

## BITC Leaders' Roundtable, 15<sup>th</sup> November, Dublin Castle

### In attendance:

Julian Yarr	<b>A&amp;L Goodbody</b>
Alastair Blair	<b>Accenture</b>
Oliver Mahon	<b>CRH plc</b>
Niall Browne	<b>Dawn Meats Group</b>
Gerry Fitzpatrick	<b>Deloitte</b>
Pat O'Doherty	<b>ESB Group</b>
Tony O'Malley	<b>Fujitsu Ireland</b>
Liam O'Sullivan	<b>Gas Networks Ireland</b>
Kyran Johnson	<b>Janssen Sciences Ireland UC</b>
Dave Murphy	<b>PM Group</b>
Feargal O'Rourke	<b>PwC</b>
Gary Hopwood	<b>Ricoh</b>
Dee Forbes	<b>RTE</b>
Margot Slattery	<b>Sodexo</b>
Áine Murray	<b>Veolia (representing Sinead Patton)</b>
Ronan Murphy	<b>BITC Chairperson and Roundtable Chair</b>
Bernadette Phelan	<b>BITC Head of Advisory Services</b>
Tomás Sercovich	<b>Forética, and incoming BITC CEO</b>

**Apologies:** Bernadette Lavery, Boots Retail (Irl) Ltd; Eoghan Lynch, Arup; Liam McLoughlin, BOI; Carolan Lennon, Eir; Fintan Slye, EirGrid plc; Wim Verbraeken, KBC Bank Ireland; Ken Scully, M&S Ireland; Chris Martin, Musgrave Group; Clive Bellows, Northern Trust; Gerry Mallon, Ulster Bank; Anne O'Leary, Vodafone; Sinead Patton, Veolia.

### Immediate next steps

- The **2018 CEO Roundtables** will remain critical for strategic exchange, peer-to-peer networking and to drive decision-making regarding agreed initiatives. During 2018, relevant external speakers will be invited to present. CEOs/MDs are requested to mark the 2018 schedule in their diaries:

22 <sup>nd</sup> February	Thursday morning, 8am to 10am (Dublin)
17 <sup>th</sup> May	Thursday afternoon, 4.30pm to 6.30pm (Dublin and prior to BITCI Members CEO Reception)
11 <sup>th</sup> September	Tuesday morning, 8am to 10am (potentially in Cork)
6 <sup>th</sup> December	Thursday morning, 8am to 10am (Dublin)

- The **immediate asks** of Leader companies include:
  - review of the *Low Carbon Pledge* by year end with a view to formal sign-up by CEO/MD; the aim is to publicly launch the Pledge based on the founding Leaders' members by end of Q1.
  - participation of relevant staff in *Low Carbon B2B Platform* which will be initiated by Gas Networks Ireland in Q1 2018
  - participate in research under *Worker of the Future* and *Social cohesion* e.g. survey, sharing data, resourcing
- **External Communications** plan:
  - One-to-one stakeholder dialogues will continue as part of the sub-group work
  - An overall external communications plan will be defined in Q1 2018, and will be based on key milestones (e.g. Pledge launch, Leaders' research papers). Leaders will be asked to participate in due course. To start this external facing dimension, it is proposed to convene a CEO/MD photocall in early 2018.

## Minute of Meeting

The meeting was chaired by Ronan Murphy, BITC. A Progress Report was circulated prior to meeting. The Roundtable reviewed the proposals of the three sub-groups and made recommendations.

## Transition to the Low Carbon Economy

Liam O'Sullivan, Gas Networks Ireland (GNI) presented an update on the proposal.

- The Leaders' Group remain committed to articulating businesses' role in supporting the transition to a low carbon economy, and recognise the value of the Pledge and the supporting actions as a mechanism to stimulate and drive action.
- The sub-group has agreed a formal wording of a Low Carbon Pledge, one which seeks to address the necessary ambition with the complexities of this agenda for business.
- To date the following sub-group members have formally agreed to sign-up - EirGrid, Musgrave, GNI, and Dawn Meats.
- By year end all Leader companies will be invited to review the Pledge, and sign-up will be based on a CEO level decision to ensure the First Principles of the Leaders' Group are adhered to.
- To support the ambition of the Pledge, GNI will initiate the B2B Platform to in Q1 2018. Invitations to be issued in due course to relevant staff in Leader companies.

## Worker of the Future

Alastair Blair, Accenture presented an update on the proposal.

- Given pace of disruption, a key value of this proposal will be to outline what best practice will look like in the future for businesses. The importance of linking to the structure of the Business Working Responsibly Mark was stated, and it is recommended that due cognisance is given to how this work will relate back to the Mark to ensure it drives change.

- The Group agreed that the process to date has generated notable learnings and useful insights amongst the participating companies. The importance of sharing experiences at Roundtable and sub-group levels was re-stated as a valued function of the Leaders' Group.
- The framework as outlined was confirmed as useful and it was agreed that articulating the collective view on these issues is necessary for business.
- It was requested that the work seek to paint a picture of what the future holds, and what business can impact on.
- The focus on contractor/gig workers remains of relevance with a collective need to understand what best practice looks like now and for the future, and for a clear definition of what a 'good' and 'bad' gig economy looks like
- The sub-group was asked to:
  - remain mindful of the issue of older workers and changing demographics
  - consider how the work can reflect and take into account the perspective of the worker
  - consider what scope there is to consider the small company dimensions

## Social cohesion

Oliver Mahon, CRH presented an update on the proposal.

- The Leaders' Group agreed on the value of the proposed UCD research on the unconscious blockers within business, and the social agenda remains a high priority area to bring a collective perspective to.
- The paper on defining the main cohorts to target was identified as a key piece of research. As a complement to this analysis, it was asked that the agencies & organisations currently supporting identified cohorts are also mapped.
- A key consideration for this Group is to define what change in Ireland we have the capacity to create, and whether businesses critical role is working with these support agencies/organisations e.g. Leaders' build a collective partnership with relevant actors, and/or create new alliances.
- The sub-group was asked to:
  - consider how the role of apprenticeships can be included as part of this work
  - look at how the impacts of new technology on the jobs market could be reflected in the work
  - consider the cultural barriers to returners to the workplace, particularly female