

Business in the Community Ireland

Leaders in Sustainability & Social Inclusion



Summary Impact Report 2025

Business in the Community Ireland (BITCI) had an influential, impactful and inspiring year in 2025 as the organisation marked its 25th anniversary. Its partnerships with companies, government, academia and civil society helped raise ambitions, expedite actions and position Ireland as an exemplar on sustainability and social inclusion. This report aims to showcase what BITCI has achieved thanks to the ongoing support and engagement with our member companies. Your involvement in this multi-sectoral network of likeminded companies demonstrates your commitment to protecting the planet and its people.

548k+	Our network is made of 120+ of Ireland's leading companies, together employing more than 548,000 people.	
116	Companies participating in BITCI's collective action campaigns across ESG themes.	
80+	Tailored sessions delivered by our in-house multidisciplinary team to companies covering areas including Social Investment Strategy, Biodiversity, Leadership for Sustainability, Human rights and Sustainability Reporting.	
80%	80% of jobseekers who completed our migrant programme remain employed for 3+ years showing lasting impact, not just short-term results.	
6200+	Students in DEIS primary and secondary schools participated in BITCI education programmes.	
30+	Events (online & in-person) with over 1200 attendees spanning variety of ESG topics with partners including Teneo, DCU and Limerick Chamber.	

Your Impact in 2025

2025 gave Business in the Community Ireland (BITCI) the opportunity to celebrate, reflect and demonstrate its continued leadership in sustainability and social inclusion.

Leading the Transformation

Marking the organisation's 25th anniversary began with the launch of its strategic plan: Innovate, Collaborate and Transform: [BITCI's Strategy for Impact 2025-2028](#). This transformational strategy, devised in consultation with members and BITCI Board, will redefine BITCI's business proposition; innovating, uniting and delivering a suite of offerings guaranteeing BITCI remains relevant and current in meeting business needs to advance their implementation of responsible business practices.

Our 25th anniversary conference was held in Croke Park, thanks to the sponsorship from our members: An Post, Bus Éireann, Coillte, Energia, ESB, Gas Networks Ireland, Heineken, Northern Trust, Sisk, SSE. This event attended by over 400 guests (74% from our member companies) with input from over 30 speakers reflected how BITCI continues to influence the evolution of responsible business practices. It was a celebration of bold leadership, fresh thinking and the power of collaboration to shape a more inclusive and sustainable future.

Collaborations with SME's, a strategic priority for BITCI, expanded in 2025 with the delivery of its [All-Ireland Climate Action Programme](#). This unique supply chain led SME decarbonisation programme involves three member companies Bank of Ireland, ESB and SSE along with a sample of their respective SME suppliers. Participants gained accredited carbon literacy training and tailored support empowering them to develop effective climate action plans.

Our Voice

In 2025, our sphere of influence was evident as BITCI hosted an exclusive dinner with An Taoiseach and had two Ministers address our conference. Throughout the year BITCI had its finger on the pulse and supported key campaigns including the Omnibus Statement to maintain sufficient scope and ambition of the Corporate Sustainability Reporting Directive leading to engagement with MEPs. Many BITCI members were involved in these activities.

Our Collective Action

[Elevate, The Inclusive Workplace Pledge](#) had 60+ companies making a public commitment to close employment gaps and improve opportunities for diverse jobseekers who are distanced from the workforce. This campaign has helped companies shift from one-time actions to more coordinated, strategic efforts, leading to a stronger organisational culture of belonging. Its impact already visible with improved recruitment practices, setting diversity KPIs and partnering with employment organisations to widen talent pool.

Accelerate, The Business Pact for Climate and Nature saw twice the number of companies involved, all committed to the development of Climate Transition Plans. To ensure comprehensive, actionable and credible Climate Transition Plans are produced, we launched Ireland's first ever Climate Transition Plan Scorecard report in partnership with DCU Institute for Climate and Society.

2025 marked 15 years of the Business Working Responsibly Mark – Ireland's only third party validated Environmental, Social and Governance standard. Since then, the Mark has helped companies not just embed sustainability but lead with integrity and authenticity. It has become a signal of ambition, progress, and commitment to responsible business. In 2025, 11 companies certified / recertified to the Mark including Intel, J&J and ESB who have been recertified five times.

Our Community

We published our inaugural Social Impact Report highlighting that social inclusion activities benefited more DEIS students and vulnerable jobseekers than ever before. These programmes available across the country, through their unique interactions with businesses unlock participants' potential, raise career expectations and present opportunities not previously available. For the companies involved, they strengthen ties with local communities and give access to a diverse talent pool.

We are proud of BITCI's 25 years and we are excited to build on that in 2026 and beyond. Central to these successes are our partnerships with companies, either individually or collectively, and we look forward to deepening those relationships in 2026.

Our Members



Ambition for 2026



Innovation - Compelling Pathways

2026 will see BITCI continue to evolve how its services to members are delivered. BITCI will seek to unify all aspects of its work so the connection between environmental, social and governance (ESG) objectives is clear and compelling.

BITCI will take an agile approach, convening more small-group dialogues to address common opportunities and challenges. Its interventions will help members to unlock insights that will take them to the next level of sustainability performance and leadership. BITCI will also continue to convene its Leaders' Group to act as an innovation hub for the development of services.

Already in the planning is BITCI's next series of support sessions and deep-dives on Reporting and Disclosure; a dialogue series looking into diverse aspects of Scope 3; and multi-member workshops on Human Rights and risk-based due diligence.

Building on the first complete year of BITCI's Accelerate Programme for climate and nature, BITCI will continue to upskill members and develop its profile as a Centre of Excellence for Climate Transition Plans.

The Business Working Responsibly Mark will continue to be revised and relevant ensuring continuous improvement in ESG remains core to all certified companies.

2026 will see the 5th annual Elevate: The Inclusive Workplace Pledge report being published. The Elevate dataset is unmatched in Ireland and 5 years of diversity profile data provides a powerful foundation to understand how corporate Ireland is progressing on Diversity, Equity & Inclusion. It will allow BITCI to identify trends, measure impact, and shape evidence-based actions that drive lasting change.

BITCI's Education and Employment programmes will continue to deliver high-impact results. These initiatives combine government funding with meaningful business engagement to address educational and employment disadvantage. By supporting young people attending DEIS schools and diverse jobseekers facing barriers to work, BITCI is helping to create more equitable access to opportunity and build a more inclusive workforce for the future.

Influence - More Unified Voice

The critical 2030 targets for emissions and nature are drawing nearer. Meanwhile, the impacts of climate disruption and increasing social divisions are becoming more apparent. There are concerns about a push back against ambitious sustainability action in the years ahead and BITCI's voice will be more important than ever. We will continue to champion for the business case of placing sustainability and social inclusion at the heart of Ireland's ongoing competitiveness and attractiveness as a place to live, work and thrive.

Impact

The cumulative impact of collaborating with members, stakeholders, policy makers and civil society, either individually or through collective action campaigns, will continue to gain traction and influence. Our leadership, expertise and convening power will be honed and strengthened throughout 2026 for the benefit of all our collaborators.

Celebrating 25 Years of Impact Together

BITCI marked our 25th anniversary with Lead, Innovate, Achieve: Championing Sustainability and Social Inclusion for 25 Years, a landmark conference in Croke Park that brought together leaders from business, government, academia, and civil society. The event celebrated how far responsible business has come – from the margins to the mainstream – while looking ahead to the urgent work still to be done to build a sustainable and inclusive Ireland.



With thanks to our conference sponsors



Tomas Sercovich, CEO, BITCI; Pat O'Doherty, Chairperson, BITCI; Dara Calleary TD, Minister for Social Protection; Alicin Reidy Williamson, Chief Diversity and Culture Officer, Yahoo and President of MAKERS; Orlaigh Quinn, Board Member, BITCI



BITCI Education Team with Time to Read students



Tomas Sercovich, CEO, BITCI with new signatories of the Accelerate Pact



Tomas Sercovich, CEO, BITCI



Derek Walker, Future Generations Commissioner for Wales; Alicin Reidy Williamson, Chief Diversity and Culture Officer, Yahoo and President of MAKERS; Ursula Burns, Founding Partner, Integrum, Chairperson, Teneo, former Chairperson and CEO, Xerox Corporation and VEON Ltd; Tomas Sercovich, CEO, BITCI



Al Gore, former Vice President of USA



Alan Dillon TD, Minister of State for Employment, Small Business and Retail



Jarlath Burns, GAA President



Tomas Sercovich, CEO, BITCI with Mark certified companies for 2025

Key Dates for your Diary

Elevate, The Inclusive Workplace Pledge, report launch

Thursday, 23rd April 2026

Members' Network Meeting

Thursday 14th May 2026

CEO Forum

Thursday 10th September 2026

Members' Network Meeting

Thursday, 3rd December 2026



Rialtas na hÉireann
Government of Ireland

