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# IOB Sustainability Strategy

2023—2026



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# Our sustainability strategy



We are proud to release IOB's Sustainability Strategy 2023–2026. As an education partner for the financial services sector, IOB has a unique and important role in supporting our transition to a green economy and in supporting good governance, culture, diversity and inclusion within the industry.

At IOB, we believe in the power of education. Learning can spark change and accelerate transformation. At this critical time in Ireland's sustainability journey, we are passionate about supporting IOB members to develop the knowledge, skills and expertise required to improve and increase environmental, social and governance practices.

As we look to mitigate the worsening impact of the climate crisis and accelerate progress towards a net zero economy, financial services organisations are key stakeholders in driving investment and innovation in green technology and initiatives. To support our members to become leaders in this critical area, we are growing our portfolio of sustainable finance education programmes and resources.

We will continue to support the sector's efforts to enhance ethics and culture practices. We will also strengthen and grow our initiatives to promote diversity, equity and inclusion. Diverse teams bring distinct perspectives and ideas, helping to foster innovation and improve decision-making.

As we work to achieve these positive changes, managing our own impacts within IOB is an important focus. We are committed to enhancing our policies and procedures to further improve IOB's environmental, social and governance performance.

The vision set out in this Strategy can only be realised with the support of the IOB team, our Council, associate faculty and – most importantly – our members. Our purpose – to educate, enable and empower Ireland's community of financial services professionals – is as critical now as ever before. Together we will work to build a more equal, inclusive and sustainable financial services sector.

**MARY O'DEA**  
Chief Executive, IOB



At this critical time in Ireland's sustainability journey, we are passionate about supporting IOB members to develop the knowledge, skills and expertise required to improve and increase environmental, social and governance practices.



# Supporting the UN Sustainable Development Goals (SDGs)



**Good health and wellbeing**



**Quality education**



**Gender equality**



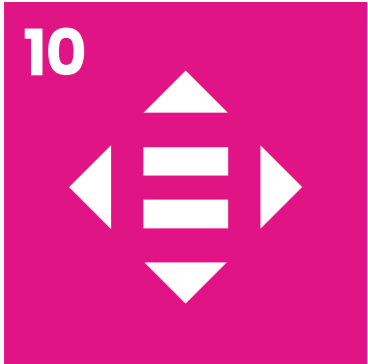
**Clean water and sanitation**



**Affordable and clean energy**



**Decent work and economic growth**



**Reduced inequalities**



**Responsible consumption and production**



**Climate action**



**Peace, justice and strong institutions**

# Delivering on our purpose...

Educate, enable and empower a community of professionals to achieve their full potential in delivering financial services to the highest standards with better outcomes for their customers, clients and for society.



# Our sustainability ambition

To be the leading, progressive, authoritative expert in sustainable finance and ESG education and to use our handprint to shape the financial services professionals that a sustainable society needs.

We will deliver on this ambition by focusing on three areas of financial services education and lifelong learning:

## SUSTAINABLE FINANCE

Inspire and equip financial services professionals to be leaders in sustainable finance and ESG by providing them with best in class programmes and content.



## ETHICS & CULTURE

Continue our work of supporting the financial services community in building public trust in the financial services sector.



## EQUALITY

Champion equality by promoting diversity, equity and inclusion (DEI) through our actions, initiatives and education.



while managing our operational impacts

Manage our impacts on people and the planet across IOB and its supply chain.



# Sustainable Finance

Inspire and equip financial services professionals to be leaders in sustainable finance and ESG by providing them with best in class programmes and content.



## BY

- Ensuring IOB is synonymous with sustainable finance education across the sector, grounded in the National Sustainable Finance Roadmap
- Developing an **IOB Global Hub of Sustainable Finance and Culture** that will provide a comprehensive range of programmes and training that are relevant to all IOB members in building their knowledge, skills and capacity in sustainable finance, including transitions
- Ensuring sustainable finance is embedded in all IOB programmes
- Providing tailored bespoke sustainable finance training within member organisations
- Exploring possible partnerships for expanding access to our sustainable finance programmes and content
- Developing a system to compare our sustainable finance programmes nationally and internationally



# Ethics & Culture

Continue our work in supporting the financial services community in building public trust in the financial services sector.



## BY

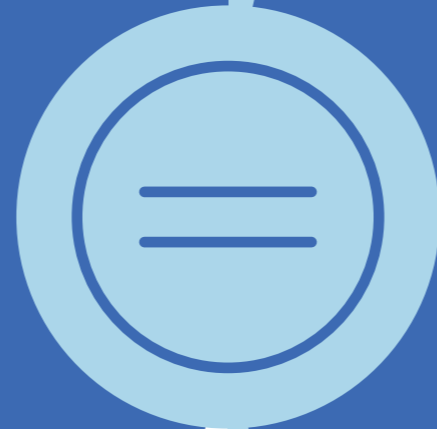
- Ensuring IOB is synonymous with excellence in Ethics & Culture education and training across the financial services sector
- The development of the **IOB Global Hub of Sustainable Finance and Culture**
- Providing a comprehensive range of programmes, training and events which include Ethics & Culture content
- Considering the development of other programmes or training in this area
- Exploring joint research opportunities
- Upskilling associate faculty on integrating culture & ethics into their teaching and learning strategies
- Developing and using partnerships to become a thought leader in Ethics & Culture education and training internationally





# Equality

Champion equality by promoting diversity, equity & inclusion (DEI) through our actions, initiatives and education.



## BY

- Continuing IOB's efforts by developing a holistic DEI strategy
- Developing a strategy for faculty to understand and embrace key considerations of DEI
- Engaging on DEI across the financial services sector to enhance their actions through our education portfolio
- Setting up a collaborative industry initiative for disadvantaged groups to aspire to a career in financial services



# While managing our own impacts

## ENVIRONMENTAL

- Obtain a baseline carbon footprint and develop an action plan to reduce emissions
- Set a target that puts us on the road to net zero
- Develop a sustainable business travel policy
- Convert our procurement policy to a sustainable procurement policy

## SOCIAL

- Unconscious bias and other training across the organisation
- Develop policy around employee volunteering
- Consider suitable areas in IOB to monitor gender and diversity quotas

## GOVERNANCE

- We will publish an annual sustainability impact report
- Ensure sustainability is regularly reviewed at Executive Team and at Council
- Develop a Sustainability Strategic Advisory Group





Together we will work to build a more equal, inclusive and sustainable financial services sector.

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