



Údarás Sábháilteachta Bia na hÉireann  
Food Safety Authority of Ireland

2026

# FSAI Climate Action Roadmap 2025

FSAI Green Team



# **FSAI Climate Action Roadmap 2025**

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## Glossary

<b>Building Energy Rating (BER)</b>	A calculated energy rating rather used to compare energy performance of a dwelling.
<b>Carbon dioxide emissions (CO<sub>2</sub> emissions)</b>	Greenhouse gas emissions mainly produced by burning fossil fuels.
<b>Climate Action Mandate 2025</b>	Revised obligations on public bodies (excluding local authorities, commercial semi-state bodies and schools) to take climate action.
<b>Electronic product environmental assessment tool (EPEAT)</b>	An online tool for evaluating and selecting environmentally friendly electronic products.
<b>Energy efficiency baseline</b>	The reference period used to measure an organisation's progress towards its 2030 energy efficiency target.
<b>Energy Performance Indicator (EnPI)</b>	A measure of an organisation's energy performance, calculated by dividing the total energy consumption by an activity metric. An EnPI may also be referred to as specific energy consumption.
<b>Energy Performance Officer (EPO)</b>	A role with decision-making powers on sustainability matters related to facilities, corporate budgets, and procurement, in consultation with the staff members responsible.
<b>Energy Use Intensity (EUI)</b>	A measure of a building's energy efficiency, based on energy use per unit of floor area.
<b>FSAI</b>	Food Safety Authority of Ireland
<b>FSAI Green Team</b>	A staff committee in the Food Safety Authority of Ireland with representatives from different functional areas who develop and implement the Climate Action Roadmap.
<b>Greenhouse Gas Emissions (GHG)</b>	The six gases listed under the Kyoto Protocol that contribute to global warming, i.e. carbon dioxide (CO <sub>2</sub> ), methane (CH <sub>4</sub> ), nitrous oxide (N <sub>2</sub> O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) and sulphur hexafluoride (SF <sub>6</sub> ). Different GHGs have different effects on the Earth's warming.
<b>Information communication technology (ICT)</b>	Technology used for communication and information management.

<b>Leadership in Energy and Environmental Design (LEED)</b>	An international green building rating system developed by the non-profit organisation U.S. Green Building Council.
<b>Organic Food</b>	Food produced through agricultural methods that prioritise environmental protection and animal welfare.
<b>Recyclable</b>	Materials that can be collected and processed into new products (e.g. clean paper, cardboard, plastic bottles, metal cans, and certain tubs and trays).
<b>Roadmap</b>	A plan that sets out the goals, objectives, and key milestones for a project over time, providing direction to achieve an intended outcome.
<b>SEAI</b>	Ireland's National Sustainable Energy Authority of Ireland, which works with households, businesses, communities and government to promote cleaner energy use.
<b>Sustainability</b>	A process that ensures the long-term balance of natural and human systems in an equitable manner.
<b>TCO Certified</b>	A global sustainability certification for IT products, addressing environmental and social responsibility in supply chains, and meet regulatory obligations.

## Introduction

The [Climate Action Plan 2021](#) (CAP21) envisions the public sector leading by example on climate action to reach the target of reducing Ireland's greenhouse gas (GHG) emissions by 51% by 2030 and becoming climate neutral no later than 2050.

The public sector plays an important leadership role in climate action. The *Climate Action Plan* is underpinned by the Climate Action and Low Carbon Development (Amendment) Act 2021, which requires public bodies, including the Food Safety Authority of Ireland (FSAI), to perform their functions in a manner consistent with national climate ambitions.

To support public sector bodies in leading by example, the *Public Sector Climate Action Mandate* covers the public bodies included in the *Climate Action Plan*. The Mandate highlights the main climate action objectives for public bodies and is reviewed annually. The Mandate defines objectives organised into four categories, which public sector bodies must meet to achieve climate action and sustainability targets. The current Public Sector Climate Action Mandate was reviewed and updated as part of the preparation for *Climate Action Plan 2025* (CAP25) and will be reviewed again as part of the drafting process for Climate Action Plan 2026 (CAP26).

The implementation of the *Public Sector Climate Action Mandate* is supported through the FSAI's Climate Action Roadmap. The Roadmap serves as the pathway through which the organisation, as a public sector body, implements the *Public Sector Climate Action Mandate* and reports on the FSAI's progress towards energy efficiency and emissions reduction targets

## Organisational background

The FSAI was established under the Food Safety Authority of Ireland Act, 1998 as an independent government agency responsible for the enforcement of food legislation in Ireland. The Authority is a statutory, independent and science-based regulatory enforcement body dedicated to protecting public health and consumer interests in the areas of food safety, hygiene, integrity and authenticity. The FSAI reports to the Minister for Health.

The FSAI is legally mandated to take all reasonable steps to make sure that food consumed, produced, distributed or marketed in Ireland meets the highest standards of food safety and hygiene reasonably attainable, and that food complies with legal requirements or, where appropriate, with recognised codes of good practice. These activities are key to underpinning Ireland's societal health and economic growth.

The FSAI's key remit is the enforcement of food legislation, which is coordinated through working in partnership with other food regulatory authorities.

The FSAI's vision is safe and trustworthy food for everyone. The FSAI's purpose, as Ireland's independent regulator and the central competent authority for the enforcement of food safety legislation, is to protect consumers' health and interests by:

- Building a culture of food safety
- Improving food safety within a risk analysis framework
- Leading a robust food safety control system
- Continuing to drive organisational excellence.

In order to meet climate action objectives for the public sector, a new FSAI Green Team was established in late 2024 in the FSAI, with three main objectives that support the idea of the public sector leading by example:

- Ensuring the FSAI meets all statutory obligations, in accordance with its role as a public sector body
- Encouraging staff to adopt sustainable working and living practices
- Supporting decision-making processes to prioritise climate and environmental considerations.

On 3 December 2024, the FSAI launched its new [Strategy 2025–2029](#), outlining its vision, purpose, values, goals, and objectives for the next 5 years. These strategic goals will guide its activities and are supported by high-level deliverables planned for achievement within the first 3 years.

One of the key deliverables commits the organisation to advocating for food safety during the transition towards healthy and sustainable food systems, while addressing the challenges and opportunities brought by innovation in the food industry.

Another significant deliverable focuses on migrating all digital systems to a secure and reliable cloud platform. This upgrade aims to enhance system availability, drive operational efficiencies, and support our sustainability objectives.

Following public sector guidance on hybrid working in the aftermath of COVID-19, a blended working arrangement was implemented in April 2022, which has since contributed to strengthening our commitment to environmental sustainability. This model, which combines remote and on-site work, has enabled the organisation to significantly reduce its carbon footprint. By decreasing the

need for daily commuting and lowering energy consumption within the FSAI's office spaces, the shift has contributed to measurable reductions in GHG emissions.

As of 2024, the organisation has successfully surpassed the 2030 CO<sub>2</sub> reduction target, with recorded emissions of 30,328 kgCO<sub>2</sub> in 2024 below the target of 32,051 kgCO<sub>2</sub> set for 2030. If energy performance is maintained at this level until 2030, the efficiency target will be achieved. Overall, in 2024 the total CO<sub>2</sub> was 80.5% below the baseline measure from 2016 to 2018 (155,562 kgCO<sub>2</sub>).

Additionally, final energy consumption has significantly decreased to 114,600 kWh, compared to 453,963 kWh in 2016 and a GHG baseline of 344,886 kWh. In terms of CO<sub>2</sub> emissions, this means that in 2016 there was 219,938 kgCO<sub>2</sub> emitted in 2016, compared to 30,328 kgCO<sub>2</sub> in 2024. This is a positive trend that the FSAI hopes to maintain and improve upon moving forward.

The FSAI continues to receive a high rating from the Sustainable Energy Authority of Ireland (SEAI) as part of its annual legislative energy returns. Following an energy audit to assess whether the requirements of Regulation 6 in S.I. No. 426/2014 of the European Union (Energy Efficiency) Regulations 2014 are met, the FSAI progressed energy saving recommendations and further improved energy management practices during 2024 and 2025.

The FSAI office in Dublin achieved Leadership in Energy and Environmental Design (LEED) Platinum certification in 2024, recognising significant improvements in overall sustainability, including enhanced energy performance, cost savings, and occupant comfort, partly driven by initiatives supported by our organisation.

The Climate Action Roadmap provides the basis for supporting the FSAI to meet its statutory obligations under the Climate Action and Low Carbon Development (Amendment) Act 2021. This Roadmap and all future versions are approved by the FSAI's Senior Leadership Team.

## 1. Our People

### 1.1 Leadership and governance for climate action

Governance is a fundamental pillar that supports the leadership role of public sector decarbonisation within the broader nationwide net-zero transition.

#### 1.1.1 Climate and Sustainability Champion

A member of the FSAI's Senior Leadership Team, Dr Michelle Minihan, Director of Audit, Incidents and Investigations, is the nominated Climate and Sustainability Champion, in line with the requirements of the SEAI, with responsibility for implementing and reporting on actions taken by the FSAI to comply with CAP25 and the Climate Action Mandate.

In May 2025, the Climate and Sustainability Champion submitted a Statement of Compliance to confirm, via the SEAI's Public Sector Monitoring & Reporting system (M&R), the status of compliance with Mandate actions from the previous year, in order to track progress towards energy efficiency and energy related carbon targets.

#### 1.1.2 Energy Performance Officer

The Director of Audit, Incidents and Investigations, Dr Michelle Minihan, was appointed Energy Performance Officer (EPO) in the FSAI, which is a requirement of the *Public Sector Energy Efficiency Strategy (2017)*. The EPO has decision making powers with respect to green/sustainability matters on facilities, corporate budgets, and procurement, in consultation with the relevant staff members.

#### 1.1.3 FSAI Green Team

A new Green Team was established in the FSAI, comprising representatives from different functional areas in the FSAI. It is committed to complying with the requirements of the public sector's Climate Action Plan through an annual work programme.

The FSAI Green Team reviewed and updated its Terms of Reference in 2025. The team comprises 15 FSAI staff members. There is a Climate and Sustainability Champion, a chairperson and 13 members. Membership will be reviewed annually to ensure adequate representation across functional areas and grades. Table 1 outlines the members of the FSAI Green Team as of 2025, along with their respective functional areas.

The chairperson calls, schedules, and chairs meetings, ensures that actions are undertaken and the work plan is delivered, and leads on reporting to the Senior Leadership Team as well as other relevant requirements. The FSAI Green Team's chairperson and the Climate and Sustainability Champion work closely in the implementation of the *Public Sector Climate Action Mandate*, having periodical meetings, where the chairperson shares information on the progress of the activities carried out through the work programme. The Climate and Sustainability Champion clears operational barriers for the team and ensure it is properly resourced. In 2025, the chairperson and the Climate and Sustainability Champion designed an annual work programme with a focus on the implementation of the *Public Sector Climate Action Mandate* requirements. Each member works in one of the three subgroups to carry out mandate activities scheduled for 2025:

- **The Green Public Procurement Liaison Subgroup:** Focuses on ensuring that the organisation buys goods and services in line with the requirements of the Climate Action Plan and the *Public Sector Climate Action Mandate*. They liaise with suppliers, contractors and internal teams to ensure that procurement aligns with green standards. They also monitor compliance with public sector green procurement targets.
- **The Advocate Subgroup:** Raises awareness among staff and stakeholders about sustainability initiatives. They organise campaigns, training sessions, events and communications to encourage more sustainable behaviours, making sustainability visible, engaging and part of everyday practice.
- **The Resource Management Subgroup:** Focuses on the efficient use and reduction of organisational resources like energy, water, waste and materials. They gather data, set reduction targets and propose operational changes (e.g. waste segregation systems) to ensure resources are used optimally and environmental impact is reduced in compliance with the *Public Sector Climate Action Mandate*.

The members of the subgroups propose ideas and agree on their implementation. They have periodic meetings with the chairperson to review progress and discuss the status of their actions.

**Table 1** Membership of the FSAI Green Team for 2025

Green Team Member	Functional Area
Minihan, Michelle (Climate and Sustainability Champion)	Audits, Incidents and Investigations
Martin-Aragon, Marta (Chairperson)	Audits Incidents and Investigations
McCullagh, Karen	Audits Incidents and Investigations
McDermott, Katie	Corporate Affairs – Facilities
McGillycuddy, Ruby	Corporate Affairs – Facilities/HR
McQuaid, Joseph	Corporate Affairs – Finance
Fleming, Anne	Enforcement Policy
Hanrahan, Lisa	Enforcement Policy
Walton, Una	Enforcement Policy
Glennon, Chloe	Food Science and Standards
Kirby-Ó Colmáin, Colm	Food Science and Standards
Lenahan, Mary	Food Science and Standards
O'Mahony, Sinead	Food Science and Standards
Rogers, Claire	Regulatory Affairs and Compliance Building
Rooney, Nuala	Regulatory Affairs and Compliance Building

## 1.2 Engaging and training staff

### 1.2.1 Advocacy

The FSAI Green Team is committed to engaging all staff in the FSAI’s sustainability journey. To fulfil the FSAI’s public sector responsibilities in the area of environmental sustainability, the FSAI Green Team undertakes initiatives to raise awareness of environmental issues and encourage more sustainable practices through targeted communications, engaging events, and interactive activities. Additionally, it aims to cultivate a workplace culture where employees are encouraged to be sustainability ambassadors both within the organisation and in their personal lives, integrating sustainable practices into their day-to-day activities.

**Its primary objectives are to:**

- Establish a balanced network of sustainability ambassadors across all functional areas.

- Provide all staff with the opportunity to engage in at least one climate-related activity annually.
- Strengthen communication efforts to continually educate and inform staff about sustainability tips and initiatives.

### **How does the FSAI Green Team engage:**

An annual staff awareness calendar has been developed to guide activities throughout the year. Each month focuses on a specific theme, supported by creative campaigns, tips, training and events designed to spark interest and drive positive change. The calendar is organised for a monthly basis and includes the following information: the theme, the post idea and content, the designated lead for each theme, Green Team actions, the sustainability motivation, the associated impact or goal, as well as records of feedback and perceived impact/status of these efforts. By engaging with these topics, FSAI staff gain a practical knowledge on how to reduce their environmental impact both in the workplace and in their daily lives. The themes for the 2025 activities are presented in [Appendix 1](#).

### **1.2.2 Training**

The FSAI Green Team is committed to supporting all staff in the FSAI sustainability journey by providing training and resources to embed sustainable practices into everyday work. Training will ensure that staff are not only equipped with the knowledge and skills to act but are also empowered to be active contributors to the organisation's climate action goals.

#### **Its primary objectives are to:**

- Ensure staff understand sustainability principles and climate action priorities.
- Help staff translate training into action by integrating energy efficiency, waste reduction, and responsible resource use to daily operations.
- Encourage staff to share the responsibility of contributing to a more sustainable workplace.

### **How does the FSAI Green Team engage:**

From Q4 2025, the organisation will be facilitating the government-led 'Reduce Your Use' training initiative, a programme of online interactive programme introduced to all staff to encourage energy-efficient behaviours at work, at home, and while travelling, with the ultimate goal of achieving energy savings. All members of the FSAI Green Team will undertake the 'Reduce Your Use' training, and staff across the organisation will be encouraged to participate.

Members of the FSAI Green Team who are aligned with the objectives of the FSAI Climate Action Roadmap and meet the criteria outlined in the FSAI's Learning and Development policy, are eligible to attend workshops, conferences, and webinars dedicated to the implementation of sustainability initiatives.

In 2025, the chairperson and one member of the FSAI Green Team commenced a postgraduate course in Sustainability in Food Systems.

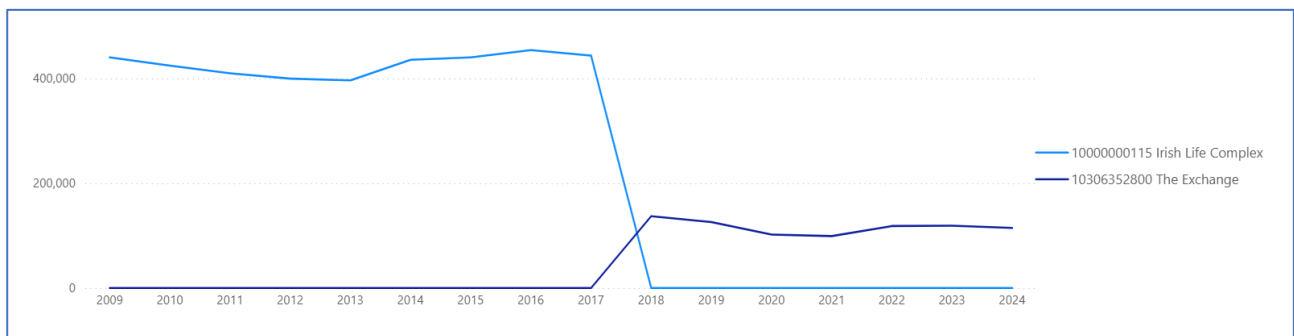
During 2025, the Climate and Sustainability Champion undertook training in this area. Learning and development opportunities for other members of the Senior Leadership Team and the Board will be explored in 2026.

## 2. Our targets

The 2030 climate targets for Ireland include a reduction to at least 51% of GHG emissions (from 2018 levels) and at least a 32.5% improvement in energy efficiency.

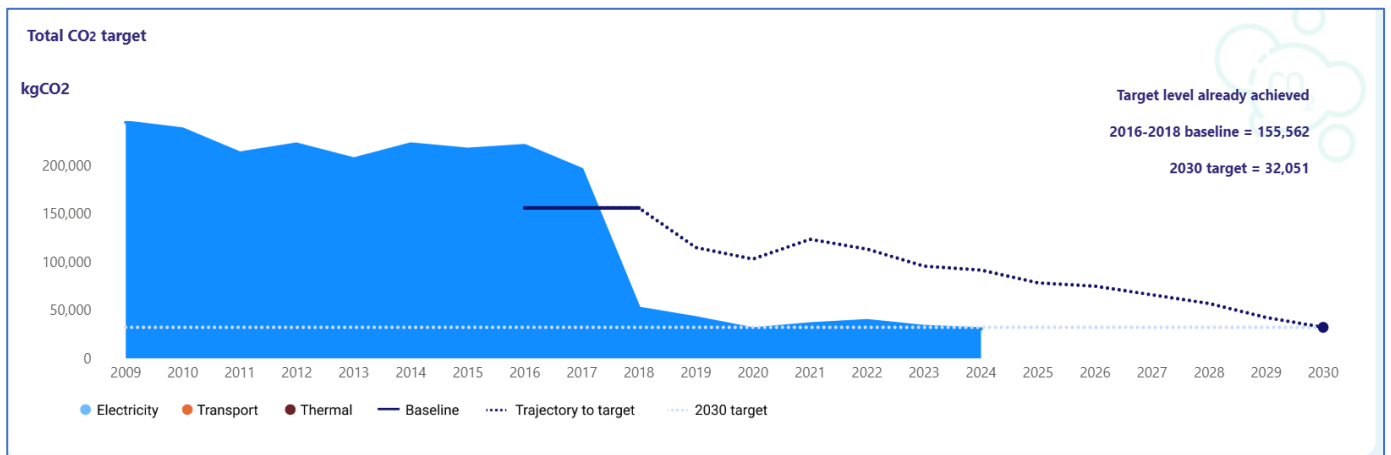
### 2.1 Carbon emissions analysis

The FSAI offices relocated to a new building, The Exchange, in 2018, which has significantly reduced energy consumption compared to the previous facility. The building holds LEED Gold standard certification due to its emphasis on sustainability and energy efficiency, and it is rated BER A3. The significant impact on energy consumption after relocating to our new building in 2018 can be seen in Figure 1.



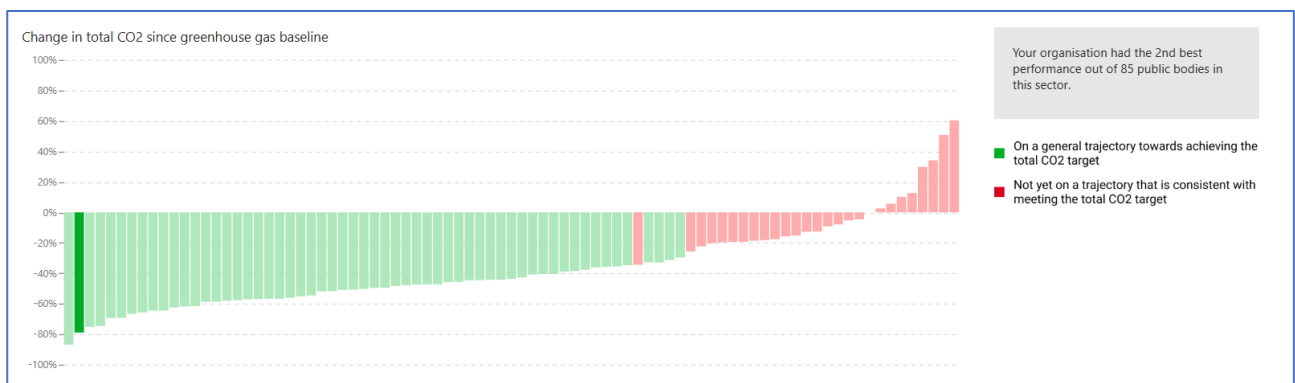
**Figure 1** Energy consumption by office location.

According to the SEAI Monitoring & Reporting system, as of 2024, the FSAI successfully surpassed the 2030 CO<sub>2</sub> reduction target, with recorded emissions of 30,328 kgCO<sub>2</sub> in 2024 which is below the target of 32,051 kgCO<sub>2</sub> set for 2030 (see Figure 2). If energy performance is maintained at this level until 2030, the efficiency target will be achieved.



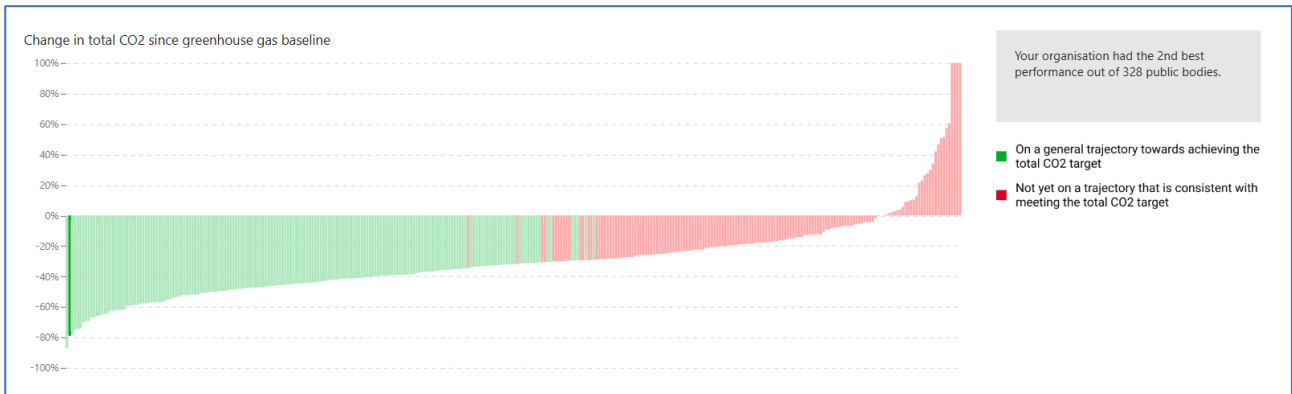
**Figure 2** Total CO<sub>2</sub> target from the SEAI M&R system.

According to data extracted from the M&R system, the FSAI as a public body has the second-best energy performance out of 85 public bodies in the same sector, based on the CO<sub>2</sub> change since the GHG baseline was measured. The FSAI (dark green line), has reduced the total CO<sub>2</sub> by 78.9% since the baseline (see Figure 3).



**Figure 3** Change in total CO<sub>2</sub> since greenhouse gas baseline – sector comparison.

When compared with 328 public bodies in Ireland (not sector dependent), the FSAI has the second highest performance, based on the change in total CO<sub>2</sub> since the GHG baseline was measured (see Figure 4).<sup>1</sup>



**Figure 4** Change in total CO<sub>2</sub> since greenhouse gas baseline – Public Bodies Comparison.

## 2.2 Energy efficiency analysis

The FSAI remains committed to delivering upon its statutory duties in an environmentally friendly manner and delivering continuous improvement with respect to energy management best practices and energy performance.

The Energy Performance Indicator (EnPI) is used to measure an organisation’s energy performance. It is calculated annually by dividing the organisation’s total energy consumption by a

<sup>1</sup> Explanatory note: This report shows final results for 2023 which is the most recently completed reporting cycle; it will be updated to 2024 results only when the 2024 reporting cycle is formally complete and the SEAI publishes 2024 data. Most public bodies’ fossil CO<sub>2</sub> and energy efficiency targets are based on the same percentages i.e. 51% reduction in fossil CO<sub>2</sub> and 50% improvement in energy performance. A small number of new entrant public bodies have different target percentages. The percentage reduction required to achieve a public body’s total CO<sub>2</sub> target is a function of the breakdown of its consumption between fossil fuels and electricity at its baseline so the percentage target is unique to each organisation. For this reason, the point at which each public body is deemed to be on track (green) text or not on track thread for the total CO<sub>2</sub> target is also unique to each organisation.

relevant activity metric. A decline in the EnPI value reflects improved energy efficiency, as it indicates that less energy is being used per unit of activity.

Figure 5 presented below shows the FSAI’s energy efficiency performance in 2024 improved by 85.88% compared with 2016. The final energy consumption and level of CO<sub>2</sub> emissions are still decreasing after the move to the new building in 2016.

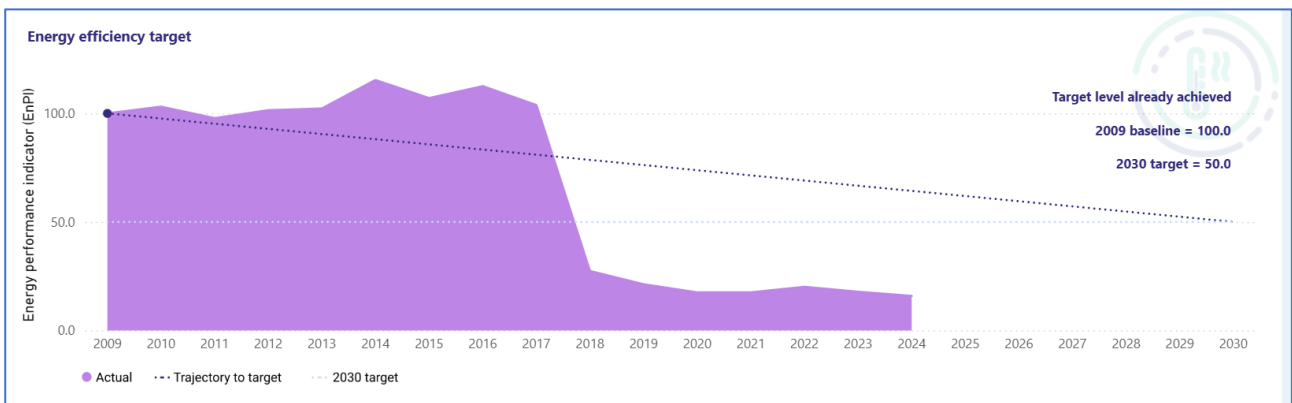


Figure 5 Energy efficiency target - Energy performance indicator (EnPI).

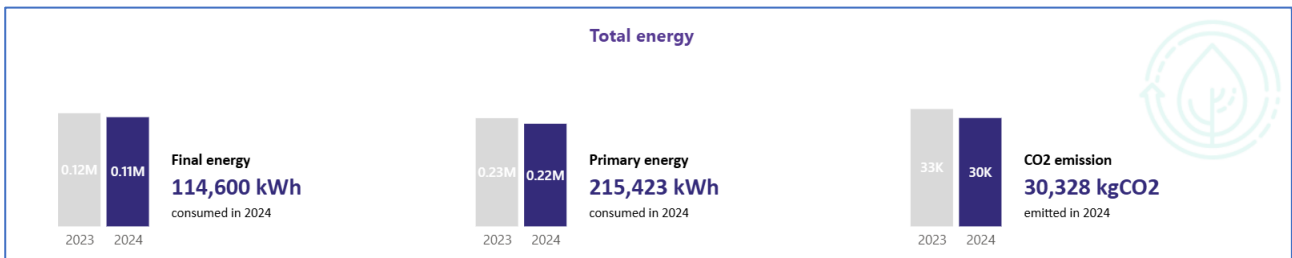
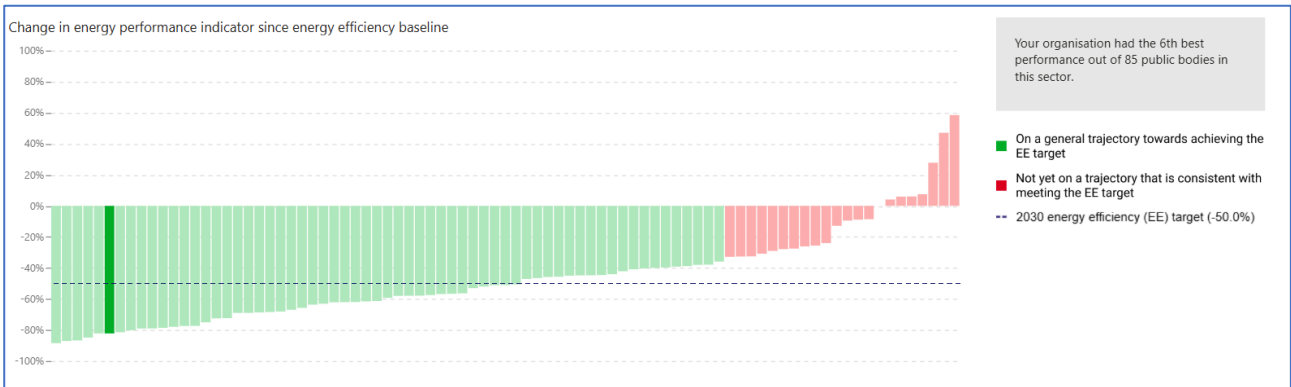


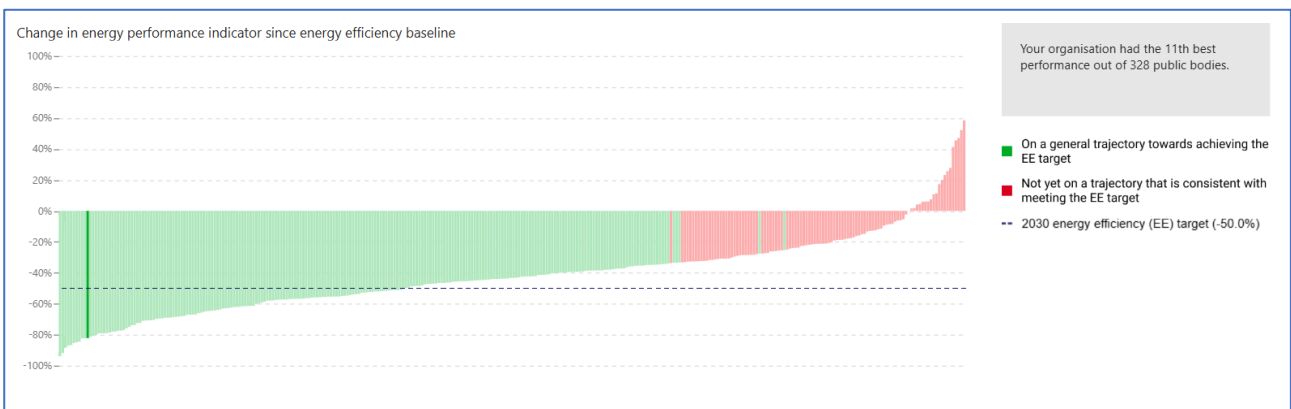
Figure 6 Total energy consumed in 2024 vs 2023.

The FSAI has the 6<sup>th</sup> best energy performance out of 85 public bodies in this sector; with a reduction in normalised EnPI of 82.2% since the Energy Efficiency baseline was measured.



**Figure 7** Change in energy performance indicator since energy efficiency baseline.

On a wider scale, the FSAI has the 11<sup>th</sup> best performance out of 328 public sector bodies, in terms of the change in energy performance indicator since the energy efficiency baseline was established. The reduction in normalised EnPI's since the energy efficiency baseline was established is 82.2%



**Figure 8** Change in energy performance since energy efficiency baseline - Public Bodies Comparison.

### 2.3 Planned actions

The FSAI Green Team is collaborating on a range of activities aimed at driving continuous improvements in the organisation’s energy performance. Through targeted efforts and strategic actions, the team seeks to reduce energy consumption. The FSAI fulfils its legal obligation under S.I. 426 of 2014 by recording our energy use in SEAI’s (Monitoring & Reporting) system. Stemming from an energy audit to meet the requirements of Regulation 6 in S.I. No. 426/2014 –

European Union (Energy Efficiency) Regulations, the FSAI has progressed with energy saving recommendations and further improved energy management practices. Finally, the FSAI is leveraging and embracing advancements in technology and is in the process of installing meters on the incoming electricity supply.

### **2.4 Ensuring consistency with Section 15(1) of the Climate Action and Low Carbon Act 2021**

Ireland's Climate Action and Low Carbon Development (Amendment) Act 2021 supports Ireland's transition to achieve climate neutrality by 2050 and sets legally binding targets for reducing GHG emissions by 51% in 2030.

The FSAI is committed to carrying out all its functions in accordance with Section 15(1) of the Climate Action and Low Carbon Development Act 2021. It tracks and reports its progress through the annual update of the Climate Action Roadmap. This Roadmap, along with the projects it presents, reflects the FSAI's ongoing dedication to meeting the climate action objectives set out in the relevant legislative framework.

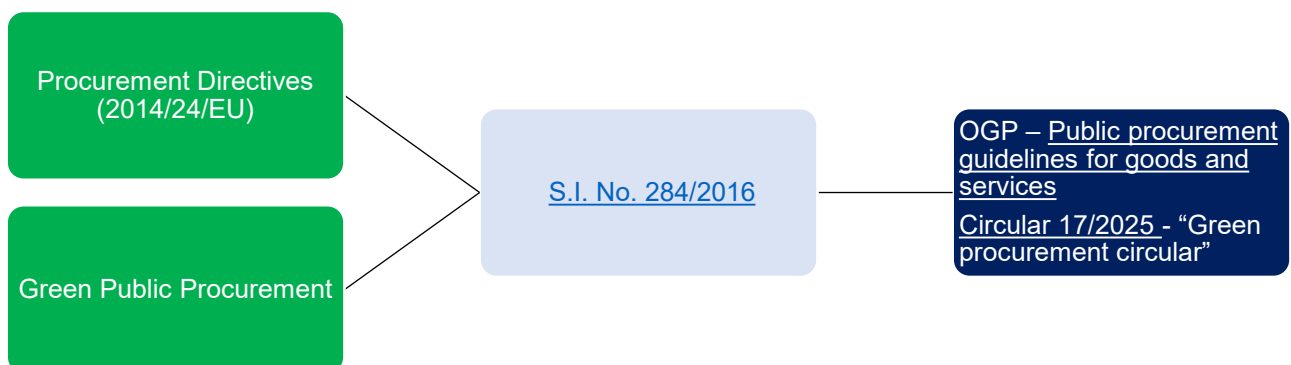
As a public body, the FSAI, in so far as practicable, will perform its functions in a manner consistent with the most recent approved climate action plan, the most recent approved national long term climate action strategy, the most recent approved national adaptation framework and approved sectoral adaptation plans, the furtherance of the national climate objective, and the objective of mitigating GHG emissions and adapting to the effects of climate change in the State.

### 3. The FSAI’s way of working

#### 3.1 Environmental and energy management

The FSAI remains committed to delivering upon its statutory duties in an environmentally friendly manner and delivering continuous improvement with respect to energy management best practices and energy performance. Stemming from an energy audit to meet the requirements of Regulation 6 in S.I. No. 426/2014 – European Union (Energy Efficiency) Regulations, the FSAI has progressed with energy saving recommendations and further improved energy management practices. The organisation is actively embracing technological advancements and is currently in the process of installing meters on the incoming electricity supply to support improved monitoring and efficiency. This is a key step in reducing the overall Energy Use Intensity (EUI), lowering carbon footprint, and ultimately helping reduce energy costs, whilst enhancing both energy management capabilities and data accuracy.

#### 3.2 Green public procurement



The FSAI is committed to embedding sustainability criteria into its procurement practices in line with Green Public Procurement (GPP) guidelines. In procuring goods, services, and works, the FSAI actively incorporates environmental considerations in line with Circular 17/2025, which promote the implementation of GPP across the public sector.

This commitment is grounded in the legal framework established by Directive 2014/24/EU, transposed into Irish law through Statutory Instrument (SI) No. 284/2016 – European Union (Award of Public Authority Contracts) Regulations 2016. These regulations provide the foundation for

public procurement in Ireland, enabling contracting authorities to include environmental and social criteria in their procurement decisions, while ensuring transparency, fairness, and competition.

Green procurement is a central element of this framework. The Directive and SI 284/2016 encourage public bodies to move beyond lowest cost purchasing and consider the broader environmental impact of their choices. This includes the use of life-cycle costing, environmental labels, and technical specifications that promote sustainability throughout the procurement process.

The FSAI also adheres to the Office of Government Procurement (OGP) Public Procurement Guidelines for Goods and Services, which reinforce the importance of strategic procurement. These guidelines advocate for early planning, market engagement, and the integration of sustainability and innovation into procurement strategies. They support the use of environmentally responsible criteria and promote alignment with national and EU policy objectives.

By aligning with GPP requirements, the FSAI ensures that its purchasing decisions reflect its commitment to sustainability. This approach reflects a shift toward responsible and forward-looking public procurement, where value for money includes environmental and social value.

### 3.3 Organic food

The FSAI Green Team has carried out a comprehensive assessment of the food products currently procured by the organisation that hold certified organic status. The analysis indicated that 11.34% of the total food procurement expenditure was accounted for by certified organic products. This figure exceeds the organisation's mandated minimum target of 10%, thereby demonstrating compliance with the *Public Sector Climate Action Mandate 2025*.

### 3.4 Food waste

The FSAI does not maintain an on-site canteen; employees are enabled to bring and store their own meals in facilities offered by the FSAI. Food provisions by the organisation are limited to catering provided for work-related events, with the exception of select complimentary items including tea, coffee, milk, milk alternatives, biscuits, and fruit.

The organisation is currently unable to individually measure food waste, as waste collection services are managed externally by the building management. However, the food waste generated

each month is divided among all building occupiers based on the size of their floor. The FSAI's apportionment is 18.12% of the total amount of food waste.

The FSAI Green Team has been tracking and monitoring food waste generated on-site, using the standardised methodology outlined in the EPA's GPP public sector guidance. Food waste is recorded monthly alongside other waste categories, with data collected through the Public Sector Food Waste Measurement Tool.

The FSAI Green Team is currently collaborating with procurement to develop new measures aimed at reducing food waste generated by catering during work-related events at the FSAI.

The FSAI is committed to reduce food waste. Any leftover food from work-related events is made available in the canteen for staff to consume. In order to reduce food waste, an email notification is circulated promptly after each event to encourage everyone to help consume the remaining food before it is disposed of appropriately.

In addition, a new plan will be submitted to the Senior Leadership Team for consideration in Q4 with the aim to reduce food waste at work-related events, with the introduction of catering guidelines to be incorporated when ordering for FSAI events. These guidelines will be developed in accordance with the WHO *Planning Healthy and Sustainable Meetings: Practical Guide* to promote healthier and more sustainable event practices. The guidelines will be submitted for approval by Q4. Once approved, the plan will be communicated to all staff ahead of the implementation phase.

### 3.5 Information communication technology equipment

All information communication technology products (more commonly referred to its abbreviation ICT), including desktop computers, portable computers and mobile phones procured within the FSAI are certified to electronic product environmental assessment tool (EPEAT) Gold Standard (or equivalent), and hold TCO Certified (or equivalent) certification.

### 3.6 Paper, print usage and paper usage

As part of our commitment to the *Public Sector Climate Action Mandate 2025*, the FSAI Green Team is undertaking a review of all paper-based processes across the organisation. This requires a review to:

- Evaluate opportunities to digitise paper-based workflows so that digital becomes the default
- Eliminate paper-based processes wherever practical

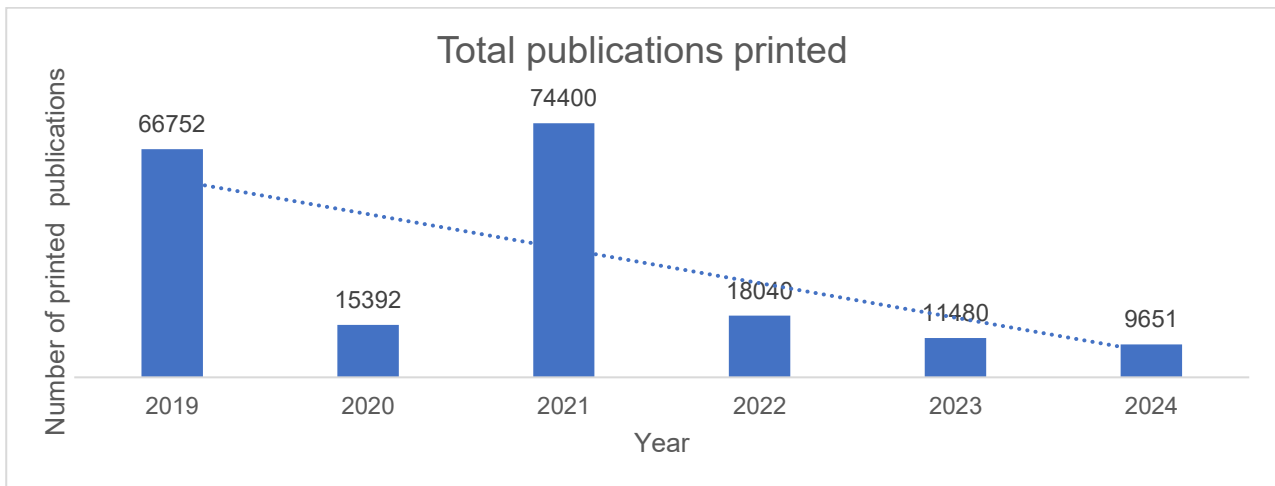
- Consider where office paper for printing or photocopying must be procured, the use of recycled paper is maximised.

To support this, the FSAI Green Team circulated a survey to identify current paper-based practices, assess digitisation potential, and flag any challenges with using recycled paper in each functional area in the FSAI. The FSAI Green Team will analyse the survey results and will work in collaboration with functional areas to assess the feasibility of transitioning identified paper-based practices to digital formats. A final decision is expected by the end of Q4 2025.

In alignment with the *Public Sector Climate Action Mandate 2025*, the team will assess the feasibility of a full transition from conventional paper to recycled paper for office printing and photocopying. The proposal for the selected recycled paper will be cost-neutral and comparable in quality to the non-recycled alternative.

A proposal to transition all office paper used for printing, photocopying and other related materials (e.g. notepads) to recycled sources and a plan to implement a centralised system for recording and monitoring paper usage across the organisation, was submitted to the Senior Leadership Team for consideration in Q4 2025.

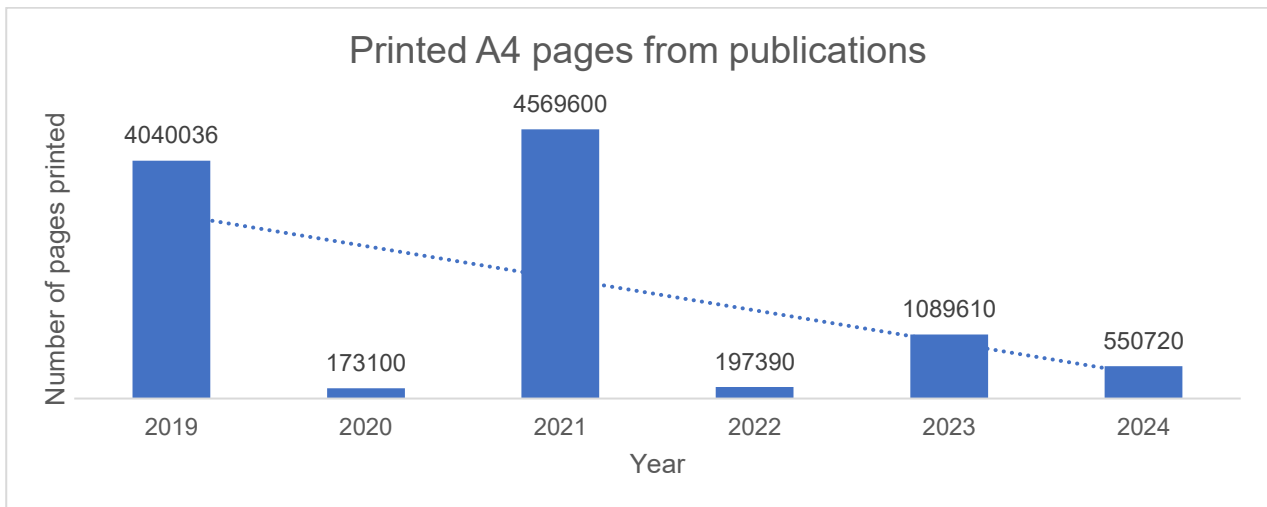
As part of the FSAI's ongoing commitment to environmental sustainability, the organisation has significantly reduced the volume of printed publications and guidance notes for food businesses. Historically, these materials were produced and distributed in printed format to support compliance and best practice across the food industry. In alignment with sustainability goals and to reduce environmental impact, the organisation has progressively shifted towards digital delivery, now offering the majority of its guidance in digital format, available as downloadable PDFs on the FSAI's website.



**Figure 9** The number of publications printed by the FSAI from 2019 to 2024.

This transition has led to a substantial reduction in printed output, from 66,752 publications in 2019 to just 9,651 in 2024 (see Figure 9). Between 2019 and 2024, the number of A4 pages used for FSAI publications decreased by more than 86%, falling from over 4 million to approximately 550,000 (see Figure 10). This move supports a reduction in paper use, printing emissions, and distribution-related carbon footprint, while also enabling faster updates and broader accessibility. Food business operators can now access the latest guidance instantly, ensuring they are working with the most up to date information.

While paper consumption has been significantly reduced overall, it is important to note that the publications illustrated in the chart are procured in bulk during certain years to optimise cost-efficiency. Consequently, annual volumes may still fluctuate to maintain cost-effectiveness. However, these variations remain well below the levels recorded prior to the COVID-19 pandemic.



**Figure 10** The number of A4 pages used to print FSAI publications from 2019 to 2024.

While most resources are now digital-only, a limited selection of printed materials such as the *Safe Catering Pack* remains available for purchase by food businesses who require physical copies for operational use. This hybrid model ensures continued support for businesses with varying needs, while reinforcing the organisation’s commitment to climate-conscious publishing practices.

### 3.7 Water

**Water refill points:** The FSAI offers bottle-fed refill water stations for staff and visitors throughout the office. A survey on staff water consumption practices found, the majority of staff utilise these water points to access drinking water. The FSAI plans to review the current provision of bottle-fed water stations, to assess the most appropriate mechanism in 2026. Once completed, the review will be submitted to the Senior Leadership Team for consideration.

**Water usage and monitoring** FSAI staff consume an average of 20 drums of drinking water per month (19 L per drum), totalling approximately 380 litres monthly. Water consumption is monitored through the receipt of the monthly water delivery bill and usage report; however, there is an opportunity to improve how this data is managed and analysed. In order to meet the requirements of the *Public Sector Climate Action Mandate 2025*, a plan to enhance the collection and management of water usage data has been developed and agreed in collaboration with the facilities team. This proposal is scheduled to be submitted to the Senior Leadership Team for consideration in Q4 2025.

### 3.8 Single use

The FSAI Green Team is currently considering largely phasing out the paper cups provided at the water stations. A detailed business case supporting this initiative will be presented to the Senior Leadership Team for evaluation. Paper cups at the water stations are the only single use item being used in the FSAI. Single use items such as cutlery, plates, glasses and cups in work-related events are not provided by the FSAI.

### 3.9 Other materials

The FSAI facilitates the segregation of waste providing separate waste bins in the staff canteen for general, mixed dry recycling and food waste.

The FSAI Green Team installed signage in both the canteen and at office bin stations to help staff correctly identify which items belong in each waste bin category, supporting proper waste segregation.

Segregated waste collection is provided by the building management. The total amount of waste generated per month is divided among all building occupiers based on the size of their floor.

KeyWaste collects these three types of waste on a weekly basis. KeyWaste also collects glass periodically on request.

The FSAI Green Team has developed a document to track three categories of waste: general waste, mixed dry recycling, and food/organic waste, along with glass collection, from January 2024 onwards. The data of all waste categories is recorded in an Excel file and tracked monthly along with other waste categories, using the EPA Public Sector Food Waste Measurement Tool.

## 4. Our building and transport use

### 4.1 FSAI building

The FSAI offices are based in The Exchange building in the International Financial Services Centre (IFSC), Dublin. In 2024, the Exchange building achieved a Platinum certification in the LEED rating system, which reflects overall sustainability based on energy performance enhancements, energy cost savings and comfort level improvements, some of which included initiatives that had been supported by the FSAI.

### 4.2 Promoting alternatives to car use

The FSAI has encouraged staff to use public transport, cycle or walk when coming into the office. This has allowed the FSAI to work and engage with stakeholders in a way that reduces its environmental impact and the organisation's carbon footprint, therefore contributing to Ireland's commitment to reduce GHG emissions.

The Cycle to Work Scheme is a tax incentive scheme which aims to encourage employees to cycle to and from work. Under the scheme, the FSAI pays for bicycles and bicycle equipment for its employees, and the employee pays back through a salary sacrifice arrangement of up to 12 months. The employee is not liable for tax, PRSI or USC on their repayments.

Introducing a blended working arrangement for staff following public sector guidance on hybrid working has enabled the FSAI to reduce its carbon footprint.

The FSAI will continue to assess the appropriate use of parking facilities considering the access to a range of public transport services and active/shared mobility options for the majority of staff/visitors. However, this will be considered in the context of the nature of the FSAI's operations and dispersed staffing profile.

## Appendix

### Sustainability staff awareness workshop initiative for 2025:

At the 2025 staff summer event, the FSAI Green Team organised a Best-Dressed Sustainable Outfit Competition to encourage colleagues to demonstrate eco-friendly fashion choices, such as repurposed, rented, borrowed, second-hand, or ethically sourced clothing. A prize was awarded for the most innovative look, highlighting the role of fashion in addressing climate change and demonstrating how everyday decisions can contribute to positive environmental impact.

### Sustainability advocacy calendar themes for 2025 (July to December):

*This calendar outlines the planned themes and is subject to revision based on appropriateness and emerging priorities.*

**July is recycling:** Promoting proper use of office waste bins, providing education on minimising contamination, and sharing information on recycling programs with various retailers, including their associated rewards.

**August is sustainable purchasing:** Highlighting eco-friendly brands and encouraging mindful purchasing decisions for office supplies, homeware, and clothing. This initiative supported a 'Sustainability Outfit Best Dressed' competition during the upcoming staff end of summer event on 3 September 2025.

**September is reducing and reusing:** As part of 'Second Hand September,' a swap-and-donate event was organised to encourage colleagues to reconsider their consumption habits.

**October is green commuting:** Emphasising the benefits of alternative commuting methods such as cycling, walking, public transportation, and carpooling. Information on financial incentives, including tax benefits, was shared. A survey was conducted to gather insights on colleagues' commuting preferences.

**November is targeted efforts to change our habits of single use plastic in the office, and encouraging more mindful, sustainable Black Friday and Cyber Monday shopping:**

Promoting the adoption of reusable items over single-use plastics through a plastic-free checklist featuring eco-friendly alternatives (e.g. cutlery, water bottles, food wraps, lunch boxes, etc.). A photo challenge was launched to encourage colleagues to utilise reusable mugs or cups during office coffee breaks.

An Ourspace post was published aimed to encourage more mindful, sustainable Black Friday and Cyber Monday shopping by offering practical tips to help employees save money, avoid unnecessary waste, and make environmentally responsible purchasing decisions.

**December is eco-friendly holidays:** Inspiring sustainable holiday celebrations by sharing tips on low-waste gift ideas, decorations, and potluck planning, along with external resources on reducing holiday-related waste.



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