line lead partner review and feedback and, finally, a detailed review by local leadership.

This process has been designed to integrate internal and external considerations, leverages current materiality guidance and prioritises company-wide and local market considerations.

Our assessment process considers materiality in two dimensions based on the double materiality principle: first, the importance of the topic to EY's business performance; and second, the impact they have on people and the environment.

Moving forward, we will leverage this deeper understanding of our materiality to focus EY Ireland's ambitions, set targets and measure our performance for long-term value creation and greater transparency.

We understand that ESG is continually evolving. Complex social issues remain a challenge for society at large, and our planet's climate change crisis needs immediate action. We will continue to review our materiality on an ongoing basis to reflect such changes and align our ambitions as pressing ESG issues, material to EY Ireland, evolve.



## Measuring performance

We have continued measuring and reporting on our societal value progress using the WEF-IBC Stakeholder Capitalism Metrics.

Last year, we conducted an in-depth analysis to rate our performance, based on publicly available information. This involved assessing quality data against 21 core and 34 expanded metrics from the WEF framework, 55 in total. This year this assessment was reviewed and we have expanded our people metrics to provide greater transparency and support our performance measurement under our Society pillar. All new performance measures were examined in line with our previous procedures which included engaging with the relevant service lines and business units across the firm to examine each metric, seeking to understand the sources of data and the processes, controls and governance around each.

These results enabled us to build a holistic picture of our societal value performance and develop a plan to improve the accuracy, completeness and consistency of our performance data. For more detail, see Our numbers (page 49).



## Our ambition

We are committed to focusing on relevance and importance, communicating our impact to our stakeholders, and going beyond our traditional goals of client success and financial value creation.

Last year, we set ourselves two disclosure targets over the next financial year:

- ▶ First, to reach the highest standards on at least eight of the core metrics, with measurable progress in each pillar.
- ▶ Second, to prioritise the Society pillar as our leading pillar, focusing our campaigns and efforts in this area.

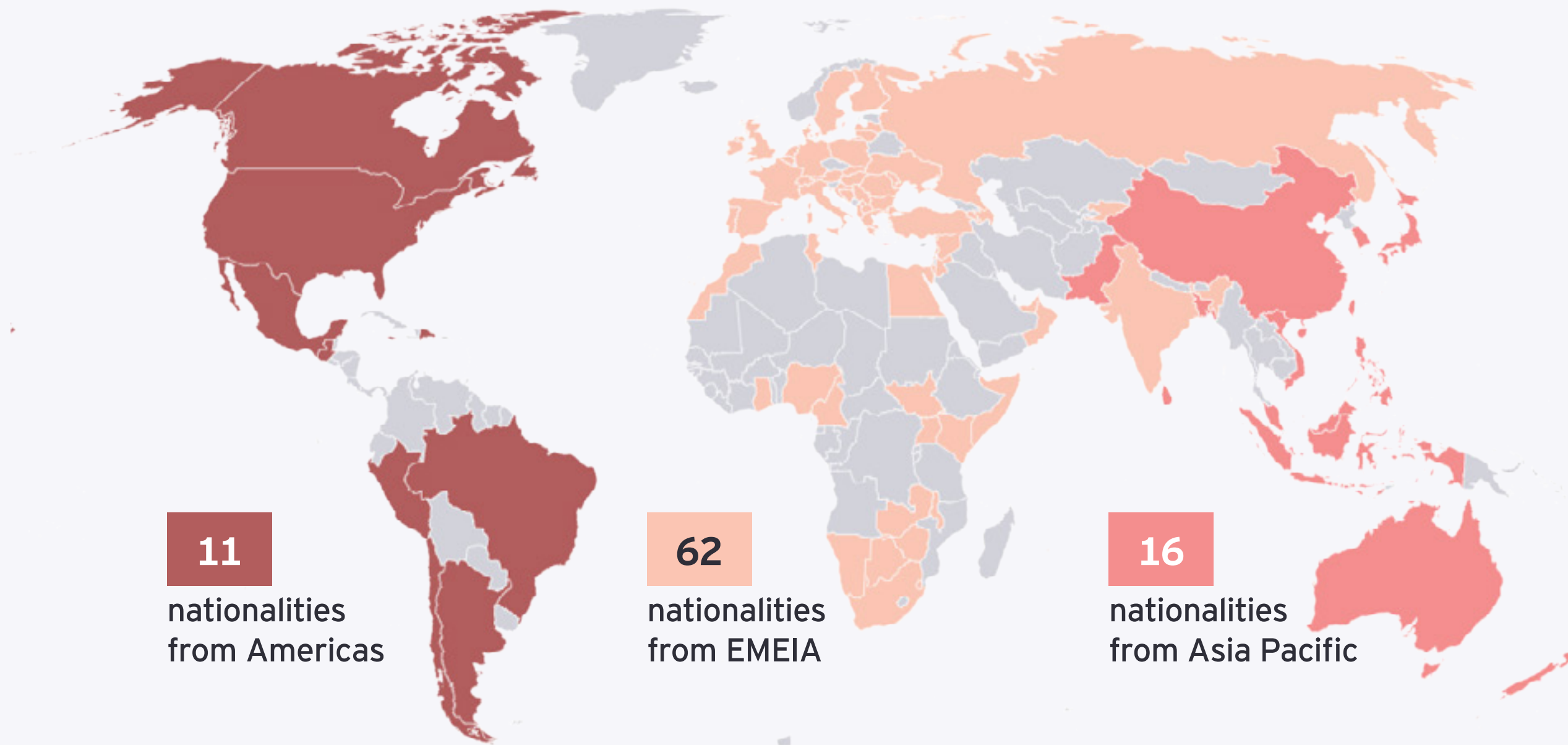
As a people business we continue to make strides in enhancing our Society metrics. Having tangible and measurable indicators on how EY is making a positive societal impact gives us greater visibility of the areas we need improve. We are pleased to confirm that we have further strengthened our WEF metrics in areas such as economic contributions, diversity and inclusion, training provided, pay gap, biodiversity, greenhouse gas emissions, ESG risk and opportunity oversight and materiality. We have also continued to review our overall ambition from now and into the future and look forward to sharing this progress with you in the coming months.

# Society



# Creating long-term value for society

**89**  
nationalities



**11**  
nationalities from Americas

**62**  
nationalities from EMEIA

**16**  
nationalities from Asia Pacific

**1,179**  
DE&I Network members

**6**  
DE&I networks

**11**  
sports & social clubs

**2,831**  
webdoctor consultations

**1,871**  
Thrive members

**141,716**  
total learning hours for ROI

**48**  
qualified mental health first aiders

**700**  
participants in Learning at Work Month

Inclusive  
**recruitment training**  
for all managers

**4,504**  
unique connections made across the firm as a result of our  
**Building Bridges**  
campaign



## Building a more inclusive society

We believe we have a duty to act responsibly, raise awareness and inspire social equity action in the long-term interests of all stakeholders, including the communities of which we are a part.

We are committed to investing in our people, advancing diversity, equity and inclusiveness (DE&I) and driving sustainable change for greater social equity. Global events such as pandemics, war, ongoing racism, injustice and discrimination, and increasing social divisions reinforce our focus and commitment to creating connections and delivering a positive impact. Social equity is about clearing obstacles, building more inclusive environments and enabling access to resources and opportunities so that everyone can thrive.



### Our Society pillar focus areas include:

1. Our impact through investment and development of our people – including skills development, wellbeing, creating connections and strengthening communities.
2. Our approach to promoting social equity and inclusion in EY and across society – breaking down barriers to access and opportunity in employment and valuing difference.
3. Giving back to society through our corporate responsibility volunteering programme, our fundraising and pro bono work.

## Investing in our people

“The exceptional EY experience. It’s yours to build” is the promise we make to our people. It means that we commit to providing the opportunities, technology, learning, scale and the culture — diverse, equitable and inclusive — to enable them to build their own exceptional experience.

That includes providing colleagues with the very best coaching and learning opportunities at every stage of their career. In FY23 our people received an average 37 hours of learning and development to support them in their current roles and progress their careers.

Our multi award-winning Graduate Training and Development programme has been recognised as one of the best in the market. We engage top class lecturers to provide tutorials and supplementary online tuition to support our graduates as they pursue their professional qualification exams.

A total of 78 Faculty EY sessions were delivered in FY23 to help our graduates achieve exam success.

As the future of work evolves, we want to ensure that our people across all our service lines are equipped with the skills and knowledge required to excel. Our EY Badges programme has been developed with future-focused learning in mind. 4,177 badges have been awarded over the past three years and a total of 4,566 initiated.

We increased our investment into our high potential programmes in FY23. The participation rate in our NavigateEY female mentorship programme increased by 60% while the number of participants in our Ascend leadership development programme grew by 50%

Recognising the growing importance of sustainability, we launched the Sustainability Academy this year. Its objectives are to inspire and upskill our people in the strategic pillar of sustainability, aiding us to achieve our growth targets, build a sustainable brand and attract and retain talent.

There was a dedicated focus on upskilling our people managers in the fundamentals of people management in FY23. Over 600 managers participated in this programme which was developed to drive consistency in behaviours and processes throughout the firm.

### Best workplace recognition

EY Ireland was ranked sixth on the annual LinkedIn list of the best Irish workplaces in which to grow your career in 2023, and the only professional services firm to make the top 20.



## Investing in our profession

We also raise the profile of our own profession, opening up pathways and bringing down barriers to entry for those talented individuals who want to join us in making a positive impact on society.

### Chartered Accountants Ireland

Pat O'Neill, Assurance Practice Partner, is the outgoing president of Chartered Accountants Ireland, the 32,000 member body representing chartered accountants in Ireland, Northern Ireland, Great Britain and beyond. Currently, the key challenge facing the profession is the ability to attract young people, retain them and protect the pipeline of talent. Pat's tenure focused on a number of areas including the renewed syllabus for accounting students, and ensuring that the needs of business and the profession were met through the recognition of qualifications from overseas.

### CAI Ethnicity Network Launch

EY sponsored the launch of the Chartered Accountants Ireland Ethnicity Network, part of our commitment to the promotion of race and ethnicity inclusion internally and externally.

The network will promote a sense of belonging and inclusion for people who belong to Traveller, Black, Asian and other minority ethnic groups in our profession.

President Pat O'Neill said, "Chartered Accountants Ireland must be representative of those we educate, regulate, represent and engage with, and indeed our membership should be reflective of the society we operate in and the public interest we act in support of. Supporting greater inclusion and belonging among minority ethnic groups in our profession makes sense on so many levels."

### ACCA Ireland

Stephen Doyle, Head of Administrative Workplace Services at EY, has been appointed chair of ACCA Ireland. Current areas of focus for the organisation include building employer communities through a series of lunch and learn sessions, one of which was hosted by EY. ACCA is also working to roll out an updated version of its Schools Initiative, aimed at demystifying the profession and encouraging pupils to consider accountancy as a career, and on a proposal to develop an accountancy apprenticeship, opening the profession up to school leavers.





## Fostering connections in a hybrid world

We continued to embed our EY Hybrid working strategy throughout the year, supporting flexible working arrangements that promote a better working environment and work/life balance. This year we focused particularly on the challenges of creating and maintaining meaningful connections in a world of increased remote working. Key initiatives included:

**Counselling Family Trees:** CFTs are groups of around 25 people from different levels within the same sub-service line, competency area or function. Led by partners or CBS directors, they aim to create connections and promote counselling excellence by facilitating dialogue between leaders and our people. To date 125 CFTs have been set up across the firm.

**Building Bridges:** This new virtual networking initiative aims to provide a remote alternative to “water-cooler” moments by randomly pairing members with two colleagues from any level or part of the business for a 15-minute virtual conversation. More than 4,500 new connections were created across the firm in 2023 and we aim to build on this success in FY24.

**Sports and social clubs:** We appointed a partner sponsor to oversee a revamp of our sports and social club communities, with an emphasis on promoting social wellbeing, connection and a sense of belonging. To date 11 clubs have been activated with vibrant communities including running, hiking, yoga and Pilates, book club and art with more to follow in FY24.

**EY Ireland choir:** Formed in 2017, the choir has grown to be a truly diverse and talented group of voices. All abilities are welcome: the aim is to create a sense of community between people across our business who share a love of music. The choir supports many fantastic causes such as the Irish Cancer Society, Pride and International Women’s Day.

**Meet the Parents:** This video series highlights the personal connections and relationships we have with people in our lives. For many of us, our parents are our mentors and guide us

through the many stages of life, from childhood to education to our career journeys. They are also our biggest advocates and supporters, so it is important to celebrate them and the role they play in our success.

**Let’s Talk:** The Let’s Talk roadshow series was devised to help increase DE&I fluency, provide a safe environment to share experiences and inspire a wave of intentional action, both internally and externally with clients. To date, two sessions have been held, one in Dublin and one in Stockholm, featuring spoken and visual story-telling led by colleagues from those locations on topics including inclusive leadership, lived experience of racism and homelessness and working with colleagues with learning disabilities. Feedback has been extremely positive, with viewers saying they feel seen, informed and inspired.

**SterEYo Picnic:** Our festival-themed SterEYo Picnic series was a special opportunity for us all to come together as a proud EY Ireland community and celebrate our combined achievements and success over the past year. 2,616 people attended the events which took place in Cork, Belfast and Dublin.



## EY networks

Our six employee-led networks play a pivotal role in fostering a sense of belonging and community for our colleagues. Here's an overview of some of the events and activities run by our networks this year:

### Family Network

The Family Network aims to foster support, networking and advocacy for all families, building strong connections among colleagues. Our flagship event for International Day of Families in March featured a "Kids in the Office" gathering across six different offices, while the Network also took part in the Dublin Pride event in June. A series of 10 webinars covered challenging topics including supporting children's behaviour, dealing with bullying and support for pre-teens. Over Easter, 150 children visited EY offices to receive Easter eggs and the Network also delivered nearly 400 selection boxes to recipients nominated by its members.

### Ability Network

The Ability Network aims to build a more disability confident EY. This year, we marked International Day of Persons with Disabilities on December 3 by taking part in the #PurpleLightUp Campaign and running a neurodiversity webcast which helped raise funds for Enable Ireland. The introduction of sensory mapping across all EY offices, along with Accessible Technology Guides and Assistive Technology solutions, aims to remove barriers to inclusion. The network also marked World Down Syndrome Day in March, supporting the #LotsofSocks national campaign, and providing ongoing support for Thomp2Socks, a business owned and run by Thomas Barry who was born with Down Syndrome. In September, the Network celebrated International Week of the Deaf with a free eight-week sign language course for members.

### National Autism Conference

EY Ireland was proud to sponsor the AsIAM National Autism Conference 2023: "Same Chance - Removing Barriers for Autistic People". Diversity, equity and inclusiveness are essential elements of our firm's history, and our commitment to these ideals remains constant.



## International Network

The International Network aims to create a platform where colleagues can be more open-minded, integrated and inclusive. This year's events included South African Heritage Day, a Diwali celebration, a Thanksgiving lunch, a Chinese New Year celebration, Pakistan Cultural Day, a Philippines cultural celebration and a Brazilian carnival event. Members also hosted an immigration and visa clinic, worked with the Mental Health Network to run an event on socialisation and integration in a new country and launched the Cultural Connectors programme in partnership with the DE&I team. The Network also ran a series of roadshows designed to strengthen its presence in our regional offices.



This year, we took further steps towards our ambition to promote racial and ethnic inclusion externally as well as within our organisation by sponsoring the launch of the Chartered Accountants Ireland Ethnicity Network and the Advancing Race and Ethnicity inclusion category at the inaugural Irish National Diversity and Inclusion Awards.

## Mental Health Network

The Mental Health Network aims to create an environment where people feel safe to talk openly about their mental health. This year we continued to work closely with national charities including Movember, The Samaritans and Pieta House, raising more than €20,000. We also marked key dates including World Suicide Prevention Day, World Mental Health Day and Stress Awareness Month.

### Help in a crisis

Our new Mental Health First Aid training programme aims to equip participants with the skills needed to help someone who is developing a mental health problem, experiencing a worsening of an existing mental health problem or a mental health crisis. This year we upskilled 48 designated mental health first aiders across our service lines.



## Women's Network

The EY Women's Network aims to establish a supportive community of women and to educate and inform the broader EY team about gender-related issues. During FY23 the network developed initiatives around Breast Cancer Awareness and forged a partnership to promote menstrual health in partnership with WeAreRiley. Our International Women's Day celebrations highlighted the incredible male, female and non-binary advocates and role models across EY with a total of 1,700 nominations received. The Women's Network also produced informational newsletters, participated in the Vhi Women's Mini Marathon, developed allyship initiatives, menopause strategies, a women's health series, internal policy reviews, educational events and a women's mentoring programme.

## Unity Network

The Unity Network is EY's global LGBTQIA+ employee network/resource group. Key events this year included the UK&I Unity Awards, recognising leaders and allies helping to drive LGBTQIA+ inclusiveness, and the Colours of the Rainbow photography competition. As always, Dublin Pride was a major event, with more than 100 colleagues taking part. Our data analytics team presented an interactive dashboard showing a map of LGBTQIA+ rights globally, based on data from Equaldex.com, and members of the International Network shared stories and discussed LGBTQIA+ rights both nationally and internationally. We also raised more than €5,300 for our designated charity partner, BelongTo Youth Services.

# Equity in action

## Refugee Access Programme

Now in its fourth year, the EY Refugee Access Programme (RAP) provides an exceptional opportunity for refugees and asylum seekers in Ireland to build their confidence and their network through a 12-week holistic talent development programme aimed at breaking down barriers to work and creating a sense of community with EY colleagues.

In June 2023, EY Ireland was invited to speak about the RAP at a consultative committee meeting of the UN High Commission for Refugees in collaboration with the EU-funded educational and humanitarian project EDU-SYRIA.

RAP's positive impact was further recognised with the award for Best Corporate Social Responsibility Initiative at the Irish Accountancy Awards.

This award is both a recognition of our firm's purpose, and a celebration of the programme's incredible participants and volunteers, who enrich our working world every day.

## Disability Access Programme

We all have different starting points, identities, experiences and needs, which we can better understand through better connections. We continue to build an inclusive culture that leverages the talents and perspectives of all people across all dimensions of diversity, including disability.

In addition to our Disability Access programme we have also collaborated with the charity WALK, which supports individuals with disabilities in realising their potential. This mentorship programme pairs individuals with disabilities with experienced EY mentors who provide guidance, support and valuable insights to help them achieve their goals. By offering mentorship opportunities, EY mentors help participants develop their skills, build confidence and expand their horizons. The programme not only contributes to individual development but also promotes a more inclusive and diverse society where everyone can thrive by nurturing talent and facilitating meaningful connections, creating a positive impact on the lives of both mentors and mentees alike.

## Creating opportunity

We recently marked the six-year anniversary of our incredible partnership with the Trinity Centre for People with Intellectual Disabilities (TCPID), a programme where we partner with the Trinity Centre to offer EY employment to young people with Intellectual Disabilities. We were driven by a desire to make a change in this neglected area, and by a strong belief that everyone deserves the chance to work and to make a positive contribution to society. The programme has gone from strength to strength over the past six years, delivering really significant and tangible benefits to both the participants involved and to our business.

Since the Refugee Access Programme was launched in 2021, **38 participants** have taken part, supported by **100+ EY volunteers**, attending **50+ workshops** and achieving **80+ EY badges**. **71%** have continued employment with EY.



## Empowering business through disability inclusion

In March, Frank O'Keeffe, Managing Partner EY Ireland and Kevin Grogg, Product Owner for Assistive Technologies, joined EY Entrepreneur Of The Year™ winner Martin McKay and Rebecca Smyth of Texthelp for a webinar on EY's journey to disability inclusion.

## Promoting gender equality

EY is proud to champion entrepreneurship in Ireland, and we are particularly proud of our support for female entrepreneurs. In 2023, we received more nominations from female entrepreneurs for the EY Entrepreneur Of The Year™ (EOY) programme than ever before.

We believe that it is vital to support and encourage female alumni members. Our Female Forum provides a space where EOY alumni and prominent Irish female entrepreneurs and leaders can come together to discuss ideas, share experiences, collaborate with and encourage each other.

We are incredibly proud of the achievements of our female alumni and we are keen to encourage female entrepreneurs to join our ever-expanding alumni community and participate in Female Forum events.

### The 30% Club

The 30% Club is a global campaign that aims to increase gender diversity on boards and senior management teams, with the goal of achieving a minimum of 30% female representation. Established in 2015, the Irish Chapter hosts more than 300 organisations representing more than 650,000 employees.

Niamh O'Beirne, People Partner and Head of Business and People Consulting at EY Ireland is a member of the steering committee and Frank O'Keeffe, Managing Partner, EY Ireland sits on the Advisory Board of the Irish Chapter.

### Women in Tech

Women in Tech is a new network created to assist EY Ireland's Financial Services Consulting Team in closing the gender gap and achieving a 50/50 balance at all levels by 2025, while also assisting women in embracing technology. The launch event in May 2023 was attended by more than 60 clients as well as EY colleagues, bringing together women working in tech within the financial industry and creating opportunities to socialise and network with colleagues and like-minded professionals.

### Women of Concern

EY Financial Services sponsored the Women of Concern Annual Awards Luncheon in on October 2022. This event highlights how Concern's work in 25 of the world's poorest countries supports the vital drive towards global gender equality, and pays tribute to those who embody justice, generosity and compassion in their work and daily lives, acting as inspiring role models for all of us.

### Insurance Supper Club

EY FS Ireland hosted the Irish chapter of the Insurance Supper Club (ISC) for dinner in April 2023. The ISC champions equal representation for women in insurance and provides personal, professional and business development for women in insurance.

### Women in Tax in Ireland

Women in Tax in Ireland (WiTii) is a group of female tax professionals collaborating to support, advance and connect women working in tax in Ireland. EY has been supporting WiTii in Cork and is supporting expansion this year by also sponsoring the first WiTii event in Limerick.



## Building communities in sports and arts

A thriving artistic and sporting environment is key to building vibrant communities and a healthy economy. Through our ongoing support for a range of cultural organisations and initiatives, we create opportunities for our clients and colleagues to enjoy new and stimulating experiences, as well as contributing to a richer and more diverse society.

**Hockey Ireland:** In June 2023, EY Ireland and Hockey Ireland announced a new three-year agreement to support the EY Hockey League. This includes sponsorship of the Hockey Ireland male and female national teams at U16, U18, U21 and senior levels.



**UCD Rugby:** In September 2022, EY Ireland announced a five year sponsorship of UCD Rugby Club. The club has more than 260 active players and eight teams, including junior and women's rugby teams. The deal also includes the male and female UCD Tag Rugby teams. UCD Tag Rugby has grown in popularity in recent years and is a great way for many students to participate in the sport.

**Ulster Rugby:** EY Northern Ireland has renewed its sponsorship with Ulster Rugby. As one of the four professional provincial rugby teams in Ireland, Ulster Rugby continues to go from strength to strength with increasing participation at all ages and levels, with the sport open to all people from diverse backgrounds.

**Ballet Ireland:** With support from EY Ireland, a cast of world-class dancers toured 14 venues throughout Ireland showcasing the art of ballet through the *Nutcracker Sweeties* production.



“ Supporting these sports and arts organisations is a source of great pride for us at EY Ireland, and a powerful way for us to create a platform for incredible future talent and leaders. Building diverse, high performing teams and enabling them to flourish is at the heart of what we do.

Frank O'Keeffe  
EY Ireland Managing Partner



## Positively impacting society

Our charity of the year for FY22 and FY23, as chosen by colleagues, was the Irish Cancer Society. The Society is focused on providing information, care and support to all those affected by cancer in Ireland. It funds cancer research to find better treatments that will save more lives, advocating for innovative services and working with partners to eliminate the survival gap between Ireland and other European countries. In FY23, we raised €38,083 for the Society.

In addition to this, EY Ireland and our people supported a range of other charities during the year. These included AsIAM, Focus Ireland, Belong To, Women of Concern, Cooperation Ireland, the Alzheimer's Society and The Simon Community. Our teams in Belfast and Dublin got together in the Longest Day Golf Challenge, tackling 72 holes in 24 hours, in aid of Macmillan Cancer Foundation in June 2023, raising over €5,000.

### Focus on education

We renewed our sponsorship of the basis.point annual lunch which took place in April 2023. basis.point is an initiative by the Irish Funds Industry with a vision to make a sustainable and tangible difference to those living in poverty, particularly young people, by supporting charities that focus on education. Each year this event raises vital funds for their cause.

### November

EY Ireland was the biggest single donor among the 100 companies in Ireland taking part in the Movember 2022 Business Challenge. We raised more than €25,000 for this amazing campaign to support men's health, including mental health and suicide prevention, prostate and testicular cancer.

### Shine a Light sleepout

Our Financial Services team took part in the annual Focus Ireland Shine a Light campaign, which saw our people sleeping out in front of our Harcourt Street office. This initiative aims to raise awareness and much needed funds for homeless people around Ireland. More than 40 people took part and raised over €93,000, alongside colleagues from the Irish Funds Association.

### Daffodil Day

EY teams across the firm were delighted to support Daffodil Day this year raising over €11,500 through various activities across this important day for the Irish Cancer Society.



“

EY Ireland has been a strong supporter of the Irish Cancer Society for many years. With each passing year, your commitment to our organisation and people in Ireland affected by cancer goes from strength to strength. In the past two years alone, the employees of EY Ireland have raised over €75,000 to support cancer patients and their families in Ireland. The impact of this phenomenal contribution cannot be underestimated

Averil Power  
CEO, Irish Cancer Society



In FY23, we collectively contributed over

**€408,000**

to charitable causes





### Olympic Champions

The impact of Mary Davis' work was vividly brought to life for EY Ireland this year, when TCPID graduate and current EY employee Margaret Turley won a gold medal at the Special Olympics World Games in Berlin as part of the national basketball team. Our congratulations to Margaret and her team-mates.



## Towards a more inclusive society: EY Ripples

Our global corporate responsibility programme aims to mobilise EY people and networks, using our unique skills and knowledge to accelerate progress toward a socially just, economically inclusive and environmentally regenerative future for all. Over the past financial year, EY Ripples has contributed to a range of projects that positively impacted people and entrepreneurs in Ireland and across the world, focusing on three key areas.

### Supporting the next generation

Helping young people and members of underserved communities develop the mindsets and transferrable skills they need to find and sustain meaningful work is key to building prosperity for future generations.

**Junior Achievement: 75 EY colleagues** facilitated Junior Achievement workshops, working with **17 schools** and **867 young people** to help equip them with the life and career skills they need to set them up for success. Topics covered included environmental sustainability, interview skills, careers, the power of design and our city.

**Open Doors Initiative:** This non-profit organisation supports people from marginalised groups to access employment and education in Ireland. Our partnership with Open Doors includes a number of mentorship programmes through which colleagues can share their knowledge and lived experience with someone who is facing barriers to employment or career progression, at the same time as developing their own leadership skills.

**EY Stem App:** As part of our support for the next generation workforce, we launched an app last year to encourage girls aged 13 to 18 to consider careers in science, technology, engineering, and mathematics (STEM). Developed in collaboration with SkillsVR, an organisation dedicated to developing potential talent through immersive learning, the STEM App features modules and activities focused on topics including climate change, AI and 3D printing, as well as skills development and inspirational stories. The app is sponsored by the EY Women in Technology programme.

### Working with impact entrepreneurs

This area of the Ripples programme focuses on scaling small and growing businesses that are driving progress towards UN SDGs to tackle inequality and empower people to change their lives.

**Valid Nutrition:** Led by Cormac Murphy, one of our consulting partners, this year we supported Valid Nutrition, a social impact enterprise intent on reforming the market for products to treat starvation. We are working with them to support them in accessing a partner to manufacture and distribute their ready-to-use therapeutic food in Africa.

### Microsoft Entrepreneurship for Positive Impact:

Recognising that digitalisation is key to scale, Microsoft acts as a trusted technology partner for positive impact entrepreneurs. EY teams supported this project by running a number of impact hives for participating entrepreneurs. In these short, targeted and highly effective innovation events, impact entrepreneurs are joined by senior EY professionals to brainstorm ways to overcome key challenges.

**TRANSFORM:** This **£90 million** joint initiative between Unilever, the UK government (FCDO) and EY provides grant funding and technical support to scale visionary impact enterprises across Africa, Asia and Latin America. EY Ireland colleagues provided in-kind support, in the form of coaching and support to develop business plans.

**Digital Boost:** This volunteering initiative gives EY people the chance to give back and help small businesses, social enterprises and charities enhance their digital skills and learn how technology can help grow their business. Our EY teams mentored a number of small and medium-sized enterprises this year, across a range of technologies.



“

The kindness, resilience and positivity of the Kenyan people is inspiring. I am so thankful for this eye-opening experience that has reinforced my commitment to the environment and acting now. Thank you to everyone who donated, and to EY for being my main sponsor and helping to ensure we could make a real impact.

Tom Morrissey  
Business Tax Advisory Team

## Accelerating environmental sustainability

In addition to our own sustainability efforts, we are also driving the adoption of behaviours, technologies and business models that protect and regenerate the environment, including building capabilities around serving our clients with a strong sustainability go-to-market strategy.

**Leading by example:** Two EY colleagues represented Ireland in a Sustainability Shadow Board (SSB), a new regional initiative designed to connect colleagues with sustainability leaders and engage all our people in finding solutions to drive more sustainable operations across our offices.

**Climate action:** With marine wildlife threatened by increasing amounts of litter – particularly plastics – in our seas, volunteers from many of our teams got involved in beach and canal clean-ups in their local areas, between them clearing many bags of rubbish.

**Summer intern challenge:** This year **196 summer interns** worked on a sustainability challenge covering topics including Ireland’s biodiversity crisis, green energy, sustainable finance, sustainable supply chains, decarbonisation of transport, the circular economy and inclusive culture strategies. EY Ireland colleagues supported a Global Ideathon, Farm to Fork, which brought together teams from **35 countries** to address a pressing global emergency – food security.

**Zooniverse:** Colleagues from Ireland joined a global EY team of over **7,500** to support research into how climate change is affecting polar bears, classifying almost nearly **135,000 images** from trail cameras set up in the Wapusk National Park, Canada. Our collective efforts have resulted in **765 hours of work** for the research team at the University of Saskatchewan, providing them with a totally unique dataset. This will enable them to help protect the habitats of these mammals and reduce their interactions with humans.

## Planting the planet

EY sponsored Tom Morrissey, a colleague in our Business Tax Advisory team and a hurler with the Limerick Gaelic Athletic Association (GAA), to travel to Kenya as part of major initiative to raise **€500,000** for aid in Africa and plant **1 million trees**.

The initiative was set up by former Galway GAA player Alan Kerin’s Warriors for Humanity campaign, with support from the Gaelic Players Association and Self Help Africa. The trip kicked off with the Plant the Planet Games held at Nairobi’s Rugby Club, before heading out to launch the tree planting programme at farms, schools, hospitals and tree nurseries across Kenya.

# Prosperity



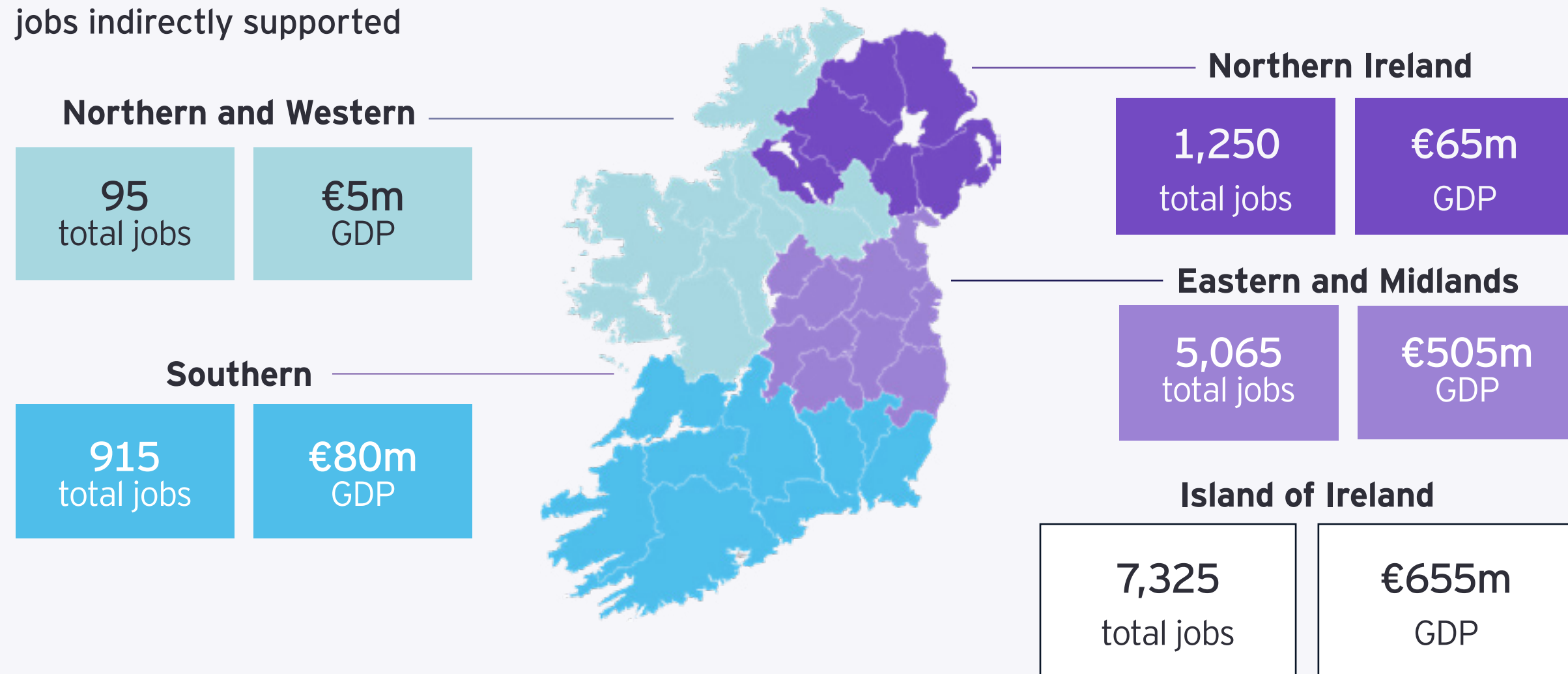
# Creating long-term value for the economy

## Delivering economic impacts (IOI)

Currently we support:

**5,035** directly employed   
 **7,325** total jobs impact   
 **€705m** direct IOI revenue   
 **€655m** total GDP impact

**2,290**  
 jobs indirectly supported



## Supporting growth in the economy

**10** EY Ireland partners and employees holding roles in chambers/industry bodies   
 **78** of Irish Times Top 100 companies supported (audit/non-audit)   
 **€43m** R&D grant applications supported

## The power of entrepreneurship

EOY in numbers:

**600+** EOY alumni   
 **c. 250k** people collectively employed   
 EOY Class of 23 stats: **25** Companies, **3,083** people employed

**84** EOY Female entrepreneurs mentored   
 **€1.6m** pledged to Focus Ireland by EOY alumni over the coming years   
**€1bn+** revenue

## Delivering sustainable and inclusive growth

How can you make today count and still be accountable for tomorrow? Our Prosperity pillar is about driving economic prosperity through employment, helping our clients to solve their problems, supporting productivity, initiating economic activity and investing in entrepreneurs and innovation to unlock economic opportunities.

In a world that is changing faster than ever, our purpose acts as our “North Star”, providing context and meaning for the work we do every day. We believe a better working world is one where economic growth is sustainable and inclusive. We work continuously to improve the quality of all our services, investing in our people and in innovation. We are proud to work with others, creating strong connections with our clients, entrepreneurs and wider stakeholders and using our knowledge, skills and experience to help fulfil our purpose and create positive change.



**This section shows EY's contribution to the island of Ireland's prosperity through three pillars:**

1. Our economic and regional impact.
2. Promoting entrepreneurship on the island through our Entrepreneur Of The Year programme.
3. Supporting growth in the economy by creating connections and using innovative solutions.

# Our economic and regional impact

## Measuring our economic contribution

There are important economic impacts from the work we do in EY: through supporting our clients to be more successful and achieve their goals, by transferring learnings, expertise and connections, by leading the agenda on important issues, through the innovation we nurture, the learning and development we provide and the unique skills we have to offer. The quantitative element of economic impact presented in this report takes into account EY as a business – the purchases we make, the people we employ and the resulting economic benefits. Each year, we strive to present more of the ways in which we support our clients. This year we outline a few additional elements such as innovation, enabling technology, generating solutions in EY wavespace™, raising funds and supporting clients to win R&D grants.

## Supporting the national economy

Over the last five years, our revenues have doubled and we have significantly increased our employment footprint, proudly employing 5,035 people on the island of Ireland.

Our contribution to GDP is generated through the salaries we pay our people, the added value we create as a business and through the purchases we make, as well as supporting further activity in our supply chain across the island. As we continue

to grow as a business, we are contributing further to the economic success story of the island of Ireland.

## Creating employment opportunities

We directly employ 5,035 people across all regions on the island and support an additional 2,290 jobs in the wider economy. These additional jobs are generated through our employees spending their earnings locally, as well as through our suppliers and their employees' spending. These additional jobs are mainly in the retail, food and beverage, health, education and accommodation services sectors. EY Ireland is proud to be truly all-island, with offices in Dublin, Belfast, Limerick, Waterford, Galway and Cork with talented colleagues across every region on the island. Our ambition and growth allow us to continue to attract talented people to grow their careers with us.

## Supporting the local economy

In FY23, EY supported 7,325 jobs throughout the Island of Ireland. Of these, 1,250 are in Northern Ireland and 6,075 are throughout the Republic of Ireland – with the majority in the Eastern and Midland region. The activities of our regional offices and employees are providing further jobs in local communities. EY offices are located strategically in central areas, which promotes spending activity in local shops and restaurants, driving further employment and activity.



In FY23, we contributed  
**€655m GDP**  
to the all-island economy and supported  
**7,325 jobs**



## Supporting our clients to raise funds

EY Ireland Corporate Finance has played a significant role in assisting our clients to achieve significant funding for their businesses across all industries on the island. We invest time and resources into fully understanding the strategic objectives of our clients. Over the course of FY23, we were delighted to be involved in over 50 transactions, supporting our clients through Corporate Finance and M&A, Strategy, Valuations, Modelling and Economic Advisory, Financial, Tax, Operations, IT, Cyber and Commercial Due Diligence services and integration and separation support.

During FY23, EY successfully helped our clients raise over €1bn in funds by working alongside them through our broad offering of services as they have looked to develop and refine their strategic objectives in this uncertain environment. Furthermore, in response to various economic challenges, EY advised several businesses to refinance their debt, thereby safeguarding jobs and ensuring business continuity.

## Supporting our clients to invest in R&D

Our Innovation Incentives team within EY's Tax & Law service line assisted clients with preparation of research, development & innovation grant proposals amounting to a total investment expenditure of over €43m, covering diverse areas such as rapid diagnostic platforms for viral infection, clinical trials for cerebrovascular disease, new business platforms and centres of innovation in technology and financial services.

## EY Economic Eye

EY has published Economic Eye for over a decade. It is the first and only all-island report of its kind and returned in FY23 following the appointment of Dr. Loretta O'Sullivan as EY Ireland Chief Economist in January 2023. The report provides the latest economic forecasts and commentary to help our clients make decisions, understand macroeconomic themes and plan for the future. Our Office of the Chief Economist supports our clients directly throughout the year by providing regular tailored presentations on the latest view of the economy, both locally and globally, the latest trends affecting their sector and helps them to navigate the biggest issues facing them.



## EY NI expansion and Assured Skills Academy Programme

We will be more than doubling our presence in NI with the recent announcement of 1,000 new jobs over the next five years, bringing our total direct headcount in the region to c.1,900.

To support this growth, we will establish a hub in the north-west to attract talent from across the region. The roles will be filled by a mix of experienced candidates, recent graduates and school leavers in areas such as cybersecurity, data analytics, AI and emerging technologies as well as tax and audit.

We have committed to work with the Department for the Economy to operate an Assured Skills Academy Programme that will deliver a strong pipeline of new talent in specific areas such as cybersecurity and data analytics, among others. The Assured Skills Academy Programme will focus on individuals such as those seeking to return to work following a career break, those wishing to change career, or recent graduates looking for an alternative route into professional services.



“

Our firm has been experiencing increased demand across all our business areas in recent years as clients turn to us in growing numbers to help them with their most complex and strategic problems. That is why we are so focused on ensuring that we continue to have the right access to great talent in the region across a diverse range of skillsets and specialisms.

Our EY core values of diversity, social equity, and inclusiveness will be at the heart of these new employment opportunities and that is something we are incredibly proud of.



Rob Heron  
EY Northern Ireland Managing Partner

## Promoting entrepreneurship

Supporting entrepreneurship is part of our core purpose at EY. Since its launch in 1998, EY Entrepreneur Of The Year™ (EOY) has been on a mission to facilitate, drive and inspire the very best entrepreneurs across the island of Ireland and in doing so, help shape the culture of our business community and create opportunities for the wider community.

Our EOY alumni are the bedrock of a flourishing entrepreneurial culture, creating direct employment and attracting foreign direct investment. Collectively, alumni employ over 250,000 people across all regions on the island as well as in the UK, Europe, the US and further afield. Nearly 80% export their products as a core part of their operations. Some 75% are doing business with 10 or more fellow alumni together, while a third have made business investments with a fellow alumnus.

To ensure that we capture a diverse range of businesses, EOY maintains three categories – Emerging, Established and International. In 2022, we introduced a Sustainability Award recognising the importance of innovators in developing

solutions to accelerate environmental sustainability (see page 47 for more). The 25 finalists take part in a six-month strategic development programme including our international CEO Retreat, business evolution sessions and media profiling. Our overall winner represents our EOY alumni and Ireland in World EOY each year.

We are also proud to have launched a new charity initiative in partnership with Focus Ireland, aimed at ending youth homelessness. EOY alumni have pledged to raise €1.6m over the next two years, making us the organisation's biggest single corporate donor.

### EY Entrepreneur Of The Year™

The 2022 EOY Ireland winner was Martin McKay, founder of Texthelp. Established in 1996 to help people with speech and dexterity disabilities, today Texthelp is one of the world's leading assistive technology companies, creating smart, inclusive software that helps people read, write, express their thoughts and share information more accurately and fluently across all stages of life. Martin has led significant growth of the Antrim-based company and overseen a series of acquisitions that bring together the best language technologies from around the world. The company now employs 350 people and has doubled its turnover since 2020. Its goal is to advance the literacy and understanding of one billion people by 2030.

### The EOY Mentorship programme

This year we added a new element to the EOY initiative – a mentorship programme pairing professional sportspeople with members of our alumni community. Our initial partnership is with the Irish Rugby Football Union, and 34 alumni are already working with players to support them in developing a plan for the future when their professional rugby career draws to a close.



## Creating connections and using innovative solutions to support growth

### Marking 25 years of the Good Friday Agreement

To commemorate the 25th anniversary of the Belfast/Good Friday Agreement, Frank O’Keeffe, Managing Partner, EY Ireland, was joined by a number of distinguished guests including former Taoiseach Bertie Ahern, for a special webinar reflecting on Northern Ireland’s unique economic position. Paul Johnston, British Ambassador to Ireland, noted the potential to cement prosperity in Northern Ireland and Martin Fraser, Irish Ambassador to the UK, highlighted the business opportunities that Northern Ireland offers.

EY Ireland was proud to sponsor the Politics In Action event at the Agreement 25 conference, held over three days at Queens University Belfast. The event was attended by leaders and change-makers including Bill and Hillary Clinton, Senator Joe Kennedy III, Senator George Mitchell, Prime Minister Rishi Sunak MP, Taoiseach Leo Varadkar T.D. and Professor Monica McWilliams. Judith Savage, EY NI Business Consulting Partner, took part in the panel discussion. We also sponsored a special concert at the Guildhall, Derry. Under the banner “When hope and history rhyme”, the event featured musical performances and celebrated Nobel Laureates John Hume and David Trimble, key architects of the Good Friday Agreement.



“

We are proud to play our part in marking the anniversary of this historic agreement, which has done so much to underpin the prosperity we enjoy today. This is also an opportunity to reflect on the pivotal role the business community has played in the transformation of this island, and to look ahead at the opportunities still to be grasped.

Frank O’Keeffe  
EY Ireland Managing Partner

## Delivering prosperity through chambers

Through our membership and leadership of chambers, we create valuable connections, opening up new opportunities for business that drive prosperity and boost employment.

EY and our people have great relationships and engagement with chambers across the island of Ireland, with a number of our executive team holding senior roles including president, treasurer and chair, while other colleagues sit on boards, chair taskforces and mentor groups. The executive team also votes in council elections, and regularly attend events.



### Cork Chamber of Commerce

Following five years as an active board member of the Cork Chamber, Ronan Murray, Partner, M&A Strategy and Transactions, was elected president in May 2022. The Chamber champions Cork as a globally recognised place for business, innovation and quality of life. Its more than 1,200 members – between them serving more than 100,000 employees – are committed to delivering a progressive economic, social and sustainability agenda and creating a vibrant business community.

“

I share in the Cork Chamber's vision to be a world-leading chamber of commerce. Dynamic, inspiring, responsible and purposeful are the core values that define our operations. With our members as our motivation, we champion Cork as a globally recognised place for business, innovation and quality of life.

Ronan Murray  
M&A Strategy and Transactions Partner,  
and President, Cork Chamber of Commerce



## Dublin

The Dublin Chamber represents more than 1,000 businesses throughout the Greater Dublin region, employing more than 300,000 staff. Its vision is for Dublin to be globally renowned for its quality of life, sustainability and economic vibrancy.

Ferga Kane, Government and Infrastructure Partner, is both a board and council member and the chair of the Infrastructure and Planning Taskforce. Derarca Dennis, Climate Change and Sustainability Partner, sits on the Sustainability Taskforce and Managing Partner Frank O'Keefe, and fellow partners George Deegan, Graham Reid, Roger Wallace and Rob Henson vote in council elections and attend senior member events.



## Northern Ireland

The NI Chamber is a globally connected network, empowering ambitious businesspeople to connect, learn and grow together, creating opportunity for business and driving the growth and prosperity of the NI economy.

Judith Savage, EY NI Business Consulting Partner, sits on the council.



## Limerick

Limerick Chamber of Commerce is a progressive business representation and development organisation championing business growth and investment. It is dedicated to fostering a thriving Limerick and Mid-West region through proactively engaging in policy development and lobbying to impact decisions that benefit the region.

Leanne Storan, Tax Partner, is on the Limerick Chamber committee.



## German-Irish

The German-Irish Chamber of Industry and Commerce is part of a global network of German chambers in 80 countries to support trade facilitation between Germany and Ireland. They assist companies in their search for new business opportunities and business partners in both countries.

Grit Young, Strategy and Transactions Partner, is a patron and leads the Arbitration Panel.

## Innovating for growth: developing our in-house AI capabilities

Our purpose – *Building a better working world* – includes helping our clients make the most of new opportunities for growth. That means expanding our own data, technology and digital transformation capabilities, including in AI and other disruptive technologies.

### Our vision

Our vision is to be the partner of choice for clients and EY people to navigate transformative change, leading with values-driven, ethical and responsible AI, enabling sustainable growth and empowering people and society for a better working world.



## Focus on AI

AI is already integral to many of our technology solutions, fuelling capabilities and offerings that are improving how we work with clients. Through responsible use of AI, we seek to create value, unlocking new sources of growth, and unleash potential through seamless human-AI collaboration.

This year, we have focused on building greater understanding of and confidence in AI, including through a set of global EY AI principles that guide our work and cover areas including accountability, transparency and professional responsibility. We are also actively engaging with governments, multinational standard-setting bodies, industry associations and civil society organisations and are determined to play a leading role in the development of best practices for the responsible use of AI. We have completed over 25 EY wavespace™ sessions with public and private sector clients helping them to define the opportunities and risks that AI offers their organisation.

## Our AI capabilities

Globally, EY is recognised by analysts as a leading AI service provider. At local level, we have more than 300 AI experts working across our offices and we are working to build capacity by providing specialist training and accreditation as part of our EY Badges initiative. This year we launched three new Badges in AI Engineering, Applied AI and Responsible AI.



## AI Labs

Our AI Labs initiative is now in its second year. Run by our fast-growing data analytics and technology consulting team in collaboration with the EY wavespace™ innovation centre, the skills and resources provided through AI Labs will ultimately equip organisations with the resources, tools, and insights they need to drive growth and market leading innovation.

To ensure AI Labs is supported with the advanced research, skills and insights it needs to thrive, EY has entered into a four-year strategic collaboration with the world-leading Science Foundation Ireland Research Centre for AI-driven digital content technology (ADAPT). The collaboration will facilitate the application of advanced technology and research initiatives that address real-world industry challenges. These will consist of a portfolio of collaborative projects, initially co-funding two PhD students but scaling to include research fellowships, targeted projects and other collaborations, including but not limited to health, transport and utilities.

### Working together

Alliances help us to blend powerful technology and innovative methods with our own capabilities and experience to help clients address the toughest challenges. We are currently part of more than 20 global alliances with local delivery expertise, and were named by Microsoft as their Ireland Data Analytics Partner of the Year for 2021 and 2022.

## EY wavespace™: reimagining the future

At EY, we are committed to helping our clients make the most of new opportunities to deliver their growth ambitions.

EY wavespace™ is a global network of 52 studios delivering interactive and immersive experiences to help our clients solve complex challenges at speed. We bring together multi-disciplinary business expertise, collaborative design-thinking methodology and leading edge technology to accelerate transformation, support innovation and create measurable outcomes faster.

This year, our EY Dublin wavespace delivered 42 experiences to 860 client participants across sectors including banking and capital markets, government and public sector, consumer products and power and utilities. We helped these clients to set strategies and define their purpose, bringing stakeholders together to encourage collaboration, set out roadmaps and successfully navigate change.

### Tackling modern slavery

In May 2023, we partnered with the Banking & Payments Federation Ireland to run a Modern Slavery Hackathon event. More than 50 attendees came together from 25 organisations across sectors including finance, law, tech and NGOs to explore ways of working together to stem the growth of modern slavery and human trafficking. Looking ahead, we plan to build on this momentum, continuing to raise awareness of the issue as well as finding practical solutions to help stem the flow of funds to criminals.



# wavespace

### Tackling the questions that matter

Here's just a few of the questions we helped our clients answer at EY wavespace in FY23:

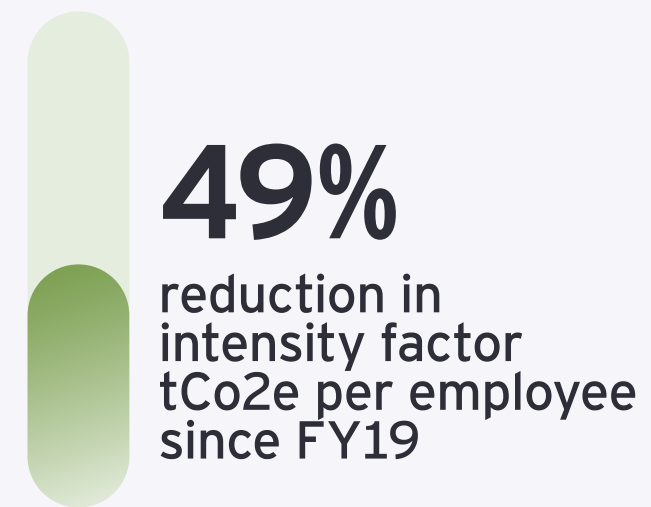
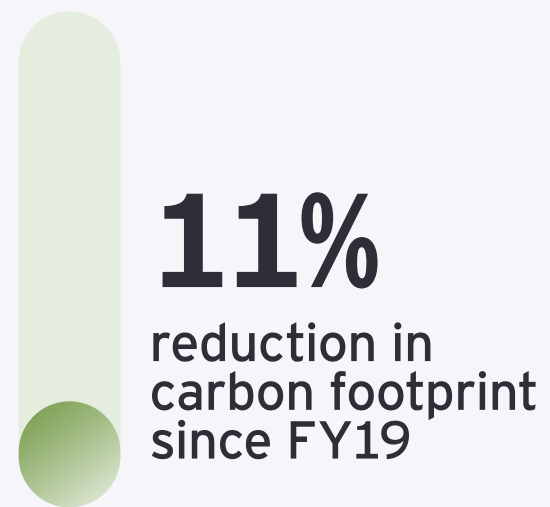
1. How can we accelerate our statutory reporting and close process?
2. What impact will AI have on the internal audit process?
3. How can we bring stakeholders together to create a strategy to meet Ireland's climate change targets?
4. How can we leverage data to make our business more customer-centric?
5. How might we re-imagine the future of sustainable transport?
6. What might the supply chain function of the future look like?



# Planet



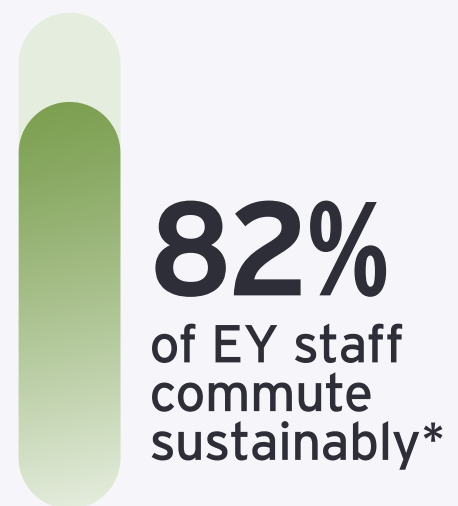
# Creating long-term value for the planet



**309**  
sustainability Badges initiated

**1st**  
EOY Sustainability Award

**500+**  
attendees at green pensions webinar

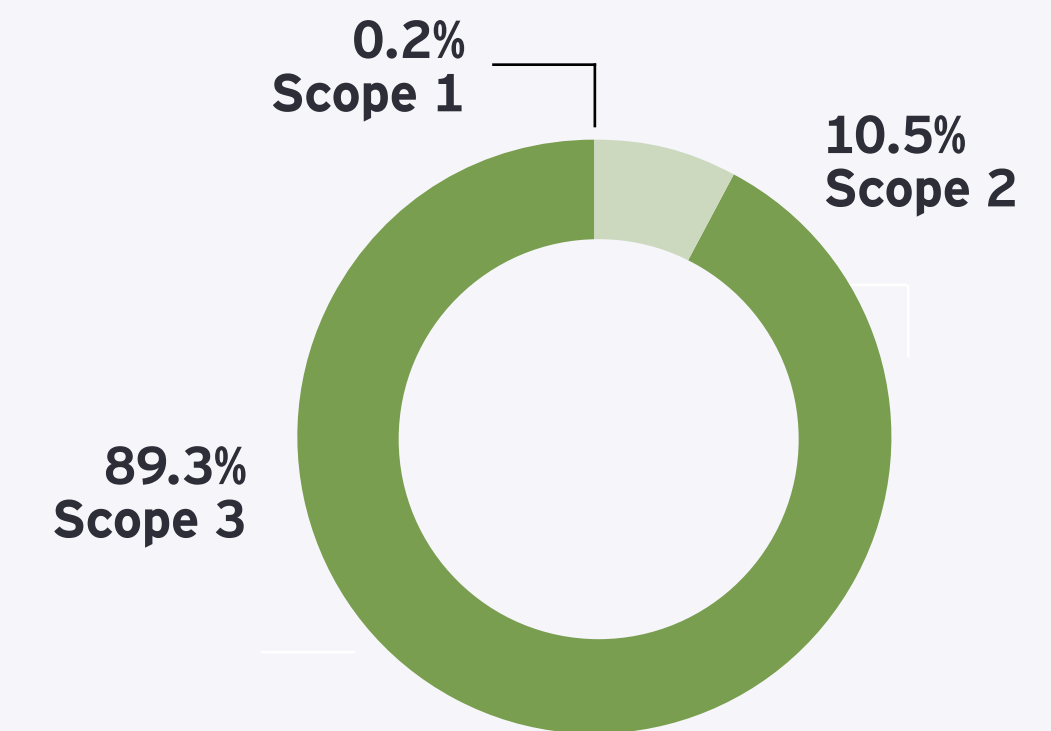


**196**  
interns researching a sustainability challenge

**400**  
active Eco-Innovators

**EY named a leader**  
in Verdantix Climate Change green quadrant report

## FY23 footprint

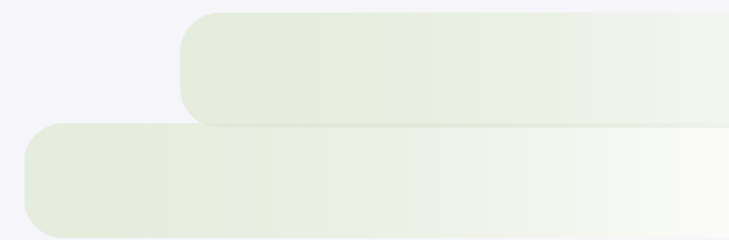


**Scope 1:** direct emissions (gas/diesel for combustion, fugitive emissions from refrigeration/cooling plant)

**Scope 2:** indirect emissions (purchased electricity)

**Scope 3:** value chain emissions (all other indirect emissions (travel, waste, purchased goods/services etc.))

\*Based on smarter travel survey of c500 respondents



## Delivering on our environmental commitments

We are committed to reducing our carbon emissions, including in our supply chain, supporting clients with decarbonisation and contributing to the development of nature-based solutions.

Our goal is to be a sustainability leader, decarbonising our business and reducing our wider environmental impacts while helping our clients to do the same. We are consistently innovating to improve environmental outcomes, and are using our experience, services, solutions and people to collaborate with others and help them transition to a sustainable economy. EY is proud to be carbon negative since 2021 and we remain on track to reach net zero in 2025.



**The following pages focus on EY Ireland's climate actions across three key priorities:**

1. Progress towards our net zero ambition.
2. Operational innovations and employee engagement initiatives focused on the environment.
3. Supporting our clients on their sustainability journey.

## Destination net zero

As part of our seven-point carbon ambition action plan, EY continues to reduce absolute emissions in line with our Science Based Targets initiative (SBTi)-validated 1.5°C pathway. In 2021, we achieved our ambition to become carbon negative and we now aim to reduce total emissions by 40% by FY25 (across scopes 1, 2 and 3), putting us on track to reach net zero the same year. This target is aligned to the most ambitious aim of the Paris Agreement: to limit a global temperature rise to 1.5°C above pre-industrial levels.

### Understanding emissions

Greenhouse gas (GHG) emissions are categorised into three groups or scopes by the most widely-used international accounting tool, the GHG Protocol. Scope 1 covers direct emissions from sources owned or controlled by the reporting company. Scope 2 covers indirect emissions, e.g. from the generation of purchased electricity, steam, heating and cooling consumed by the reporting company. Scope 3 includes all other indirect emissions that occur in a company's value chain.<sup>1</sup>

1

[www.carbontrust.com/resources/briefing-what-are-scope-3-emissions](https://www.carbontrust.com/resources/briefing-what-are-scope-3-emissions)

## Measuring progress towards our carbon targets

We are committed to meeting our global ambition for net zero and this is reflected across the scorecards of all our leadership members. This means we have local and individual targets across all service lines and in every country which are aligned to our global SBTi commitments.

GHG emissions are calculated in line with the EY global carbon footprint methodology. This is based on the GHG Protocol developed by the World Resources Institute and World Business Council for Sustainable Development. EY's total global emissions and further details on our calculation methodology can be found within our [global report](#).

At a local level, our methodology includes calculations for stationary combustion, refrigerants, purchased electricity, business travel, purchased goods and services, waste and fuel- and energy-related activities for all employees registered within our Irish offices. The results of this analysis are displayed in the piechart on page 42. For more detail, see the Our numbers section on page 60.

Globally, the EY organisation decreased GHG emissions by 43% in FY23 compared to the FY19 baseline year. Over this same period, scope 1 and 2 emissions have increased 3%, scope 3 travel-related emissions decreased by 59% and other scope 3 emissions have decreased by 11%. Locally, we have decreased total emissions by 11% in line with our global targets. However, our employee intensity metrics have decreased by 49%. This means that although we have grown our business we have reduced our emission per FTE which demonstrates the effect of our reduction initiatives. Our business travel related emissions have started to rise. This increase is due to lifts in travel restrictions. While there has been a recorded increase year on year, this rise is still below baseline levels and is being closely monitored internally in line with target commitments.

We have already established several localised initiatives (such as waste segregation, coffee cup levys and more) but are eager to increase our local impact through continued detailed review of our localised impact. We will be reviewing this methodology regularly and continuing to integrate effective initiatives to support EY in achieving our climate goals and ambitions.



# Our approach to environmental sustainability

As a professional services firm, our services are intellectually based. Emissions originate from our offices and business travel undertaken by client teams. Our focus is therefore on reducing travel (especially air travel) and improving the energy efficiency of our buildings year-on-year. Our EY Hybrid flexible working policy, and adoption of technology to support remote meetings and co-working, is contributing to a significant reduction in emissions associated with travel and waste.

## Greening our office

Over the past year we have increased the plants and greenery in our offices to improve indoor air quality. Our Dublin office also boasts vibrant green walls that contribute to a healthier and cleaner working environment. During the year we also operated a pop-up plant shop for our employees, offering advice on the best plants for their home offices.

## Building a circular economy – waste and recycling

Our priority is to use products, processes and services that prevent or eliminate waste, reusing and recycling wherever possible, and using waste disposal methods with the lowest environmental impact. Measures to minimise waste include:

- ▶ Providing more local, sustainable and plant-based food in our onsite facilities.
- ▶ Minimising catering waste from in-house events with 50% vegetarian options available at all events.
- ▶ A plastics reduction strategy, including introduction of keep cups for all employees.
- ▶ Green tariff pricing for disposable cups, with proceeds of €10,200 donated to our nominated sustainability charity, Crann, which plants and protects trees, hedgerows and woodland in Ireland.
- ▶ Donating our coffee grounds to a charity that uses them to make sustainable soap which is available for sale in our offices.
- ▶ The implementation of a protocol to reuse all returned hardware (including keyboards, mice, headsets).
- ▶ Donation of refurbishable laptops to charities and schools across Ireland and resending obsolete assets/hardware to a specialist company for resale or reuse.
- ▶ Maintaining paperless records of all engagements by saving data to secure central data repositories.

- ▶ 40% reduction in onsite printers, facilitated by implementation of DocuSign and pull printing.

Purchasing notebooks that are manufactured locally using FSC™ recycled paper and branded pens that are made using recycled beans.

- ▶ Designing generic marketing banners so they can be reused.
- ▶ Installing smart water meters in all our offices to monitor excessive consumption and detect real time leaks.

## Travel and commuting

Travel is our greatest source of GHG emissions, and we have put in place amended policies and processes to encourage people to minimise travel and use more sustainable travel options, wherever possible. This means leveraging technologies such as telepresence, videoconference and video chat services and adopting flexible working arrangements with EY people and clients. Under our new Hybrid working model, a significant proportion of our people on occasion work from home. We have put technology in place to effectively deliver engagements remotely and interactively. For those still coming into the office, we have taken steps to encourage sustainable commuting.

## Meet the Eco-Innovators

Eco-Innovators Ireland, our employee-led sustainability-focused network, has now grown to over 400 members, with 20+ active volunteers driving a range of initiatives aimed at encouraging behaviour change, raising awareness, and building knowledge around sustainability.

### Bringing people together

The network organised an event for all colleagues involved in the field of sustainability aimed to encourage networking and knowledge sharing as well as highlighting some of the great work being undertaken. A number of volunteers attended a tree planting event in collaboration with Steppingstone Forests where 420 trees were planted. There has also been an ongoing focus on encouraging sustainable travel to and from events, and reducing waste.

### Green pensions

One of the most beneficial things we can all do for the environment is to invest our money sustainably. This year the network set up a pensions webinar with EY pension provider Irish Life. Entitled "Make Your Money Matter", the event was attended by more than 500 colleagues and provided information and advice around general pension considerations as well as sustainable investing. More generally, the Green Pensions initiative is exploring ways to ensure that the pension options offered to colleagues are as sustainable as possible.

### Sustainable commuting

Encouraging sustainable commuting to our offices is a key focus. In February, we took part in the NTA's Smarter Travel Survey, and have developed a Smarter Travel Plan based on our findings. The priority is to promote use of cycling facilities in EY offices as survey results show that there is significant potential for an increase in cycling as a means of commuting. A working group has been set up at our Dublin office to provide a focal point for Smarter Travel initiatives, including flagship events such as the Walktober annual step challenge.

### Bee hives

EY Ireland and Delgany Golf Club partnered on a sustainability initiative to help protect native Irish honeybees, with EY supporting the introduction of two new colonies of bees into purpose-built beehives on the County Wicklow course to support these essential pollinators.



### The EOY Sustainability Award

Stephen Nolan, Managing Director of Nutritics, was named winner of the inaugural EY Entrepreneur Of The Year™ Sustainability Award for the company's Foodprint service, an easy-to-use carbon footprint scoring, display and reporting system that helps food businesses and their customers manage and measure their carbon impact. Nutritics estimates that in 2023 Foodprint will save around 27 million kilograms of CO<sub>2</sub> emissions, equivalent to that emitted by around 21,000 cars or taken up by 1.6 million trees.

# Supporting our clients on their sustainability journey

This year, we continued to work closely with clients to support their own sustainability goals, including taking significant steps towards decarbonisation.

To take just one example, we worked with a financial services client to help develop a plan for decarbonising its commercial real estate portfolio of more than 260 properties across three jurisdictions. Our multidisciplinary team, including colleagues from EY Ireland, EY Greece and our alliance partners, carried out a comprehensive assessment of the portfolio, looking at a broad range of sustainability areas including green leases and carbon credits, before delivering a stage-gated sustainability roadmap outlining both investment needs and sustainability benefits. This was complemented with a sustainability CRE strategy to facilitate the client's progress towards achieving its overall net zero ambition.

## EY's Climate Change and Sustainability Services Team

Sustainability is now top of the agenda for many of our clients. In order to achieve sustainable growth in an increasingly challenging business environment, companies are being

required to report not only on their financial performance, but also their non-financial performance and to demonstrate how ESG topics are holistically integrated within their business strategies and ambitions.

EY's CCaSS teams understand the evolving pressures surrounding these challenges. As a result, we are closely supporting our clients to respond by understanding and evaluating the broader value impacts and outcomes, identifying the opportunities, and supporting the reporting of non-financial performance risks to their stakeholders. Our teams bring together professionals with experience in engineering, science, business, finance and operations, coupled with a deep understanding of specific policy and regulatory requirements.

To further support our clients to keep close to the latest thinking on sustainability, we also launched our very own sustainability podcast. EY's Sustainability Matters podcast provides insights on leading trends and practical advice around ESG issues, and opportunities facing businesses today.

### **BPFI and EY sustainable banking series**

The EY FS Sustainable Finance team co-hosted a series of popular webinars with the Banking and Payments Federation of Ireland on sustainable banking. The team provided insights and updates to help financial institutions meet the requirements of the Central Securities Depositories Regulation as well as covering topics including Pillar 3 ESG, biodiversity and natural capital risk, COP27, EU Taxonomy, climate risk modelling and stress testing.





The background of the slide is an aerial photograph of a busy pedestrian crossing. The crossing is marked with white stripes on a dark asphalt surface. A large number of people are walking across the crossing in various directions. The image has a soft, ethereal quality due to a white, snow-like particle overlay that is scattered across the entire scene. The text 'Our numbers' is overlaid on the left side of the image in a large, white, sans-serif font.

# Our numbers

## Reporting against the WEF-IBC Stakeholder Capitalism Metrics

The EY global organisation remains committed to advancing the principles of stakeholder capitalism through the promotion of ESG reporting standards. As a member of the World Economic Forum's International Business Council (WEF-IBC), we continue to collaborate in this mission to standardise disclosures and improve transparency.

Last year, EY Ireland took a significant step in adopting the WEF-IBC Stakeholder Capitalism Metrics in our ESG reporting. Building on this approach, we are pleased to announce that we are expanding the quality of our data and metrics to better reflect our impact on stakeholder capitalism.

In line with EY Value Realized, our EY global impact report, our updated report measures our impact against the WEF-IBC metrics, providing insights into the various areas in which we have made a meaningful contribution. We acknowledge that certain metrics may require more context, and we strive to provide a more nuanced understanding wherever possible.

We take pride in our ongoing commitment to promoting stakeholder capitalism and are determined to make a positive difference in the communities in which we operate.



## Principles of governance

Theme	Metric	EY Ireland disclosure
Governing purpose	Setting purpose	At EY, our purpose is <i>Building a better working world</i> . We believe a better working world is one where economic growth is sustainable and inclusive. We work continuously to improve the quality of all our services, investing in our people and innovation. And we're proud to work with others – from our clients to wider stakeholders – to use our knowledge, skills and experience to help fulfil our purpose and create positive change. For more information please visit: <a href="#">About us - Who we are   EY Ireland</a>
	Purpose-led management	At EY, we believe in purposeful growth by keeping our purpose at the heart of everything we do. By making the right choices we believe can grow and live our purpose of <i>Building a better working world</i> . Our five-year purposeful growth strategy is embedded into our business, bringing together our growth ambitions and our purpose. We have tied our ambition closely to our purpose by focusing on the lasting positive impact we can make for all stakeholders. Our purposeful growth leads across the organisation ensure we stay true to our core values and lead with purpose.
Quality of governing body	Governance body composition	Our leadership team includes a wealth of diverse perspectives, combined with an inclusive culture and equitable opportunities. They work to drive better decision-making, stimulate innovation, increase organisational agility and strengthen resilience to disruption. We empower our people with the right mindsets and skills to navigate what's next, become the transformative leaders the world needs, pursue careers as unique as they are and build their own exceptional EY experiences. Please refer to our <a href="#">Transparency Report</a> for detailed outline of our leadership team.
Stakeholder engagement	Material issues impacting stakeholders	<p>This year EY Ireland completed a materiality assessment to understand the most critical interests of EY stakeholders to identify the material environmental, social, and economic issues relevant to the Irish firm. Our approach was adapted from the EY global materiality assessment, which considered how material issues impact our business performance, and how they impact society and the environment.</p> <p>Our materiality assessment builds on our societal value strategy and will inform EY Ireland's business strategy, goal setting, resource allocation, external disclosures, and identification and management of risks and opportunities. Our material issues will help focus our efforts to drive positive societal impact.</p>

**Principles of governance**

Theme	Metric	EY Ireland disclosure
Ethical behaviour	Anti-corruption	<p>In addition to the annual training on the EY Code of Conduct, EY has a suite of policies and guidance to address conflicts of interest and financial crime, including the Anti-Bribery Global Policy and the Hospitality &amp; Gifts Global Policy, supported by a robust training and communications programme. Annual financial crime learning is mandatory for all EY people.</p> <p>EY also has a global policy codifying the requirement that EY people report any concerns about corruption or other behaviour that does not comply with the EY Global Code of Conduct or applicable laws and regulations (the NOCLAR policy, or reporting fraud, illegal acts and other non-compliance with laws, regulations, and the EY Global Code of Conduct).</p> <p>In addition to a strong internal culture, we practice in a highly regulated environment that includes rigorous reporting obligations of unlawful conduct (including self-reporting). The EY Global Anti-Bribery Policy is accompanied by an anti-corruption compliance program, which is reviewed on a quarterly basis and applicable to all EY partners and employees.</p> <p>For more information, please refer to our <a href="#">Global Code of Conduct</a></p>
	Protected ethics advice and reporting mechanisms	<p>The EY/Ethics Hotline is a method for reporting conduct that may be unethical, illegal, in violation of professional standards, or otherwise inconsistent with the EY Global Code of Conduct. The hotline may be used for whistleblowing. Our people, clients and communities can make a report to EY using the EY/Ethics Hotline (online or by telephone), which also includes information about how EY will respond to the report.</p> <p>In EY Ireland there have been nine notifications to the hotline since 1 July 2022, none of which were deemed necessary to report to our regulators. This is an increase of two notifications over the prior year.</p>
Risk and opportunity oversight	Integrating risk and opportunity into business process	<p>We recognise the importance of integrating ESG considerations into our business processes and have incorporated ESG risks and opportunities into our enterprise risk management framework. Through stakeholder engagement and benchmarking we have identified and prioritised these factors. Our aim is to proactively manage ESG-related risks and opportunities that align with our values and strategy, to enhance our long-term sustainability, and to safeguard our firm’s reputation and financial performance. We remain committed to staying abreast of evolving ESG trends and best practices to continuously improve our approach.</p>

**Prosperity**

Theme	Metric	EY Ireland disclosure
Community and social vitality	Total tax paid	<p>Total tax contribution for EY Ireland was €169.4m, incorporating corporate income taxes, VAT &amp; sales taxes and employer-paid payroll taxes.</p> <p>Due to the fact that EY operates under a partnership structure, a significant component of the taxes related to EY revenue is paid by the individual owners of the business and not directly by the firm. These taxes are not included in the figure above.</p> <p>Our tax contributions are important sources of government revenues and provide our economy with revenues to fund government operations, public infrastructure and support essential services for our society.</p>
Employment and wealth generation	Economic contribution	<p>This year we have measured our direct economic impacts on the island of Ireland for 2022. Our economic contributions to the Island of Ireland are outlined on pages 31-33.</p>
	Absolute number and rate of employment	<p>Information on our headcount, rate of employment and attrition rates can be found on pages 59-60.</p>
	Financial investment contribution	<p>Capital expenditure for EY Ireland was minimal in FY23 following a couple of years of more significant refurbishment to our leasehold. Maintenance capital expenditure during the year was largely offset by depreciation.</p> <p>Our investment strategy is founded on the pillars of our NextWave strategy, to not only create financial value, but to create value for our clients, our people, and our society.</p> <p>As we embark into FY24, the EY global organisation has made significant investments in AI. In September 2024, the global EY organisation launched EY.ai, a unifying platform that brings together human capabilities and AI to help clients transform their businesses through confident and responsible adoption of AI. EY.ai leverages leading-edge EY technology platforms and AI capabilities, with deep experience in strategy, transactions, transformation, risk, assurance and tax, all augmented by a robust AI ecosystem.</p> <p>The EY global organisation's investments of US\$1.4bn have provided the foundation for the EY.ai platform. These investments have supported the embedding of AI into proprietary EY technologies like EY Fabric, used by 60,000 EY clients, and more than 1.5 million unique client users, as well as helping secure a series of EY technology acquisitions with supporting cloud and automation technologies</p>

## Prosperity

Theme	Metric	EY Ireland disclosure
	Infrastructure investments and services supported	Information on our infrastructure investments into technology and EY wavespace™ is detailed on page 38-40. For more information on our services supported through innovation and technology investments, please see Volume 1 of our <a href="#">Transparency Report</a> .

## People

Theme	Metric	EY Ireland disclosure
Dignity and equality	Diversity and inclusion	More information on our DE&I programmes and initiatives can be found on pages 14-15. Further statistics on our DE&I performance can be found in our EY in numbers section.
	Pay gap	EY Ireland's gender pay gap for FY23 is calculated in accordance with the regulations (i.e., Gender Pay Gap Information Act 2021) and includes all employees within the organisation across our offices in the Republic of Ireland. The data shows our median hourly pay gap at 7.70% and mean hourly gap at 9.27% between men and women.
	Pay equality	EY is committed to pay equity and fair practices for EY people and has processes and policies that focus on equitable compensation. EY employee compensation is designed to be competitive in the market and be connected to an individual's work experience and performance, while being equitable internally.
Health and wellbeing	Health and safety	The health and safety of EY people is paramount, and globally there are policies and procedures in place to ensure workplace safety. Fatalities and work-related injuries are not tracked globally, as the risk of accidents in EY businesses is low.
	Employee well-being	More Information on our employee wellbeing programmes offered and uptake can be found on page 13.
Skills for the future	Training provided	Information on training and development provided for employees can be found on page 15.

## People

Theme	Metric	EY Ireland disclosure
Dignity and equity	Risk for incidents of child, forced or compulsory labour	<p>Following the first EY Global Human Rights statement in 2021, teams were engaged across the EY organisation to identify initiatives across EY people, clients, suppliers and communities that would reinforce the EY commitment to respect and uphold human rights.</p> <p>Over the course of the last year, the EY organisation has:</p> <ul style="list-style-type: none"> <li>▶ Launched training for all EY people to promote further understanding of human rights in the context of business.</li> <li>▶ Conducted listening sessions with EY people to understand key topics and pressing questions, and to inform a toolkit for EY people to better understand and act on human rights considerations.</li> <li>▶ Refreshed the HR toolkit following recommendations collected from EY people during listening sessions.</li> </ul> <p>EY responsibility to respect human rights extends beyond the direct operations of EY member firms into their supply chains, where we seek to influence the broad adoption of labour rights and maintain an active view of the human rights performance of direct and indirect suppliers.</p> <p>Just as the EY Global Code of Conduct sets out the standards of ethical behaviour expected of every EY person, the EY Supplier Code of Conduct does the same for EY suppliers. The EY Supplier Code of Conduct outlines expectations around issues including sustainability, human rights, modern slavery and child labour, and suppliers are asked to verify their adherence and standards at the RFI/RFP stage (reaffirming at the time of contract execution). At the RFI/RFP stage, responses to environmental and social sustainability questions are scored and weighted and influence the supplier selection. In addition, the EY Supplier Portal provides EY procurement professionals with visibility of the capabilities of current and potential suppliers. Suppliers meeting certain spend thresholds complete a self-assessment questionnaire so decision-makers can better understand the suppliers' social and environmental policies, practices and certifications. Questions cover topics such as modern slavery, ISO 14001 certifications and how they monitor standards in their own supply chain.</p> <p>In FY24, we will continue to focus on operationalising the statement including:</p> <ul style="list-style-type: none"> <li>▶ Revisiting our human rights statement to ensure it remains relevant.</li> <li>▶ Engaging with the relevant business functions and working groups to address potential human rights risks.</li> <li>▶ Encouraging the uptake of recently launched training for all EY people.</li> </ul>

## Planet

Theme	Metric	EY Ireland disclosure
Climate Change	Greenhouse gas (GHG) emissions	Information on our GHG for FY23 can be found on page 60.
	Paris-aligned GHG emissions targets	We will cut absolute emissions by 40% across scopes 1, 2 and 3 by FY25, against an FY19 baseline, consistent with a 1.5°C science-based target, approved by the Science Based Targets initiative (SBTi). And we have a seven-point plan to ensure we achieve this ambition. Details of GHGs can be found on page 60.
Freshwater availability	Water consumption and withdrawal in water-stressed areas	For more information on our Global Aqueduct Water Risk Assessment, please refer to page 74 of our <a href="#">global report</a> .
Nature loss	Land use and ecological sensitivity	<p>Annually at a global level, EY conducts an analysis to review EY office locations to understand if they are in or adjacent to key biodiversity areas. This year's analysis used the internally developed EY NAT tool to conduct the assessment, which is a geospatial tool that collates data from more than 35 nature-related maps to automate the identification of biodiversity and nature-related impacts.</p> <p>The analysis determined that 49 EY office locations, representing approximately 6% of EY office locations and approximately 4% of the global EY headcount, are within the buffer zone for key biodiversity areas (KBAs). This is an increase from last year's assessment due to the addition of a buffer zone, when previous years included sites which fell directly within a KBA.</p> <p>EY locations are predominantly in major urban and business centres. The location selection process is driven by proximity to EY clients, talent pool and business case; key selection criteria includes a Class A office building that is well located within the city and will meet the needs of clients, internal governance and enablement of the workforce.</p> <p>We are pleased that the recent KBA mapping analysis confirmed that most offices are not in or adjacent to key biodiversity areas. Land use management action plans are under development and the location selection processes continue to align with EY sustainability efforts.</p> <p>At a local level, four out of five offices in Ireland are located adjacent to protected areas, including Special Areas of Conservation, Special Protected Areas, and nutrient sensitive waters. While our operations do not directly impact the protection criteria, we are committed to investigating ways to promote these areas and their protection in the future.</p>



## EY in numbers – societal value metrics

EY is committed to creating value for our stakeholders in a sustainable and responsible manner. Our EY in numbers section presents a statistical overview of our ESG performance as per our societal value strategy. The tables included in this section provide key data on our efforts to reduce our environmental impact and foster a diverse and inclusive workplace culture.



We believe transparency and accountability are critical to driving meaningful progress on ESG issues. By sharing these metrics, we hope to provide stakeholders with a clear picture of our ESG performance and our commitment to continuous improvement.

### Formal learning<sup>1</sup>

	FY22	FY23	▼ / ▲ from FY22
Average learning hours per person	39.2	37.1	▼ 5.3%
Average training and development expenditure per full time employee	€1,107	€1,133	▲ 0.5%
Learning hours delivered	121,985	177,548	▲ 45.5%

### Average hours of formal learning per EY person according to rank

Rank	FY23
Partner/Principal/Executive Director & Directors	33.2
Senior Manager/Associate Director	26.5
Manager/Assistant Director	37.5
Supervisory Associate/Senior associate/Senior	36.8
Staff/Assistant/Associate	47.7
Intern	78.0

### Average hours of formal learning per EY service line

Serviceline	FY23
Assurance	33.2
Tax	26.5
Consulting	37.5
SaT	36.8
CBS	32.7

### FY23 promotions

EY promotes	FY23	Women	Men
Total EY promotions	1634	786	847
Promotions to Partner/Principal	32	13	19
Promotions to Director	99	44	55
Promotions to Senior Manager	149	81	68
Promotions to Manager	208	101	107
Promotions to Supervising Associate	208	86	122
Promotions to Senior/Senior Associate	557	291	266
Promotions to Associate	381*	214	166

\*1 of our employees recorded in our HR system as at the end of FY23 with no gender identifier or a gender other than male/female

### Total new equity partners announced for FY24 (1 July 2023)

		Women	Men
ROI	Total (#)	9	11
	Total (%)	45%	55%
IOI	Total (#)	10	12
	Total (%)	45%	55%

## ROI recruits and applicants

Ranks	Total new hires	Experienced hires	Students/grads
Intern	296	N/A	296
Staff/ Associates	405	72	333
Seniors	263	263	N/A
Supervising Associates/Assistant Managers	14	14	N/A
Managers/Assistant Director	234	234	N/A
Senior Manager/Associate Director	130	130	N/A
Director	6	6	N/A
Executive Director	1	1	N/A
<b>Total</b>	<b>1,349</b>	<b>720</b>	<b>629</b>

EY total applicants of EY ROI in FY23: 50,682

## IOI headcount – overall and by gender<sup>2</sup>

	FY21	FY22*	FY23**	Movement from PY
Women	1,614	2,037	2,448	▲ 20.1%
Men	1,677	2,165	2,579	▲ 19.1%
<b>Overall</b>	<b>3,291</b>	<b>4,208*</b>	<b>5,035**</b>	<b>▲ 19.7%</b>

\*In FY22 six of our employees recorded in our HR system as at the end of FY22 with no gender identifier or a gender other than male/female for IOI.

\*\*In FY23 eight of our employees recorded in our HR system as at the end of FY23 with no gender identifier or a gender other than male/female for IOI.

## ROI headcount – overall and by gender<sup>2</sup>

	FY21	FY22*	FY23**	Movement from PY
Women	1,324	1,672	2,015	▲ 20.6%
Men	1,408	1,836	2,142	▲ 16.7%
<b>Overall</b>	<b>2,732</b>	<b>3,513*</b>	<b>4,163**</b>	<b>▲ 18.5%</b>

\*In FY22 6 of our employees recorded in our HR system as at the end of FY22 with no gender identifier or a gender other than male/female for IOI.

\*\*In FY23 8 of our employees recorded in our HR system as at the end of FY23 with no gender identifier or a gender other than male/female for IOI.

## Headcount by region

	FY21	FY22*	FY23**	Movement from PY
Belfast	559	695	872	▲ 25.5%
Cork	285	315	404	▲ 28.3%
Dublin	2,210	2,939	3,458	▲ 17.7%
Galway	49	60	76	▲ 26.7%
Limerick	91	105	117	▲ 11.4%
Waterford	97	94	108	▲ 14.9%
<b>Overall</b>	<b>3,291</b>	<b>4,208</b>	<b>5,035</b>	<b>▲ 19.7%</b>

## FY23 workforce data by region

	Belfast	Cork	Dublin	Galway	Limerick	Waterford	Total
Intern	12	35	201	13	8	12	281
Staff/Associate	189	81	614	17	20	26	947
Senior/Senior Associate	266	64	643	18	23	28	1042
Supervising Associate /Assistant Manager	50	41	365	5	19	6	486
Manager	197	83	666	8	21	18	993
Senior Manager	89	49	478	8	16	10	650
Director (L4)	41	29	273	4	3	2	352
Director (L5)	2	5	21	1	2	5	36
Partner	26	17	197	2	5	1	248
<b>Total</b>	<b>872</b>	<b>404</b>	<b>3,458</b>	<b>76</b>	<b>117</b>	<b>108</b>	<b>5,035</b>

### Year over year workforce data by level and by gender<sup>3</sup>

	FY22		FY23		Movement from PY	
	Women	Men	Women	Men	Women	Men
Intern	48.31%	51.69%	49.11%	49.47%	▲ 1.7%	▼ 4.3%
Staff/Associate	46.31%	53.57%	50.16%	49.74%	▲ 8.3	▼ 7.1%
Senior/Senior Associate	55.04%	44.96%	52.98%	47.02%	▼ 3.74%	▲ 4.6%
Supervising Associate / Assistant Manager	52.69%	46.77%	56.17%	43.83%	▲ 6.5%	▼ 6.3%
Manager	45.66%	54.19%	46.42%	53.37%	▲ 1.7%	▼ 1.5%
Senior Manager	50.93%	49.07%	47.08%	52.92%	▼ 7.6%	▲ 7.8%
Director (L4)	40.16%	59.45%	44.89%	54.83%	▲ 11.8%	▼ 7.8%
Director (L5)	27.36%	72.64%	36.11%	63.89%	▲ 32%	▼ 12%
Partner	24.55%	75.45%	29.03%	70.97%	▲ 18.2%	▼ 5.9%

### IOI attrition rate – overall and by gender

	FY21	FY22*	FY23**	Movement from PY
Women	18.4%	23.6%	16.9%	▼ 28.4%
Men	19.4%	24.5%	20.7%	▼ 15.5%
Overall	18.8%	24.2%	18.8%	▼ 22.3%

### ROI attrition rate – overall and by gender

	FY21	FY22*	FY23**	Movement from PY
Women	19.5%	23.9%	17.7%	▼ 26%
Men	18.9%	24.1%	21.1%	▼ 12.4%
Overall	19.2%	24.1%	19.5%	▼ 19.1%

### EY Ripples - lives impacted

	FY21	FY22	FY23	Movement from PY
Lives impacted	80,992	84,152	254,637	▲ 202.6%
Number of participants	138	711	458	▼ 35.6%

### Carbon footprint

EY's GHG emissions are calculated based on the GHG Protocol developed by the World Resources Institute and World Business Council for Sustainable Development. At a local level, our methodology includes calculations for stationary combustion, refrigerants, purchased electricity, business travel, purchased goods and services, waste and fuel- and energy-related activities for all employees registered within our Irish offices. The results of this analysis are displayed below.

#### Calculation updates:

Scope 2 market-based emissions are currently under EY review and for this reason have been excluded from reporting this year until further detail is made available. Scope 3 category 1 – Purchased Goods and Services data sources have also been updated to new data sources that have been made available in this reporting year.

### Greenhouse gas emissions

	FY19 baseline	FY20	FY21	FY22	FY23	▼ / ▲ from baseline
Total emissions (tCO <sub>2</sub> e)	4,655	2,299	814	2,025	4,129	▼ 11%
Emissions per employee (tCO <sub>2</sub> e/FTE)	1.95	0.93	0.3	0.58	0.99	▼ 49%
Scope 1 GHG protocol (tCO <sub>2</sub> e)	24	52	11	9	10	▼ 58%
Scope 2 GHG protocol (tCO <sub>2</sub> e) – location based	469	388	299	369	430	▼ 8%
Scope 3 GHG protocol (tCO <sub>2</sub> e)	4,162	1,859	503	1,647	3,689	▼ 11%

## Notes to EY facts and figures tables

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- 1 Average learning hours includes those recorded in our learning portal, Success Factors, only. It excludes hours not recorded in Success Factors, such as those spent by employees studying for professional qualifications and external certifications or completing EY Badges. Average training and development expenditure per full-time employee also excludes that contributing to the completion of professional qualifications, external certifications and EY Badges.
- 2 We have presented our people data under categories of gender identity as recorded by our voluntary EY people surveys, i.e. women, men or other. This may explain why some figures for M/F don't add up to the total.
- 3 For our workforce data by level and by gender, there was 1.42% of our Interns, 0.11% of our Staff / Associates, 0.20% of our Managers, and 0.28% of our Directors (L4) in our HR system as at the end of FY23 with either no gender identified or a gender other than male/female.
- 4 For further details on lives impacted methodology, please refer to page 86 of our [global report](#).
- 5 Our GHG calculation methodology is outlined on page 60.

# EY economic impact 2023



## Economic impact methodology

EY's economic impact assessment (EIA) methodology uses the Central Statistics Office's Input-Output (I-O) tables which capture the relationships between the main sectors in the economy. Every time there is an injection of spending into the economy, there is a multiplier effect: extra income leads to more spending which creates more business activity, which continues through the supply chain. As such, any spending by EY or our supplier base will have a considerably larger effect on the economy than the initial amount spent. This supports an entire economic supply chain, not only in the professional services sector, but in sectors such as services, education and retail.

EIA analysis measures the impacts from activity in a particular sector and the knock-on effects in the wider economy. The data provided about a business or sector is used to calculate economic "multipliers" specific to that business or sector to quantify the direct, indirect and induced contributions to GDP and employment on the island of Ireland.

Detailed finance, employment and revenue data was gathered for EY Ireland's activities in FY23. This was modelled using the EIA model to calculate the impacts throughout the wider Irish economy.

The quantitative element of economic impact presented here takes into account EY as an operational business, the purchases we make and the people we employ. It does not take into account the value we bring to the clients we serve, and as such, the economic benefits we bring to our clients are more expansive than the figures presented in this report.

The impacts captured as part of an EIA assessment are as follows:

- ▶ **Direct impacts:** the value added (GDP) and jobs generated through EY's direct economic activities, that is, wages paid to employees, operating costs related to running the various EY offices across Ireland and spending on EY suppliers.
- ▶ **Indirect impacts:** these impacts are as a result of firms in the economy supplying goods and services to EY.

- ▶ **Induced impacts:** these impacts arise when those employed directly by EY and its suppliers on the island spend their wages in the wider economy. This creates demand for consumer goods and services, which generates further economic activity and employment.

### Gross domestic product (GDP)

The contribution to national GDP of a business can crudely be measured in terms of the additional payroll and profits generated throughout the economy as a result of its activities. GDP is the value added to the economy attributable to EY Ireland's operations.

### Employment

The employment impact shows the number of people employed throughout the economy in order to support EY's activities. This includes the number of people employed by EY on the island of Ireland, employment in our supply chain and employment generated as direct and indirect wages are spent throughout the wider economy.

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