

**BUSINESS
IN THE
COMMUNITY
IRELAND**



Leaders in EESG and Sustainability

The Movement for Sustainable Change in Business

Business in the Community Ireland

Business in the Community Ireland (BITCI) is a movement for sustainable change in business. Our purpose is to inspire, challenge and facilitate businesses to bring about a sustainable, low carbon economy and more inclusive society where everyone thrives.

For over 20 years, we've been trusted advisers in Sustainability and **Economic, Environmental, Social, and Governance** (EESG), ensuring our network of businesses build capacity, ambition and leadership. BITCI is a non-profit organisation bringing objectivity and passion to our collective purpose.

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“We believe in long term partnership with companies. We aim to create mutually beneficial relationships and earn our place as Trusted Advisers “





Supporting and Achieving Change

We bring a wealth of experience, specialisms and connections into all areas of our work. Our expert staff are best in class in topics spanning carbon, nature, social impact and strategy development. Our primary focus is on:



Sustainability Services

Leading on all aspects of EESG, we work collaboratively with members to embed sustainability into all areas of their business model. Our team guarantee to strike the balance between ensuring businesses achieve their core purpose, meet regulatory requirements and enhance its future viability while protecting the planet and its people. Our members benefit from bespoke one-to-one advisory support and expertise, group workshops, learning and networking events from our comprehensive events calendar and access to our collective initiatives – all seeking to drive greater ambition, collaboration and performance in sustainability.



Inclusive Workplace and Communities

We lead on initiatives to tackle educational disadvantage and to secure employment opportunities to create more inclusive workplaces. Our nationwide education programmes empower corporate volunteers to share valuable soft skills, real-world industry knowledge and career insights with DEIS students that need them most. These nationwide programmes benefit over 4,500 pupils annually and are run at primary and secondary level. They enhance pupils' literacy and numeracy skills, offer work placements and widens their network. Our employment programmes enable companies to support and tap into the skills of jobseekers who experience high barriers to employment. Groups we work with include refugees, asylum seekers, people with disabilities and health issues, women returners and members of the Traveller community.

Our approach to sustainability

Our approach is member focused so we deliver services based on your priorities. Our team supports you to design, refine and implement your sustainability solutions.

We take a strategic perspective and ensure our advice is progressive and challenging, while recognising that every company's sustainability journey is different. Our needs-based annual **Members' Action Plan** guarantees we clearly prioritise focus areas and services that are tailored to your needs.

As a BITCI member, one of our expert advisers is assigned as your dedicated account manager. They meet you regularly to discuss your needs and connect you with other experts from our team as required. Advisers support you with one-to-one consultations, briefings, workshops and projects, focusing on the areas where we can achieve the greatest impact together. We work in partnership with your staff, collaborating with CEOs, senior leaders and sustainability professionals.



Business Working Responsibly Mark



BITCI believes that sustainability can and should be woven throughout the fabric of an organisation. It works best when overseen by accountable senior leadership to continually push ambition and drive performance.



We are proud our independently audited sustainability standard, the Business Working Responsibly Mark, is now in its fifth version and has been raising the bar for responsible, sustainable business for over a decade. In an ever-evolving landscape, the Mark is aligned with the requirements of the Corporate Sustainability Reporting Directive (CSRD). Those certified with the Mark adopt a robust management system to record and measure impacts. It demonstrates their commitment to sustainability and to continuous improvement to go beyond minimum reporting requirements.



These companies are united to utilise the Mark as a lever for change across the sustainability agenda, they value the cohesiveness it brings and avoids the pitfalls of conducting sustainability initiatives in siloes. This collective movement is assisting companies as they champion sustainability and EESG, navigate mandatory regulatory environments and seek to do more.

Our Membership Offering

We offer three streams of membership with different offerings across each level. The allocations for one-to-one services vary by each stream with Engage having access to the equivalent of 6 BITCI days,

Strategist the equivalent of 10 BITCI days, and Leader the equivalent of 12 BITCI days. Please note Members' Action Plans with one-to-one support exceeding these allocations receive a preferential payment rate.

MEMBERSHIP PLAN	ENGAGE	STRATEGIST	LEADER
Dedicated Account Manager providing monthly updates, one-to-one consultations and oversight on the delivery of your tailored annual Members' Action Plan.	✓	✓	✓
Access to a comprehensive range of one-to-one services e.g. decarbonising supply chain, brokering charity partnerships, strategy development etc.	✓	✓	✓
Collective initiatives including the Low Carbon and Elevate Pledges.	✓	✓	✓
Group workshops, learning and networking events – over 30 held annually (online or in-person).	✓	✓	✓
Access to BITCI's Education and Employment Programmes to enhance social impact.	✓	✓	✓
Business Working Responsibly Mark - Certification Process.		✓	✓
Tailored Sustainability Solutions - workshops, guidance, strategy development		✓	✓
CEO Leaders' Series giving peer-to-peer networking			✓
Leadership sessions for Executive Sponsors & practitioners.			✓
Participate in innovative & collaborative projects			✓
Annual Donation	€11,000	€16,500	€22,000

Our network, our events, and our belief in peer-to-peer learning

Our **120-strong member network** is made up of Ireland's leading domestic companies, Irish-based multinationals, and semi-state organisations. We also have broad and deep connections across civil society, government, academia and education. We partner with a number of international sustainability networks e.g. World Business Council for Sustainable Development and CSR Europe.

As a movement, our network is our unique feature and core strength. We leverage it continually through open member events and bespoke peer-to-peer working groups. Through engaging in our network, your individual and collective voice can share and celebrate your sustainability achievements, while ensuring you learn from others and widen your range of contacts and insights.

From exclusive CEO forums and roundtables, to practitioner-level regional networks and expert seminars, our events programme has something for everyone in an accessible combination of in-person, online and hybrid formats.



Our Members A NETWORK OF LEADING ORGANISATIONS



Our Pledges and our belief in collective action

The BITCI 'Leaders' Group on Sustainability is a progressive CEO-level working group that promotes bold leadership for sustainability and seeks opportunities for innovation and cross-sectoral collaboration.

The Leaders' Group launched two Collective Action Pledges, asking fellow CEOs to make public commitments in two vital areas. Already nearly 70 companies have signed the **Low Carbon Pledge** to decarbonise all their operations through the setting of Science Based Targets. While over 65 signatories to the **Elevate Pledge** (spanning a collective workforce of 150,000+) are demonstrating their commitment in creating more inclusive workplaces. These Pledges promote transparency, accountability and leadership spanning multiple sectors and we support signatories with robust tools and guidance to achieve and measure their progress.

Each Pledge has an associated annual report published at a high-profile event, attracting national coverage of participating companies. The signatories also avail of a year-round programme of seminars and peer-group sessions.

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“We nurture collaboration between members to achieve innovation and knowledge transfer”



Elevate
The Inclusive
Workplace Pledge

How we can help you drive the **EESG** agenda



ECONOMIC

Against a backdrop of an ever-changing domestic and global economic landscape, an increased regulatory environment and varied consumer demands, we work with members to ensure a future fit business model is developed and adopted.

We advise and support on topics such as:

- Circular Economy
- Design & Lifecycle Assessment
- Business Model Impact
- Responsible Investment
- Responsible Technology



EESG**ENVIRONMENT**

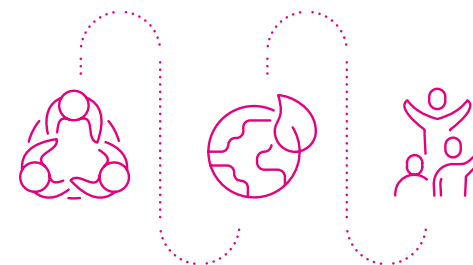
Leading businesses must play a role in combating the climate and nature crises. We work with members to develop sound environmental strategies to implement and monitor to minimise their impact on the planet and ensure the longevity of the business.

Carbon & Climate

- Our expert team deliver extensive briefings, training and workshops on carbon and energy-related topics.
- Our Low Carbon Pledge urges signatories to set science-based targets to reduce their emissions. We provide a suite of tools, advice and business support networks to achieve and monitor this.
- We maintain a register of vetted Carbon Consultants and can advise you on appropriate scoping for services.

Nature

- We tailor sessions to explore your impact on nature.
- We scope and plan your nature strategy and actions.
- We run employee engagement sessions to make nature tangible for your workforce.
- Our ecologist can advise you on nature-positive site plans.
- We maintain a Directory of Environmental NGOs and can support you to broker value-adding partnerships.





SOCIAL

Central to our mission is to tackle inequality by creating thriving and inclusive workplaces and helping businesses to generate real benefits for communities. We do this by facilitating our members to participate both in our own employment and education programmes or brokering partnerships for members with their own local communities and charities.

Communities

- Our Social Investment Strategy Development service provides a collaborative approach to designing a comprehensive and impactful community engagement strategy.
- We have identified and brokered many of the strongest corporate-charity partnerships currently in place in Ireland; we can do the same for you.
- We can also help you develop meaningful impact measurement for your community programmes.

Schools

Our suite of Education Programmes partner businesses with local primary and secondary DEIS schools with the aim of improving literacy and numeracy among pupils as well as expanding their soft skills and career/education prospects. These corporate volunteering programmes include:

Primary School Level:

- Time to Read
- Time to Count

Secondary School Level:

- World of Work
- Student Mentoring Programme
- Time to GROW
- P-TECH
- Summer Work Placement
- Next Steps

We also have individual seminars/webinars with an education focus that are a tool for companies to showcase their own skillset, sector, teams and recruitment practices, and these are:

- Industry Insights for Teachers
- Management Excellence for Teachers and Principals

Inclusive Workplaces

- Our pioneering Elevate Pledge supports members to diversify their workplace by providing members with a suite of tools, data sets, reports, events and one-to-one guidance.
- We can support your Diversity, Inclusion & Equity action planning through workshops, training and facilitated policy development.
- Having a workforce reflective of Irish society through tackling barriers to employment is the aim of our Employment Programmes. We support job seekers and collaborate with different industry partners to enhance employment opportunities. Our Programmes include:

- **EPIC** – supports migrants, refugee and asylum seekers and recently arrived Ukrainians.
- **EmployAbility** – supports people with disabilities or health issues.
- **Women@Work** – supports women returners.
- **Traveller Employment Programme.**

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“We encourage active participation in the BITCI network, and create value through our unparalleled member **networking opportunities**”



EESG



GOVERNANCE

Using our Business Working Responsibly Mark as a framework, we support you to build your sustainability leadership, go beyond minimum reporting requirements and future-proof your business through developing strong foundations for accountability and disclosure.

- We support you to certify to the Business Working Responsibly Mark, ensuring you embed a sustainability performance management system into your business.
- We provide briefings and workshops for Boards and Leadership Teams on topics such as EESG reporting and sustainability performance measurement.
- We tailor KPI workshops for teams to design effective and ambition-oriented monitoring and performance indicators for any sustainability area.
- With a host of new requirements emerging around supply chain accountability, we offer briefings, policy support and workshops on sustainable supply chains, including modern slavery and human rights.



Get in Touch

If you wish to join our movement for change and discuss any of our services, please contact your account manager (for existing members), or for interested companies, please contact.

Patricia McNamara, Membership Executive.

Business in the Community Ireland

3rd Floor Phibsborough Tower
Phibsborough Road, Dublin
D07 XH2D

T: + 353 1 874 7232

E: info@bitc.ie



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“We work with members to **build capability** and confidence, ensuring they have ownership of solutions and can measure progress”

